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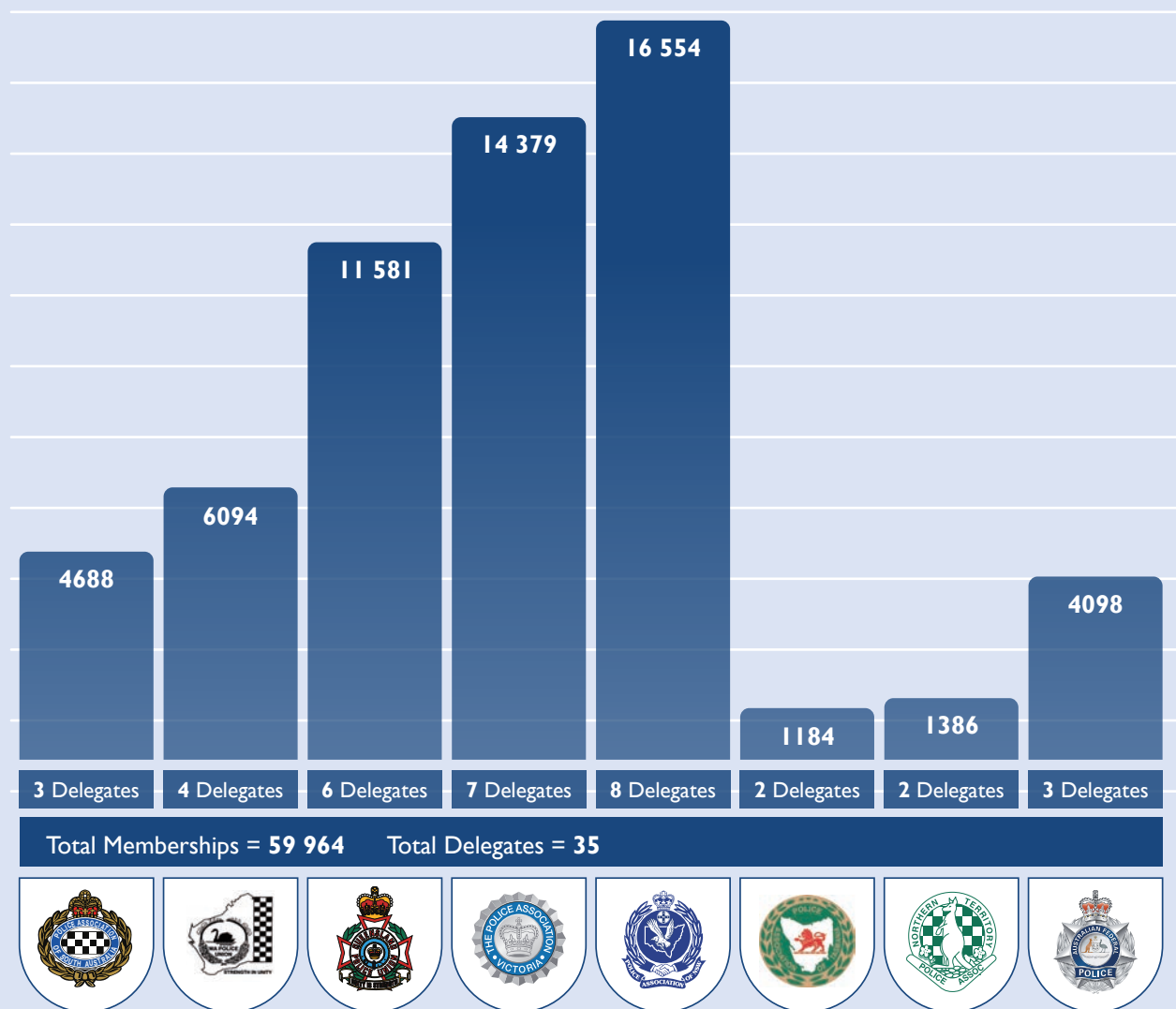
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AFFILIATES AND ASSOCIATES

Membership Numbers at 31/12/14—Rule 14 (d)



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

OFFICE BEARERS

President

Mark Carroll (South Australia)

Vice President

Ian Leavers (Queensland)

Vice President

Scott Webber (New South Wales)

Treasurer

John Laird (Victoria)

Executive Members

George Tilbury
(Western Australia)

Pat Allen
(Tasmania)

Jon Hunt-Sharman
(Australian Federal Police)

Vince Kelly
(Northern Territory)
resigned 15 May 2015

Paul McCue
(Northern Territory)
appointed 27 May 2015

LIFE MEMBERS

Leon Kemp

Peter Alexander

Mark Burgess

Vince Kelly

Jon Hunt-Sharman

STAFF

Chief Executive Officer

Mark Burgess

Office Manager

Debbie Martiniello

Senior Policy & Research Officer

Dianne Gayler

Project Officer

Kathleen Potts

MEETINGS CONDUCTED

Federal Council:

10 & 11 November 2014
Darwin, NT

Special Federal Council:

26 May 2015
Teleconference

Executive Strategic Planning Forum:

6 & 7 August 2015
Sydney, NSW

Executive:

9 November 2014
Darwin, NT

17 February 2015
Teleconference

17 & 18 March 2015
Canberra, ACT

26 May 2015
Teleconference

13 & 14 September 2015
Canberra, ACT

16 October 2015
Teleconference

Industrial Planning Committee:

10 October 2014
Teleconference

30 October 2014
Brisbane, QLD

17 & 18 February 2015
Canberra, ACT

28 & 29 July 2015
Canberra, ACT

Women's Advisory Committee:

28 & 29 April 2015
Wellington, New Zealand



PRESIDENT'S REPORT

I have taken great satisfaction from serving the Police Federation of Australia as its president throughout the past 12 months. Equally satisfying now is to deliver my first annual report.

After my election in November 2014, the executive endorsed the development of a five-year strategic plan.

The original intention was to convene a strategic-planning meeting in early 2015. Owing to a range of issues, however, that meeting took place in Sydney in August.

This proved advantageous as it enabled the executive to undertake detailed discussion about the future direction of the organisation.

And history, I suspect, will show that August meeting to be a defining moment in the life of the PFA. It produced the worthy objective of the new plan: "To complement and enhance the role of state, territory and federal police unions."

Accordingly, the draft vision which the executive intends to present to the 2015 federal council meeting is as follows.

With future success, the Police Federation of Australia will complement and enhance the role of state, territory and federal police unions through:

1. Influence and power at the national level.
2. The delivery of enhanced benefits and conditions to its members.
3. Financial strength in conjunction with best-practice governance.
4. Broad respect as a professional body which serves as the national voice of policing.

5. A collaborative approach by a highly skilled, professional team.

Underpinning that vision is a range of strategies, goals and tasks which the executive has conceived and considered, and I will outline them to federal council in November.

PROFESSIONALISATION

Naturally, the PFA has continued to represent branch and member industrial interests at the national level over the past 12 months. The CEO and branch reports indicate issues which came into focus.

Among them was the police professionalisation debate, at the forefront of which police unions have stood for more than two decades, through the PFA. And we have reaffirmed our stand through the Police Practice Standards Model (PPSM).

Developments in the UK—such as recent proposals for volunteer police to supervise full-time sworn officers or the potential for fire chiefs to head police forces—continue to bewilder us.

But we have an opportunity in Australia to implement a national police registration, certification and continuing professional development scheme. Indeed, the scope exists for us to forge such an arrangement with our New Zealand colleagues.

If not all commissioners will join us in this objective, we will identify those who support it and proceed with the involvement of amenable jurisdictions.

At the 2015 federal council, I will seek a unanimous commitment to a strategy which once and for all progresses this critical issue.

SUPERANNUATION

Superannuation is another issue on which the PFA has campaigned for more than 10 years. For all of that time, superannuation preservation age has been on our national agenda.

The stepping of access to superannuation from age 55 to, ultimately, 60 for all workers is now a reality. The new preservation age is now 56 and moving to 60 in annual increments over the next four years.

This means that members will be forced to continue to work operationally until they turn 60 in order to access their superannuation at concessional taxation rates.

Another major concern in some jurisdictions is the inadequacy of superannuation. Affected members will not, in years to come, have sufficient funds on which to retire with dignity, even at age 60.

To that end, the PFA has commissioned experts to determine how best to deal with this difficult policy issue.

I look forward to a comprehensive debate on superannuation at federal council.

MEMBER SAFETY

Member safety, particularly in current-day environments of heightened threat, remains a number-one priority to the PFA.

Police, military personnel and members of the public have suffered unspeakable atrocities in overseas jurisdictions over the past 12 months. And the sad reality is that the same horror is now far more likely to occur in Australia.

Recent indicators are:

- The attempted stabbing of an AFP and Victoria Police officer (September 2014).
- The Lindt Café siege in Martin Place, Sydney (December 2014).
- Arrests in Melbourne in connection with a threat against police on ANZAC Day (April 2015).
- The murder of New South Wales Police Force civilian employee Curtis Cheng outside Parramatta police headquarters (October 2015).

Each one of these incidents reaffirmed in the public mind that, every day, police face the threat of serious bodily injury and even death.

All of our 60,000 members have responded to these increased dangers with the greatest courage and professionalism.

As CEO Mark Burgess indicates in his report, the PFA wrote to all police commissioners earlier this year to encourage them to employ a national approach to training members in “active shooter” responses.

That issue extends to safety in and around police premises as illustrated by Victoria Police in May this year when it banned all single-officer patrols.

These developments have led our jurisdictions to reassess their security, as have some of our branches. And, as outlined in the CEO’s report, we have had to undertake changes to the security of the PFA building.

ACKNOWLEDGEMENTS

I particularly acknowledge and thank the PFA industrial planning committee (IPC) and women’s advisory committee (WAC) for the invaluable work each has performed.

I also thank the branches, particularly their presidents, who have afforded me the privilege of leading our respected, influential union and its highly competent team.

Our PFA staff have performed with great dedication and professionalism for which I commend them, as I do our wider staff in the branches.

Subject-matter experts attached to branches have proved a great support in the past, and I expect the PFA will rely on them to an even greater extent in future.

Mark Carroll
President

CHIEF EXECUTIVE OFFICER'S REPORT



I am pleased to be able to present the 2014–15 PFA Annual Report for the consideration of the 2015 Federal Council meeting. As with previous reports I trust this report will highlight the PFA's priorities over the past 12 months and the following pages, compiled by the PFA's staff, will give you a summary of those various activities and their outcomes.

LIFE MEMBERSHIPS AWARDED

At the 2014 PFA Council meeting Life membership was conferred upon Vince Kelly (NT Branch) and Jon Hunt-Sharman (AFPA Branch).

Vince Kelly—Northern Territory Branch

Vince started in the NT Police on the 12th January 1987 and has worked in General Duties and Criminal Investigations in Alice Springs, Ali Curung, Katherine, and Darwin. Promoted to Senior Sergeant in October 2002, Vince returned to uniform as OIC of Casuarina station before moving full time to the NT Police Association in 2003.

Vince's involvement with the Northern Territory Police Association has been extensive.

He was first elected a branch official in Katherine in 1990. Vince was then elected to the executive of the NTPA in 1995 and following on from this was elected to the position of Vice President in 1999.

In May 2001 Vince was elected President at a contested ballot however he has since been re-elected 4 times unopposed, most recently in May 2011 for a four year term.

Since holding the position of NTPA President Vince has held a position on the national executive of the Police Federation of Australia. While on the executive of the PFA he has served as Treasurer from November 2003 until November 2005 and Vice President from November 2005 to November 2007. He was first elected President of the PFA on the 6 November 2007 and retained that position unopposed until the PFA Federal Council meeting on 11 November 2014.

During his time as an elected official with both the NTPA and the PFA Vince sought to enhance his skills as a member advocate by completing a number of Trade Union and Management/Governance Training Courses including:

- The ACTU Organisation and Education Centre Union Management course;
- Police Union Executive Management, School of Labor Relations at Michigan State University;
- Police Union Leadership Seminar, Labor and Work-life Program at Harvard Law School; and
- Harvard University's Advanced Leadership and Management Program for senior executives in unions.

During his tenure as NTPA and PFA President Vince was also a passionate advocate on indigenous and policing-related alcohol issues.

Jon Hunt-Sharman—Australian Federal Police Association

Jon has 30 years of service in the Australian Federal Police. His background includes federal investigations relating to Serious and Organised Crime, including illicit drug importations and immigration offences; Crime Operations including economic and major crime such as corporate and Commonwealth fraud; and Intelligence, including special intelligence probes.

Jon is the current National President of the AFP Association which represents all AFP employees having been first elected in 1997. He has held this elected position for 17 years. He is the longest serving President in the Association's history with his current term expiring in 2017.

In 1997–98 Jon was instrumental in gaining the support of his AFPA colleagues to alter the AFPA rules to allow for the formation of the Police Federation of Australia. In 1999 he was also heavily involved in negotiating with the then ACT Minister for Justice for their support for the development of the National Police Memorial.

Jon led his organisation into the field of political lobbying on behalf of the profession, expanded law enforcement assistance and legal funding, established the first National Police Welfare Fund (the AUSPOL Police Welfare Foundation) for members and provided discounted lifestyle benefits and services.

As AFPA National President, Jon established the AFPA's four pillars of operation as Profession; Employment; Welfare; and Lifestyle services. Jon also introduced the first Loyalty Reward Program within industrially registered organisations. The AFPA Member Loyalty Program has four tiers of membership, being Bronze, Silver, Gold, and Platinum. This attraction and retention strategy has been well received by members providing them additional benefits and services based on continuity of membership.

Jon, in his role of representing and supporting the men and women of Australian law enforcement, has successfully lobbied Government on a range of issues over the years and has been at the forefront of significant proposals for change. Many of these changes within law enforcement were adopted by successive governments and have served to protect and improve the rights of Australian law enforcement personnel.



Newly elected Life Members Vince Kelly and Jon Hunt-Sharman with PFA CEO and Life Member Mark Burgess at the 2014 Federal Council Meeting in Darwin

PFA PRIORITIES

Professionalisation

Consistent with the PFA's long-term policy in support of police professional registration, we have continued our roles on the Australia New Zealand Council of Police Professionalisation (ANZCoPP), with our representative being PFA President Mark Carroll. We have also continued our support for the work of ANZCoPP through the development of the Police Practice Standards Model (PPSM) as well as support of the ANZPAA Professionalisation Strategy.

A perusal of the financial statements will indicate that in the last financial year our contribution to the PPSM was \$38,629. The PFA, on behalf of all Branches, is putting its money where its mouth is. This amount has been determined through an arrangement with the New Zealand Police Association (NZPA) where the PFA is contributing 75% of the total financial contribution and the NZPA 25%. The figure is derived by a calculation

based on the size of our joint membership and a per head contribution to the overall cost.

The PFA is also contributing in an in-kind capacity through our strong involvement in the ANZPAA Professionalisation Forum (APF), where CEO Mark Burgess represents the PFA and also through our work on the Public Safety Industry Advisory Committee (PSIAC) where again CEO Mark Burgess sits with Victorian Branch President John Laird, our alternate delegate.

During the past 12 months there was a concerted push by some Commissioners to derail the professionalisation process by pushing to suspend work on a Scoping Report commissioned by ANZCoPP.

In July 2014 ANZCoPP tasked ANZPAA with developing a Scoping Report examining the implementation and cost implications for Registration/Certification and Continuing Professional Development. At the November 2014 ANZCoPP meeting a progress

report on the Scoping Report was delivered. Some Commissioners successfully argued that the Scoping Report be paused pending further discussion in early 2015.

At the February 2015 meeting ANZCoPP agreed to reconsider the scope of the work and ask ANZCoPP members to provide issues that they felt needed to be considered in the final paper. The PFA provided a comprehensive list of issues, endorsed by the PFA Executive, based on our years of work on this issue.

At the April 2015 meeting the future of the Scoping Report was again discussed in detail. Ultimately ANZCoPP agreed, after significant lobbying by the PFA, to approve the continuation of work on the Scoping Report and requested the scoping work respond in full to all the questions raised by ANZCoPP members, including the PFA's issues. A further updated report was provided to ANZCoPP at its August 2015 meeting and it is anticipated that a final report on the Scoping Paper will be presented to the November 2015 ANZCoPP meeting which will take place several weeks after the 2015 Federal Council Meeting.

The PFA has continued to lobby both ANZPAA and ANZCoPP to pursue the intellectual property attached to the work being carried out on behalf of both organisations. We have argued that as ANZCoPP is an incorporated association in the state of Victoria under the Associations Incorporation Reform Act 2012, then it made sense for the Intellectual Property to be assigned to it. At the PFA's September Executive meeting the Executive unanimously endorsed the PFA pursuing an outcome that would see the IP ownership transferred from the state of Victoria to ANZCoPP as an incorporated association under Victorian law.

Policy

Throughout the year the PFA Executive continued to ensure that we strictly adhered to the PFA Administration Policy Manual, particularly as it relates to financial governance.

During the year the Executive also endorsed a Conflict of Interest Policy which has been incorporated into the PFA's Administration Policy Manual.

At the commencement of each Executive meeting a Register of Board Appointments is tabled so that if an issue arises during the meeting relating to one of the entities mentioned in the Register, Executive members

may excuse themselves from discussion on that particular item if a potential conflict of interest arises.

A new travel policy was also endorsed in an endeavor to minimise travel costs for the PFA.

Further work on the updating of the PFA's General Policy Manual has been put on hold awaiting the outcome of the PFA Strategic Plan.

NATIONAL DEPLOYMENT ISSUES

G20

Following the G20 Leaders Meeting in Brisbane in late 2014, which is covered later in this report, it was agreed that the PFA would endeavor to develop a model template for future inter- jurisdictional deployments. The IPC has been tasked with that process and a report on the template is contained in the IPC section below.

UN Security Council Resolution 2185 (2014)

In November 2014 the United Nations Security Council, of which Australia was at the time Chair, adopted resolution 2185 (2014) in relation to UN Peacekeeping Missions. This resolution in essence supported "...a unified policing approach..." as well as "...the development of a United Nations standardised approach to policing..." As a result PFA President Mark Carroll and CEO Mark Burgess met with the Foreign Affairs Minister's staff and subsequently wrote to the Minister.

Our correspondence congratulated the Minister and the Government for supporting such an approach, however we raised the slow progress, at that stage, of the ANZCoPP PPSM program as well as the fact that Australian police deployed on overseas missions had not had legislative based workers' compensation and rehabilitation coverage since 2004.

The Minister provided a positive response on 25 February 2015, however the issue of a statutory overseas workers' compensation and rehabilitation scheme remains unresolved.

UN Peacekeeping Summit

On 28 September 2015 a UN Leaders' Summit on Peacekeeping involving 50 countries met in New York to pledge new commitments and strengthen



THE HON JULIE BISHOP MP

Minister for Foreign Affairs

Mr Mark Burgess
Chief Executive Officer
Police Federation of Australia
Level 1/21 Murray Crescent
GRIFFITH ACT 2603

Dear Mr Burgess

Thank you for your letter of 22 December 2014 regarding United Nations Security Council Resolution 2185 (2014) and related issues for policing in Australia.

I am pleased the Police Federation of Australia is supportive of Australia's work in the Security Council to get the first ever comprehensive resolution on UN policing. The unanimous adoption of Resolution 2185 should help to further integrate policing functions within UN peace operations, and improve the capacity of those operations to support the development of rule of law, law enforcement and justice in countries affected by conflict.

Resolution 2185 will help to standardise the approach to policing across all peace missions mandated by the Security Council. The information you provide on Australia's progress in developing national standards highlights some of the practical challenges in harmonising policing standards across jurisdictions. I will raise this issue and the PFA's concerns about workers compensation and rehabilitation coverage for officers serving in UN missions with my colleague the Minister for Justice, the Hon Michael Keenan MP. I will also ask the Department of Foreign Affairs and Trade to follow-up with counterparts in the Australian Federal Police.

Yours sincerely


Julie Bishop
25 FEB 2015

Telephone (02) 6277 7500 Parliament House, Canberra ACT 2600, Australia Facsimile (02) 6273 4112

SUPERANNUATION AND TAXATION

Superannuation, Taxation and the Aged Pension have been at the centre of economic debate in Australia in this financial year. As a consequence, the PFA has continued an active involvement on all issues relating to superannuation and taxation which might affect police officers. We have reported on these matters to the PFA Executive at each of their meetings this year.

Superannuation

Following the Coalition Government's decision to freeze the Superannuation Preservation Guarantee at 9.5% for six years, under current settings it will not reach 12% until July 2025. This was contrary to their undertaking not to make unexpected adverse changes to superannuation during this term of government.

The debate this year switched to the Superannuation Preservation Age. This followed the lifting of the Age Pension access age from 65 years currently to 67 by 2023. Many commentators have advocated aligning the pension access and superannuation preservation ages which would see police officers on the frontline at age 67. This would be totally at odds with the preferred PFA position which would enable police officers to retire with dignity from age 55 years, or at the very most, 60 years of age.

In line with that position, in June 2015 the PFA made a submission to the Government's **Tax White Paper** process. In that submission we said:

The PFA has for a number of years advocated that police officers should, if they wish, be able to access their

existing peacekeeping capabilities. Convened by President Obama, the meeting agreed on the need for effective military capabilities, qualified police personnel, including more female officers, and a standby reserve. It also pledged to reform peacekeeping, including by preventing and punishing sexual exploitation and abuse. Those in UN blue helmets are vital to "restore calm, and to keep the peace, and to save lives" and "when they go, their success and their lives

will depend on whether they have the training and the forces and the capabilities and the global support they need to succeed in their mission" President Obama said.

The PFA, in conjunction with our international colleagues through the International Council of Police Representative Associations (ICPRA) will need to keep abreast of UN developments in this area.

superannuation savings at age 55 years. This is based on the view that arduous frontline police work is not work suitable for older workers. It is physically demanding work often involving dealing with young offenders and requires a level of fitness which many officers cannot maintain into their sixties. In fact the Queensland Police Force legislation requires officers' mandatory retirement at age 60.

We note that the relevant Commonwealth superannuation legislation has a provision enabling exemption from the superannuation preservation age by APRA for a class of persons (Section 328 of the Superannuation Industry (Supervision) (SIS) Act 1993) in recognition that a single preservation age, a one-size-fits-all approach, is not appropriate for all employees. The PFA has attempted, in various submissions to governments, to have this exemption activated to enable police to access their superannuation at age 55 years, so far to no avail. We continue to strongly maintain this policy.

This would only be a viable proposition if police officers were not subject to a taxation disadvantage if they took the option of retiring and accessing their superannuation at age 55 years. A copy of the PFA's submission to the 2005 *Review of Superannuation Preservation Arrangements* which outlines our case in detail is attached.

We are also strongly opposed to any increase in the preservation age as has been advocated by some who suggest that it should be brought into line with the age pension age which is being progressively increased.

In that same submission we also raised the issue of "bracket creep" which is increasingly going to affect police officers (see below under Taxation).

At the time of writing this report the new Government, under Malcolm Turnbull's leadership, is continuing with the *Tax White Paper* and appears to be not ruling out any of the suite of reforms which were canvassed during 2014/2015. This means that the current superannuation preservation age may still be under threat.

At all its meetings in 2015, the PFA Executive made it clear that improving, or at least maintaining, the superannuation preservation age at which police officers can access their savings at favorable taxation rates remains one of their highest priorities.

Therefore, the PFA engaged the services of Mr. Chris Fry from Public Policy Solutions Pty Ltd to provide expert advice on keeping the issue of

superannuation preservation age, and the adequacy of superannuation savings, at the forefront of PFA lobbying on superannuation issues. For many police officers, adequacy of superannuation savings is as important as the age of access.

Chris Fry developed a discussion paper on these two issues and presented to the September PFA Executive meeting which decided to pursue these issues in the lead up to the 2016 Federal Election. In part this will involve looking at the best features in each of the State and Territory police super schemes, and a range of possibilities for improving on current police superannuation arrangements.

NSW Police Concessional Contribution Caps

The PFA has continued to assist the NSW Branch in their endeavors to resolve the anomaly in their death and disability insurance scheme, the premiums of which are currently being included in their voluntary superannuation contributions cap. This means that unlike other workers, NSW police are unable to make full use of the annual contributions limit. This limits their capacity to boost their superannuation savings later in their careers.

Taxation

The Effect of Bracket Creep on Police Officers

In our June 2015 submission on the Tax White Paper referred to above, we said

The second area of concern to the PFA is bracket creep. Using current police base salary rates and estimated rates to the year 2020, it is clear that all police officers on the rank of Sergeant and above are already on the second highest tax bracket of 37% plus the 2% Medicare levy. By 2020, almost all Constables (the lowest police rank) will be on that 37% tax rate.

This is a matter of concern to Australia's 59,000 police officers and one the PFA believes should be seriously addressed by the Tax White Paper, consistent with the government's objective of "a better tax system that delivers taxes that are lower, simpler, fairer".

Other Tax Issues

During the past year we have also been involved in discussing a range of other taxation issues through both the IPC and the Executive. These included:

- Reportable Fringe Benefits Tax (FBT) on Police Housing; and
- Potential tax deductions for compulsory employer fitness testing. The ATO has issued a ruling on this subject which limits claims to very specialist areas of policing which have specific fitness requirements.

At the 2014 Federal Council meeting in Darwin we had Ben Mangan, Senior Technical Leader, Superannuation, Complex Technical Unit from the Australian Taxation Office make a presentation on taxation issues affecting police. As a result of that presentation the ATO committed to providing a range of articles for PFA journals throughout 2015, however, apart from a 'Tax Time' article in June/July, the ATO was unable to meet their commitments in relation to such articles.

Work Health and Safety and Workers' Compensation (OH&S)

Following our work on the Good Practice Code for Managing Risks in Policing launched in May 2014, this has been a relatively quiet year for the OH&S Sub Committee. We engaged a consultant to review ANZPAA's alternative guide to determine its veracity and are awaiting her report.

Also in relation to police officer OH&S, and in line with the PFA Pre-Election Policy, we wrote to the Federal Minister for Justice Michael Keenan urging him to advance with his Ministerial counterparts in the States and Territories (through the Law, Crime and Community Safety Council) our proposal for national reporting by Police Commissioners on serious incidents affecting the health and safety of police. We also proposed reporting guidelines to be developed by Safe Work Australia.

During the year the Australasian Society for HIV Medicine produced an updated version of their guide **Police and Blood Borne Viruses** in consultation with some Branches.

The PFA also raised issues with Employment Minister Senator Eric Abetz regarding the Safety, Rehabilitation and Compensation Legislation Amendment Bill 2014. The Bill was also opposed by the ACTU, other unions and a number of Senate cross-bench members to the point that it has failed to pass the Parliament to date. The Bill risks undermining State and Territory workers' compensation schemes by allowing employers to shift to the national ComCare scheme.

Industrial Planning Committee (IPC)

As reported above, the IPC met on four occasions in the past 12 months—by teleconference on 10 October 2014, 30 October 2014 in Brisbane, 17 and 18 February 2015 in Canberra, and 28 and 29 July 2015 in Canberra.

As with previous years, issues discussed and determined by the IPC crossed over a range of matters including, police officer terms and conditions of employment and enterprise bargaining, OH&S and workers' compensation issues, Women's Advisory Committee matters, superannuation and taxation.

As was reported in last years' Annual Report, much of the 2014 year was involved in discussions around the G20 to be held in Brisbane on 15–16 November 2014. The final two IPC's in 2014 (10 October teleconference and 30 October meeting in Brisbane) were both specifically focused on ensuring a good outcome at the G20 for members deployed, while the February 2015 meeting was used as a de brief. At the 30 October meeting a number of QPOL representatives were in attendance and many last minute details were resolved including how we would service members on the ground in Queensland during the event. The QPU agreed to provide the availability of officials for member contact 24/7, the PANSW had officials on the ground and WAPU, PASA & the NTPA jointly funded a lawyer to be available if required by members. Fortunately the event went extremely smoothly with no major issues reported.

Other major issues the IPC dealt with over the past 12 months included:

Fit for Duty and Inherent Requirements of a Police Officer

The issue of police officers fitness for duty has captured attention this year. Victoria has twice-yearly fitness testing for officers who joined after July 2010. Victoria and Queensland are looking at adopting the Canadian model of fitness testing. New Zealand is examining age and gender-based requirements.

Medical, fitness and psychological standards are being discussed and so the IPC has resolved to make this a regular item on their agenda.

In relation to these matters, ANZPAA released a draft Statement, **ANZPAA Inherent Requirement of Police** for comment from stakeholders including the PFA. The PFA and IPC were seriously concerned about

the draft which appeared to be a means of “weeding out” officers who are unable to meet an arbitrary list of so-called requirements and applies a set of requirements even when they bear no relation to the particular policing responsibilities.

As the Australian Human Rights Commission said “inherent requirements need to be determined in the circumstances of each job”.

In response, we also said to ANZPAA:

“The target audience for the Statement is quite unclear. This is said to be a “benchmarking” Statement, but for whom? At times it appears to be a benchmarking document for prospective police entrants and new recruits. At other points it purports to set out inherent requirements throughout a general duties police officer’s career.”

““Inherent” requirements are just that—those requirements that are characteristic or central to the position a member is employed in or is seeking to be employed in. They change with every different facet of the policing profession. While everybody may start out in general duties policing, there are areas of policing that require different skill sets and requirements that make this kind of exercise futile in trying to maintain its relevance past the initial phase of a member’s policing career, particularly once they seek to specialise in any area away from general duties policing.”

“In reality, during their service police will progress through a range of roles some of which may require them to exercise police powers of arrest and some may not.”

We advised that if the statement is to proceed at all, it should apply only to potential and new recruits. To date, we have not heard from ANZPAA as to what they propose to do about the document or future policy in this controversial area.

IPC members were also instrumental in developing the PFA’s submissions to the Productivity Commission’s inquiry into the Workplace Relations Framework reported below under Other Inquiries.

Body Worn Video

With the significant debate surrounding the use of body-worn video, the PFA Executive tasked the PFA to develop an ‘issues based’ document on body-worn video. The purpose of this document is to serve, not as a policy document, but rather a guide to assist branches in

ensuring key issues be included in individual jurisdictions policy documents on body worn video devices.

Along with the above body worn video devices guide, the PFA has compiled a body worn video resource document, with links to international articles and reports on body worn video devices. This resource is ongoing and aims to document what is happening internationally.

On a local front the PFA has developed a matrix on BWV; comparing issues, trials and roll out of BWV across jurisdictions in Australia.

Development of model template for future interjurisdictional deployments

One of the major issues to come from the G20 meetings and discussions was the resolve to develop a model template of conditions for future interjurisdictional deployments. The development of this document was tasked by the Executive to the IPC with an update report being required at the 2015 Federal Council Meeting.

Issues covered in the template include the following:

- Pre-travel
- Deployment
 - Pay
 - Shift definitions (times)
 - Shift penalties
 - Ordinary hours of work
 - Rest days/ treatment of rest days
 - Change of roster
 - Weekend penalties
 - Meal breaks
 - Breaks between shifts
 - Travel whilst at deployment
 - Over time
 - On call
 - Meals/allowances
 - Accommodation
- Travel/ travel allowances
- Transport
- Accommodation, Meals & Welfare
 - Compensation for inadequate meals
 - Meal allowances overnight
 - Meal allowances OT
 - Accommodation standard
 - Compensation for inadequate accommodation
 - Laundry
 - Uniforms
 - Welfare assistance
- Travel to and from home
 - Travel days
 - Transport
 - Meal allowance while travelling.

As part of this process the PFA identified Mr Mark Cole from Threebeez who put forward a proposal to develop a cloud based data base application for the PFA and Branches use.

The Executive, on the IPC's advice, have accepted Mark Cole's two part solution proposal for the application and it is currently being developed.

The first part would be a customised, on-line Police Awards and Agreements Database with downloadable documents and extracted provision clauses. The library will include policing awards and agreements in Australian jurisdictions; award variations and versions and parent agreements. All documents in the library will have key provisions extracted for the purposes of comparison. This part of the solution will address what we have traditionally been undertaking as "model conditions" matrixes which we have reported on in previous reports.

The second part is an online database application for viewing, comparing, editing and updating summary text for other non-agreement matrixes.

The solution will be a cloud based subscription service.

The continued key focus of the IPC is to assist Branches in their enterprise bargaining negotiations. The IPC offers our senior industrial staff from across Australia and New Zealand an opportunity to meet at least three (3) times per year to discuss developments in each-others jurisdictions of emerging trends, not only in Australia but internationally. This ensures that our Branches are well placed in any negotiations they may need to have around members' terms and conditions and relevant professional issues.

Women's Advisory Committee (WAC)

The WAC has only met once this year, with its second meeting scheduled to take place in conjunction with the 2015 Federal Council.

The meeting in Wellington New Zealand on 28 and 29 April 2015 was preceded by a New Zealand female delegates' conference "Women Shaping Policing". Australian WAC representatives joined 13 NZ police women delegates from right across the country. Speakers at the conference included:

- Heather Verry, CEO, NZ Police Association
- Fiona Michel, Deputy Chief Executive People, NZ Police

- Marcia Murray, NZ Police Association
- Hon Annette King MP, Deputy Leader of the Opposition in NZ
- Her Honour Chief District Court Judge—Jan-Marie Doogue
- Kathryn Ryan, Broadcaster, Radio NZ.

Each speaker gave an interesting account of their experiences in police, politics, business and the judicial system and encouraged the Australian and New Zealand police representatives to be up for the challenge and discussed strategies to develop themselves both personally and professionally.

The PFA WAC has continued to be a valuable resource for the PFA Executive and Federal Council. Even though the WAC only meets twice per year, they are the PFA's regular contact in relation to major issues affecting female members. In particular over the past two years on childcare and the recent government announcement re nanny trials, which will be reported on a bit later in this report. In this regard, during the year, the Executive specifically recognised the work of Emma Rili (VIC), Bernadette Zimmermann (SA), Kym Ward (NSW) and Kath Potts (PFA) for the invaluable work they have done in the childcare space.

To ensure that the voice of our female members is heard and to ensure a strong female input into major issues, the Executive resolved, as earlier mentioned, to hold one of the WAC meetings in 2015 in conjunction with the PFA Federal Council. The agenda for Council has been structured to ensure that a full presentation of WAC issues is presented to the Council by the WAC and they have been invited to stay for the duration of the meeting. It is hoped that initiatives such as this one will support the major focus of the WAC and that is to ensure greater female participation in police unions across the country.

Other issues dealt with by the WAC included:

- Involvement in wider women's issues through groups such as the ACTU Women's Committee and the ACTU Women in Male Dominated Occupations and Industries (WIMDOI) forums.
- The WAC has ensured that at each ACTU Women's Committee the WAC are represented and they have also ensured representatives at the WIMDOI forums.
- Our involvement in these activities has ensured that they are always well versed in any potential

industrial changes that the wider union movement is involved in. One such issue over the past 12 months that has become very topical is that of domestic violence leave and protections claims.

- The WAC has always had a strong focus on conditions of employment that have ensured appropriate family friendly working arrangements. The WAC works closely with the IPC on such matters ensuring that these types of issues are clearly identified in enterprise bargaining negotiations in the various jurisdictions.

Matrix development

One of the key focusses of the WAC is to maintain three key matrix documents:

- Model conditions of employment
- Women's participation rates in police unions (statistical analysis matrix)
- Women friendly union matrix.

These three documents are also standing items on the PFA Executive's agenda to ensure that Branch Presidents are across the issues.

Model conditions of employment

This document allows both the IPC and WAC to monitor the various unique industrial issues facing our female members in particular.

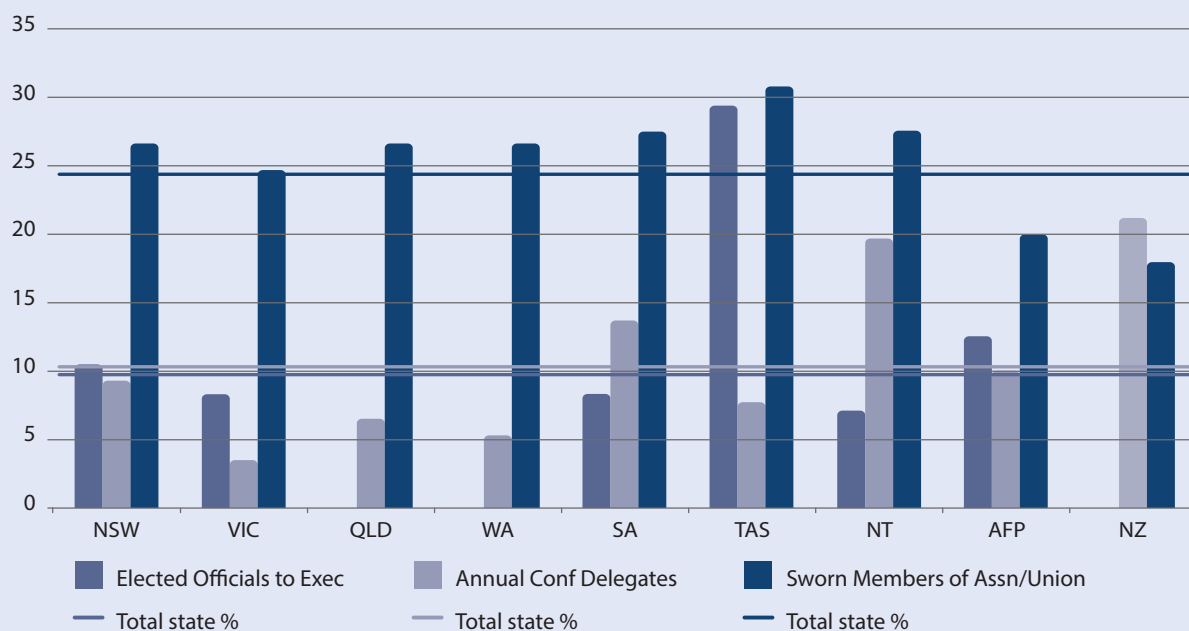
Not only does it give us the capacity to compare issues across each of our jurisdictions, we have developed benchmark conditions and goals to work towards in each of the category issues identified in the document.

Women's participation rates in police unions

The key focus of the PFA WAC is to encourage greater female member participation in police associations and unions. To assist in this process the PFA continues to undertake a statistical analysis of representation across branches.

The level of representation of women in key areas of participation within the police associations/unions (union delegates and executive members) is compared to the total percentage of women in the police forces in each jurisdiction. The goal is to achieve equivalent female representation in elected positions, mirroring the percentage of women in each jurisdiction's workforce.

Womens Representation—Percentage of Women in Union Positions



* Elected Officials to Exec or Comm or Board of State Assn/Union (Branch of PFA). Delegates to State Police Assn/Union Annual Conference. Sworn members of State Police Assn/Union. Last Update: 20 April 2015 (For NZ WAC Meeting)

CHILDCARE

2015 Budget Announcement—Interim Home Based Carer Subsidy Programme

The Police Federation of Australia welcomed the April 2015 announcement by the then Minister for Social Services, the Hon. Scott Morrison, on the Abbott Government's plan to fund a \$246 million, two year Interim Home Based Carer Subsidy Programme.

The PFA with the assistance of the PFA Women's Advisory Committee has strongly advocated a more accessible, flexible and affordable model of childcare for our members for many years. The PFA, with the support of the WAC, put forward two separate submissions and appeared at the public hearing for the Productivity Commission Childcare and Early Childhood Learning inquiry (see section titled Other Inquiries below for further detail).

Following on from our submissions to the Productivity Commission Inquiry the PFA wrote to the Hon. Scott Morrison on the 6th March requesting a meeting with the Minister to discuss the issue of childcare further. The PFA met with the Minister on the 20th April 2015. The meeting was overwhelmingly positive with the Minister sympathetic and keen to work toward short-term and long-term solutions to ease the burden, particularly for those members working shifts, involved in accessing childcare services.

The PFA was incredibly pleased to hear of the announcement of a nanny pilot programme in the days following this meeting with the Minister.

The Minister's announcement said ...

"The Interim Home Based Carer Subsidy Programme has been designed to give workers who currently find it difficult to access mainstream childcare services an in-home care alternative. Police, nurses, firefighters and other shift workers needing flexible and affordable childcare will benefit from this programme and many will receive government-subsidised childcare payments to use nannies. The trial will run for two years from January 2016, and provide funds for about 4000 nannies and target low to middle income parents who do shift work, those who live in rural areas and those with special needs children. The two year pilot programme will determine whether a more sustainable programme can be affordably put in place for in-home care nanny services."

Interim Home Based Carer Subsidy Programme (Nanny Pilot Programme) Draft Guidelines

On the 23rd July 2015 the PFA put forward a submission providing feedback to the Draft Nanny Pilot Programme Guidelines released by the Department of Social Services.

At the time of writing this annual report applications for families to participate in the Nanny Pilot Programme opened through the Department of Social Services website.



Mark Burgess, Kathleen Potts and Hon Scott Morrison

Child Care Flexibility Pilots

The Australian Institute of Family Studies (AIFS) was commissioned to conduct a formal evaluation of the 12 month trial which commenced in 2013. At the time of writing this Annual Report the PFA is awaiting the AIFS Final Report to be released by Government.

PFA STRATEGIC PLAN

As reported in the President's Report, in August 2015 the Executive held a two day strategic planning meeting facilitated by Philip Gallagher, Accounts and Business Advisors of Adelaide. Mr Gallagher had previously assisted the South Australia and Victorian Branches with strategic planning exercises and the AFPA Branch with a review of finances and governance.

At the time of compiling this report the plan is still in draft form being considered by Branches. A final draft version will be presented to the 2015 Federal Council Meeting for endorsement by the Council.

OUTSOURCING OF POLICING FUNCTIONS

Over the past few years the PFA has been paying close attention to and developing a range of resource material regarding the strong push by the private security industry to get a foothold in policing in Australia.

In the United Kingdom, and specifically in England and Wales, austerity measures introduced by the conservative government since 2010 have opened the door substantially to the private sector. Since then the private security industry in the UK and some state governments in Australia, have been pursuing with some vigor the notion of 'contestability' for a range of public service functions, including many that have traditionally been police functions.

Facing further cuts of 25% to UK policing, some communities are now seriously discussing "buying" their own police services. Residents of Hampstead in London, after their police station closed down in January 2014, faced what they called the "no policing model" and are considering buying officers for £600,000 due to their alarm at crime in their neighborhood. In other developments, the Mayor of London Boris Johnson is talking about volunteer "officers" having a supervisory role over fulltime police

and the Home Office is considering allowing fire chiefs to run police services despite their having zero policing experience. These are alarming developments in what was once the bastion of policing in the world.

The Police Federation of Australia believes that along with the Courts and the Legislature, the Police is one of the foundation institutions of the modern Australian democracy. The legitimacy of Australian democracy depends crucially on the confidence of the public that police undertake their duties of enforcing the law and protecting public safety with impartiality, professionalism and effectiveness.

The police provide a unique range of services to the community that cannot be delegated to private providers without great risk to equitable and effective service provision, and a weakening of the strong accountability and oversight that balances the very great powers necessary for the police to carry out their role. Over recent history, there has been a significant improvement in the education, leadership and management of the police that has accompanied the professionalisation of Australian policing. We see any significant outsourcing of core police functions as an inherently risky course of action.

Ben Eltham, in *New Matilda*, when commenting on the ICAC Inquiry into Australian Water holdings stated, "The public policy trend towards privatisation has also created plenty of moral peril for legislators and bureaucrats. Where privatised contracts are drawn up that transfer the provision of public services to a company with little or no competition, and where the terms of that arrangement are contractually screened by the handy use of "commercial in confidence" clauses, a rich agar for the germ of corruption is spread".

The PFA has argued that it is vital that any move to outsource or privatise policing functions does not happen incrementally, without the police profession and the Australian public knowing and sanctioning such moves, and without a sound rationale for doing so, serious scrutiny, and meaningful accountability measures in place.

There is clear and ample evidence of the serious downsides and risks of outsourcing policing functions.

The Executive has tasked the PFA office with continuing to monitor developments both in Australia and around the world through our affiliation with ICPR and to maintain an up to date resource document on the issue.

G20

As earlier reported, the February 2015 IPC meeting was used as a de-brief for the G20.

The 2014 G20 was held against the backdrop of the 2010 Toronto Canada event where more than 20,000 police, military and security personnel were deployed and up to 10,000 people protested. 75 police were injured in the Toronto event and police in Brisbane feared for the worst.

In contrast, only 6,000 police from across Australia and New Zealand were deployed in Brisbane and it was reported that the event ran very smoothly with no formal complaints being made about police conduct.

From an industrial context, there were a number of issues to be sorted out during the event, including, transport, radio communication problems, the NZ police requirement for members to wear their vests in the extreme heat and some misinformation in some states about payments and appropriate rates. However, despite these organisational matters, members from all jurisdictions arrived, cooperated and made things work on the ground. There were no injuries, no major incidents and no disciplinary issues and the Queensland Branch reported that in their view this was due to the work of the PFA IPC in getting agreement to allowances and highlighting areas of concern in the lead up to the event that ensured the best possible outcome.

It was also recognised that the Queensland Branch had officials available 24/7 for all jurisdictions' members that might need assistance, and this exercise proved very effective.

The IPC were of the view that the outcome highlighted the importance and value of the IPC working together on a united front in the lead up to the event. It was noted at the meeting however, that the 2018 Commonwealth Games will be held in Queensland and similar cooperation and goodwill between PFA Branches, through the IPC, should ensure a good outcome for this event as well. However, it was recognised that the Commonwealth Games will be a far more complex operation.

Further credit was given to the Queensland Police Service for the speedy processing of claim payments which were mostly made prior to Christmas with

the last of the claims being processed by the end of January—all payments processed were correct and no complaints were lodged. Generally, all accommodation arrangements worked well too with no major complaints.

The IPC reserved special mention for QPOL Inspector Jim McKay who made every effort to ensure all police in attendance had all their terms and conditions met in full and were suitably accommodated and supported during their stay in Queensland.



MEDALS

In last year's Annual Report we reported on the extension of eligibility for the National Police Service Medal to recognise service on or after 14 February 1975. That naturally caused some issues with the roll out of the medal.

In May this year we were advised by the Parliamentary Secretary to the Prime Minister, Christian Porter MP that Government House had to that date issued approximately 12,700 medals. In his correspondence Mr Porter also advised that the Government had allocated additional funding to Government House to enable more medals to be rolled out to eligible current and former officers. That additional allocation ensured that an additional 7,000 medals would be made available for distribution this year thus freeing up some of the significant backlog of both current and former eligible members.

POLICE SUMMIT

In August 2015, PFA President Mark Carroll was invited to give a keynote address to the National Policing Summit held in Melbourne.

In his speech Mark Carroll raised a number of key issues on the PFA's agenda:

- Outsourcing, including the incursion of private security into traditional policing functions overseas and attempts being made here in Australia
- Police superannuation and in particular access to superannuation and the ability of police to be able to retire with dignity
- The professionalisation of policing and in particular police professional registration.

Following the President's address we have had numerous approaches to provide a copy of the presentation which we subsequently posted on the PFA website.



PFA President Mark Carroll

UNION GOVERNANCE ISSUES

The PFA continues to enhance its governance policies to ensure it complies with best practice union governance.

In last year's Annual Report we reported on the development and endorsement of an Administration Governance Manual, specifically as it related to financial governance.

As earlier reported, we have added additional policies to that document including:

- Conflict of interest register
- Travel policy.

The Executive at its September 2015 meeting also endorsed the PFA coordinating with the Fair Work Commission's Regulatory Compliance Branch a training day for all Branches to ensure that we are up to date with requirements under the Act and Regulations that govern Registered Organisations.

TERRORISM AND COUNTER TERRORISM

As highlighted in the President's Report, throughout the past 12 months the Executive has had numerous discussions about terrorism-related issues and in particular member safety.

As a result we have been closely monitoring several issues in this space:

- Lindt Café siege
- Threats against members in various states
- Active shooter training.

In May 2015 we wrote to all Police Commissioners highlighting the issue of Active Armed Offender Incidents and seeking information about what pre-emptive action each jurisdiction was taking in response to concerning threats.

We highlighted in our correspondence that studies indicate that most active shooter incidents generally occur very quickly and in densely populated areas where there are numerous soft targets. Unfortunately, these incidents tend to continue until police confrontation or until the offender commits suicide.

We were aware that the NSW jurisdiction had engaged subject-matter experts from the FBI who were to deliver Advanced Law Enforcement Rapid Response Training.

We were concerned that Australian police jurisdictions would develop eight separate strategies, instead of collectively determining the best and most cost-effective outcome and then pooling resources to enable its delivery, including the procurement of equipment.

We encouraged Commissioners to consider a national approach to what is an international issue, so that we develop the best strategy for our 60,000 members and the Australian community.

Responses to date from Commissioners highlight that while there is discussion and collaboration, each jurisdiction will be pursuing their own training. This is a disappointing, but predictable outcome.

Additional security measures at the PFA office

As a result of increased security around police stations and buildings, the PFA has been forced to introduce similar style security in its own building.

Where historically the front door was able to be opened and members and members of the public were welcome to come inside, that has been replaced by security key pads and all signs signifying the PFA Office and the National Police Memorial have been removed.

We have had to put the safety and security of our staff before an open door policy.

Let's hope that one day we can reverse that situation, however I think we might be living in hope based on the current threat level against our members.

POLICE STANDING

Two important surveys on the standing of various professions in Australia were reported on in 2015. The reputable annual *Roy Morgan Image of Professions Survey 2015* found that amongst professions with high ratings for ethics and honesty, police were rated as such by 69% of those surveyed.

A separate Australian National University poll on corruption reported by Professor Adam Graycar found "that the Australian public has a high level of confidence in police. Only the armed forces scored

higher on the confidence scale". On the question of corruption, "Australians overwhelmingly saw police as one of the least corrupt institutions in the country", in contrast to the way police were viewed in colonial times (*Daily Telegraph*, 28 May 2015).

Police across Australia can be very proud of these findings.

FORMATION OF THE QUEENSLAND BRANCH

In last year's report I reported on the formation of the Queensland Branch of the PFA and arrangements for the inaugural Branch elections. It is pleasing to report that those elections have now all taken place and all 11,581 members of the Queensland Police Union of Employees have been transitioned across to allow joint membership in the Queensland Branch of the PFA.

At the 2015 PFA Federal Council meeting Queensland will be formally represented by its full contingent of six delegates to the Council, the first time since the PFA's inception.

PFA BUILDING

We reported earlier on some of the changes we have made to the building and building security as a result of the current threat level against police.

In last year's report we reported on the new ground-floor Boardroom and the upgrade of the old boardroom area upstairs.

Work is continuing on upgrading the front downstairs office area and at the time of compiling this report that work is almost complete.

Attempts to lease out the Boardroom have not been successful and so we have decided not to market the lease. Locating the Boardroom downstairs has been very successful as it means meetings can take place in the Boardroom with no impact on staff working in the upstairs section of the building.

The Executive has endorsed us looking at leasing the front downstairs office space and at the time of compiling this report, we are liaising with one company about leasing that area of the building. The Executive has also approved us seeking quotes on providing options for turning the existing kitchen into two independent kitchens and the addition of a third office space in the front unit.

PARLIAMENTARY INQUIRIES

Fairer Paid Parental Leave Amendment Bill 2015 by the Senate Standing Committee on Community Affairs

In July 2015 the PFA made a submission to the Fairer Paid Parental Leave Amendment Bill 2015 arguing that the proposed changes in the Bill were unfair to babies, women and the community.

Taking away the additional weeks of paid parental leave, albeit at the minimum wage, is enough to make a real difference to mothers. The unpredictability of police work, combined with nature of shiftwork, make it extremely difficult and reducing the paid parental leave period would mean that breastfeeding would cease.

Reducing the parental leave entitlements would have a flow on effect on the number of police women on the frontline, for instance, to assist victims of domestic violence.

In a supplementary submission the PFA included a section on the potential for the proposed changes to leave women, including police women, more vulnerable to experiences of family violence.

Following our submission, members of the PFA Executive wrote directly to their respective senators on the Parliamentary Committee as well as all cross-bench senators in the Parliament drawing attention to the importance of the existing Paid Parental Leave arrangements within their states.

Negotiations branches have had with State Governments and Police forces concerning PPL have always been predicated on members also having access to 18 weeks leave under the PPL Act.

Social Services Legislation Amendment (Fair and Sustainable Pensions) Bill 2015 by the Senate Standing Committee on Community Affairs

In June 2015 the Government introduced into Parliament the above Bill to make further savings in the outlays on aged pensions. In particular, the Bill was designed to reduce pension expenditure on people who have defined benefit superannuation pensions, arguably to make the system more equitable.

The PFA was concerned about the potential effect on serving and retired police officers, including those who

retired due to disability from their police service. We made a submission to the Parliamentary Committee to that effect and noted that the Bill excluded Australian Defence Force personnel on a "military defined benefit income stream". We sought the same exclusion for police personnel.

We made a follow-up submission providing further details of the affected police superannuation schemes, and cited the 247 police disability pensioners in Victoria likely to be affected by the Bill. The Committee failed to hear our evidence or countenance changes to the Bill, so it is likely that a number of serving and retired police officers, including some retired due to disability, will have their full or part-pension entitlements reduced as a result.

The PFA views this inequitable treatment of police compared with defence personnel regrettable.

Inquiry into Methamphetamine (Ice) by the Parliamentary Joint Committee on Law Enforcement

The PFA made a submission to the ice inquiry emphasising to the Committee that the effectiveness in fighting illegal drug use will be determined by the collaborative efforts of all levels of Government and all relevant agencies working toward the same key outcomes.

We outlined our concern over occupational health and safety issues affecting police officers, particularly the increased risk of exposure to harmful chemicals within ice manufacturing /laboratory settings, risks associated with coming into direct contact with ice users themselves, and managing increasing numbers of erratic and violent individuals.

The PFA also encouraged the Federal Government to act in partnership with the States to focus on rehabilitation and making it clear there is no safe level of consumption.

Telecommunications (Interception and Access) Amendment (Data Retention) Bill 2014 by the Parliamentary Joint Committee on Intelligence and Security

The PFA made a submission in January 2015 on the Government's Telecommunications Interception Bill. We strongly supported the need for access

to metadata by State and Territory police for law enforcement and national security purposes. The Parliament's Intelligence and Security Committee unanimously recommended that the Bill be passed with a series of amendments to address personal privacy concerns from a wide range of interests. The PFA was able to arrange for senior Opposition MPs to be briefed by John Laird and Ron Iddles from the Victoria Police Association to allay concerns they had and to impress upon them how vital metadata was to everyday policing.

Inquiry into the Migration Amendment (Character and General Visa Cancellation) Bill 2014 by the Senate Legal and Constitutional Affairs Committee

In October 2014 the PFA made a submission to the Parliamentary Committee examining the Government's Migration Amendment Bill 2014 which proposed to increase the Minister's powers to cancel visas of people convicted of serious criminal offences.

We cited particularly the case of Motekiai Taufahema who was involved in the killing of NSW police officer Senior Constable Glen McEnallay in 2002.

The role of, and weight given to, the character provisions of the *Migration Act 1958* came in for close scrutiny in the period 2009 to 2012 including by the PFA. That scrutiny gave rise to serious frustration with the terms and processes of the Migration Act and the hurdles in the way of protecting the Australian community from harm.

Prisoner, Motekiai Taufahema, who is a Tongan national, was the subject of a move by the Immigration Department to cancel his visa on character grounds. He appealed to the Administrative Appeals Tribunal, where he was successful. The Federal Court dismissed an appeal against that AAT decision, so the then Minister for Immigration and Citizenship, Senator Chris Evans had little option but to use the power vested in him under section 501A(2) to set aside the decision of the AAT and consider whether to cancel his visa under the character test provisions. New guidelines introduced by the Minister in 2009 strengthened the emphasis that section 501 decision-makers must place on violent crimes and the protection of the community.

The amendments of 2014 further strengthen the Minister's powers under the character provisions.

Since the passage of those changes in December 2014 hundreds of offenders have had their visas cancelled and their deportations have begun.

Unexplained Wealth

Since 2007 the PFA has lobbied the Federal and all State and Territory Governments to support truly national unexplained wealth laws in the interests of the nation having the best possible approach to serious and organised crime. Each year since then the PFA has actively pursued this issue.

In 2013 we wrote to the then Justice Minister, Jason Clare urging the Government to establish an eminent persons panel to assist in reaching agreement on a national approach to targeting unexplained wealth and serious and organised crime. In June 2013 Minister Clare announced the establishment of that panel consisting of former Police Commissioners Ken Moroney and Mick Palmer. To their credit, when the government changed later that year, the incoming coalition government maintained that panel.

It now appears an agreement with the states is imminent. As with many of these types of issues, we had our doubters when we first raised the matter with the Parliamentary Joint Committee on Law Enforcement back in 2007. Since that time more and more commentators and politicians have come on board, to the point where many appear to have conveniently forgotten where the original idea and concept came from—the PFA.

We look forward to the outcome of the November 2015 meeting of the Law, Crime and Community Safety Council where the issue is again on the agenda for finalisation.

OTHER INQUIRIES

Tax White Paper

In response to the Government's Tax White Paper, the PFA made a submission to the Tax White Paper Task Force in June 2015 focusing on the superannuation preservation age and on bracket creep. These matters are detailed above in the section on superannuation and taxation.

PRODUCTIVITY COMMISSION INQUIRIES

Productivity Commission Inquiry into the Workplace Relations Framework



Giuseppe Carabetta

In March the PFA made a submission to the Government commissioned inquiry by the Productivity Commission into the nation's workplace relations framework. The subsequent draft report of the Commission was released in August 2015.

Outside the mainstream media which argued the report was too timid, Jon Buchanan from the Workplace Research Centre at the University of Sydney pointed out some positive features of the report, particularly proposing controls on non-union bargaining agents who it suggests should gain 5% employee support to gain recognition, but was generally more critical of the PC report, particularly regarding the further erosion of union bargaining power and reducing the independence of the Fair Work Commission.

Penalty Rates

Penalty rates is the major area of controversy in the report. In relation to the 'hot topic' of penalty rates, the focus has been the PC's proposed changes to Sunday penalty rates (175%) in the hospitality, entertainment, restaurant, retailing and cafe industries (HERRC). The proposal is to apply Saturday penalty rates (150%) in these HERRC industries.

The PC expressly rules out changes to penalty rates for essential services employees like police and nurses. The PC says "Essential services, by comparison, are subject to payment of penalties arrangements that have remained in lock-step with community expectations. There is no comparable case to alter them."

It does not propose changes to penalty rates in other sectors, but appears to leave the door open for another day. The PC says "Between these two poles (HERRC and essential industries) lie a range of industries where the case may, or may not, be equivalent to that in the HERRC industries". The PC proposes research by the FWC, proposals from other industries or changes through enterprise bargaining.

The PC says "Arrangements for public holidays involve some distinctive issues. There are few grounds for reducing penalty rates for public holidays for any industry."

Potentially more important for police and police association future enterprise bargaining, the PC makes a series of comments suggesting that shift work may warrant higher penalty rates than currently apply, particular given the proven health and safety consequences of shift work.

The PFA made a further submission to the PC in September 2015. We commented on three aspects of the report:

- bargaining representatives;
- public sector bargaining; and
- referral by States of workplace relations responsibilities to the Commonwealth.

Bargaining Representatives

The PC recommended that "a person could only be a bargaining representative if they represent a registered trade union with at least one member covered by the proposed agreement, or if they were able to indicate

that at least 5 per cent of the employees to be covered by the agreement nominated them as a representative.”

We strongly support the thrust of the PC view but suggested that the 5 percent threshold for bargaining representatives should be substantially higher.

Public Sector Bargaining

In relation to public sector bargaining we pointed out that the police Oath of Office can prejudice police and their representatives in our capacity to fully participate in enterprise bargaining, particularly as we are an essential emergency service.

We also highlighted our inability, due to that oath of office, to fully extract the potential of our bargaining position through serious industrial action. As we indicated, while there is a perception that police unions possess significant industrial strength, their members are unable to engage in industrial action in the same way as other members of the workforce.

We concluded that the current bargaining model in the federal public service is based on a command and control model of bargaining and the current APS bargaining policy is not a good faith bargaining policy.

State Referral of IR Powers to the Commonwealth

In relation to referral by States of workplace relations responsibilities to the Commonwealth, we gave Victoria as an example of inadequate referral. We pointed out that matters pertaining to the number, identity, a number as aspects of appointment, probation, promotion, transfer from place to place or position to position, physical or mental fitness, uniform, equipment, discipline or termination of employment were not referred matters. As we pointed out, the extensive list of non-referred matters created major difficulties in operating in the Federal jurisdiction under the referred powers.

We said that in the case of Victoria Police there is a very real possibility that freedom of association is not adequately protected. The scope of the referral in respect to freedom of association for non-federal employees is much narrower than the protection offered to national system employees. Victorian police are only granted freedom of association rights pursuant to their referral. There is also a real question about whether Police have bargaining rights or freedom of association, since issues such as discipline, transfer and uniforms are non-referred matters.

We argued that a fundamental democratic right should not be left to the “whim” of referral by a State Government. We noted that as a signatory to the ILO Conventions on Freedom of Association, the Australian Government has an obligation to promote its objectives in its legislation.

In the PFA's view the current Victorian referral provisions leave a large proportion of workers in that State granted significantly fewer rights compared with other workers.

We proposed that the Commission should note such anomalies and in the final report make recommendations to rectify the problems in Victoria and ensure it cannot happen in other jurisdictions. We suggested this could possibly be achieved by insisting on two principles—that all referrals guarantee freedom of association and bargaining rights consistent with those of other workers.

We await the final report of the Productivity Commission towards the end of 2015, and the Government's response which is expected to follow.

Branch personnel from the Police Association of Victoria and the AFPA assisted the PFA with the two submissions to the Productivity Commission review and we thank them for their contributions.

Productivity Commission Inquiry into Childcare and Early Childhood Learning

In February 2015, the Productivity Commission released its final report to Government on Childcare and Early Childhood Learning. The PFA submitted two separate submissions to this inquiry (January 2014 and September 2014 in response to the Draft Report). Mark Burgess (PFA CEO) and Bernadette Zimmerman (SA Organiser) also appeared at the Productivity Commission hearing back in August 2014 further outlining the unique issues police face accessing childcare services.

In our submissions the PFA argued that police officers with childcare responsibilities should not be unfairly financially penalised for carrying out the vital community service they do. Many police face inflexible working schedules and are not covered by Fair Work National Standards of Employment. They have much less control over their working patterns compared to other occupations, leading many to pay an above average price for childcare.

The PFA welcomed approved nannies becoming an eligible service for which families can receive early childhood education and care (ECEC) assistance. However any service needs to be affordable.

Police should not be further disadvantaged due to the higher costs they will incur in accessing such flexible arrangements. We believe there is a case for a police specific "top up" subsidy and also recommended that the Productivity Commission consider a special provision for police regarding childcare rebates, which ensures that means testing of household income is based on base salary rates only. The PFA recommended increasing the "deemed cost" across all types of care due to concerns that the "deemed cost" calculated using a median in the Productivity Commission report was too low.

The children of police should receive the same access to a range of high quality ECEC services, including preschool, as any other child in the community might. Children of shift working parents should not be disadvantaged in any way by their parents' need to work unsociable hours protecting the community we live in. Despite the COAG commitment to "universal access" to preschool, we are concerned that the children of police could be disadvantaged at a very early age due to their parents' occupation.

In order to encourage services to provide more flexible practices and patterns the Australian Government should ensure that childcare service providers have access to assistance to build capacity to provide ECEC for essential services like police as well as engaging with the police and police employers, with a view to greater female participation, particularly encouraging women back into frontline policing after having children.

Public Safety Mobile Broadband Communications

Spectrum Review by the Department of Communications December 2014

The PFA wrote to then Minister for Communications, Malcolm Turnbull twice in 2014. We pointed out the productivity improvements likely in policing from police having mobile broadband communications (as is happening with iPads), sought to have the proposed cost-benefit analysis (CBA) promised by the Coalition undertaken, drew the Minister's attention to recent positive cost/benefit studies covering the UK and Europe, and drew attention to the Minister's

obligation under the *Radiocommunications Act 1992* to provide adequate spectrum for law enforcement and emergency services.

In spite of our representations the Minister announced on 23 May that his department and the ACMA will conduct a review of spectrum policy and report in early 2015.

The Terms of Reference for the review include the usual long list of parameters, including public interest spectrum matters but the *Issues Paper*, May 2014 alarmingly includes items like:

- simplifying the objects of the Act which includes providing adequate spectrum for law enforcement;
- removing provisions like the power of the Governor-General to declare an emergency;
- introducing price-based spectrum allocation;
- introducing a level playing field for spectrum users; and
- pricing of spectrum for public interest services.

This seemed like code for undermining the Act's requirement that adequate spectrum must be provided for "agencies involved in the defence or national security of Australia, law enforcement or the provision of emergency services" and at a concessional price.

The government seemed intent on adopting the commercial telco's preferred level playing field so that police and like services must get their radio communications and broadband needs from them at a price they determine.

We viewed this as a most serious development requiring a concerted approach from policing to head off this plan to change the desirable features of the *Radiocommunications Act 1992* inserted during the Keating Government reforms.

In August we met with the senior adviser to Minister Keenan and with senior officials from the Attorney-General's Department to press the case for action to resolve this longstanding issue.

In the meantime we wrote to all Police Commissioners and to Commissioners or heads of the ambulance, SES and fire services urging unity in pressing for 20 MHz of spectrum and proposing the establishment of a senior-level group of officials from all jurisdictions to work on a governance framework for effective deployment of spectrum once it is allocated. Without a national cross-jurisdictional body to be the licensee of

the spectrum and to arrange funding for the roll-out, the Government and the ACMA will not be in a position to act.

Mark Burgess and Dianne Gayler also met with Telstra's lead on public safety communications, Alex Stephan, National General Manager, Government and Public Safety and Security who was also involved in the LTE mobile communications roll-out for police for the G20 in Brisbane and Cairns. He is now well versed on our position regarding dedicated spectrum for police and emergency services and advises that Telstra is not opposed to dedicated spectrum for public safety. He considers it would be compatible with the Telstra "Lanes" concept under which Telstra could provide further capacity to police if and when their dedicated spectrum reaches saturation during any particular emergency. Telstra (and possibly Optus and Vodafone) has the means to provide priority access to their spectrum when necessary, which they tested in Brisbane at the G20.

The Government, through the Department of Communications, began a review of spectrum and the *Radiocommunications Act 1992*. The PFA attended a workshop convened by the Department in February and took the opportunity to emphasise the fact that a market-based approach to the allocation of, and price for, spectrum was unsuitable for "public good" users. This view was supported by 22 of the 38 submissions to the Review. The then Parliamentary Secretary, Paul Fletcher MP in his address to the workshop recognised that public good users of spectrum need a different approach to the commercial users.

Following Malcolm Turnbull becoming Prime Minister in September 2015, the new Minister for Communications is Senator the Hon. Mitch Fifield.

We await the outcome of the review and the Government's decisions and proposed legislative changes.

Productivity Commission Cost Benefit Analysis into Public Safety Mobile Broadband

A cost/benefit analysis to be conducted by the Productivity Commission was first announced by Minister Turnbull in November 2014. The PC study got underway in March 2015 after it was formally announced by then Minister Turnbull and Treasurer Joe Hockey. It was focused on the best way to deliver a mobile broadband capacity for public safety agencies,

so the question was how, not whether, police and other public safety agencies need this capacity.

The PFA met with the Commissioner charged with this work and made an initial submission putting the case for dedicated spectrum for public safety, so that the agencies would have control of the service they need and the supply arrangements. We pointed to numerous cost/benefit studies and the experience in comparable countries demonstrating that 20 MHz of spectrum is necessary and that commercial provision of mobile broadband capability is fraught with difficulties, technical and financial, largely because they are not "hardened" to public safety standards. We also attended a workshop on the subject with numerous stakeholders. Interestingly, the many public services represented agreed that public safety agencies need dedicated spectrum and their own mobile broadband network.

We reminded the Commission that under the *Radiocommunications Act 1992*, the Government is obliged to allocate adequate spectrum for law enforcement and emergency services, just as it is obliged to do for Australia's defence force.

The PFA wrote to all Police Commissioners and Commissioners of fire, SES and ambulance authorities across the country urging them to adopt a united position in support of 20 MHz of 700 or 800 MHz band spectrum for a dedicated public safety broadband network. Many responded positively in submissions to the inquiry.

The NSW Telco Authority made a powerful submission along the same lines as the PFA's submission. It called for 20 MHz of unsold "digital dividend" 700 MHz spectrum to be allocated to public safety agencies. The Victorian Government argued likewise, pressing for 20 MHz of spectrum. SA and the ACT also argued for dedicated spectrum.

The Productivity Commission released its draft report, ***Public Safety Mobile Broadband*** on 23 September 2015.

The PFA was astonished that the report:

- failed to recommend dedicated spectrum for public safety agencies;
- proposed that commercial mobile carriers provide the capability despite the fact that the PC says "the ability of commercial mobile carriers to provide PSAs with "guaranteed" network access and priority over other traffic without dedicated spectrum is yet to be demonstrated";

- claimed that a commercial approach would cost in the vicinity of \$2.1 billion compared with a dedicated public safety network which it estimated would cost \$6.1 billion; and
- proposed that rural and regional areas not covered by good commercial mobile phone coverage be provided with an inferior service "not to a public safety" standard.

In responding to these draft findings, Mark Burgess has been quoted extensively in the specialist IT media making the PFA's standpoint abundantly clear.

In our October 2015 E-News, Mark Burgess said

"The draft report is a serious disappointment to the PFA and State Governments. It fails to recommend dedicated spectrum for public safety's national broadband network; it recommends a commercial provider, presumably Telstra, be contracted to deliver the service, while at the same time acknowledging that "priority services for PSA's without dedicated spectrum" "has not been demonstrated". This a remarkable state of affairs.

The report also acknowledges that States could be held to ransom by the service provider, given that there are only three realistic providers in Australia and only one really able to do the job.

The favored system would also leave rural and regional Australia high and dry because it is allegedly too expensive to have public safety agencies using mobile broadband in these parts of Australia. It looks like any area which now has poor, or no, mobile phone coverage will, under the Productivity Commission's preferred 'solution' not have mobile broadband capability for its police, ambos, or fire services. This is outrageous."

The PFA has until the end of October to respond to the Commission's draft report and has been invited to meet with them in the meantime. Needless to say we will be making our views very clear in our final submission. And we will continue to press the Government and the ACMA to allocate 20 MHz of 700 or 800 band spectrum for public safety mobile broadband.

INTERNATIONAL ACTIVITIES

International Council of Police Representative Associations (ICPRA)

We have continued our involvement with ICPRA with PFA CEO representing the Australasian Region on the ICPRA Executive Committee which meets regularly by teleconference.

The Executive Committee held a face to face meeting in London on 21 and 22 May 2015. The PFA CEO joined the meeting via Skype.

The Communique on the following pages was disseminated from that meeting.

The PFA carries out several important functions on behalf of ICPRA. This includes maintaining the ICPRA website as well as working with researchers in ICPRA affiliates to develop the library section of the site.

The PFA has also been asked to undertake several other projects:

- ICPRA rules in conjunction with Calum Steele (Scotland);
- sharing of research information to develop an on-line library for the ICPRA website; and
- developing matrix templates for sharing ICPRA analytical data.

We have been working on those issues and the recent Executive Committee determined that the current rules of the ICPRA are relevant and at this stage do not need amendment.

Regarding the on-line library on the website, Kath Potts has been liaising with the various researchers from the other ICPRA affiliates and has been collating research papers from them for inclusion in a library section of the ICPRA website. To that end we have asked our web designer to establish a library link on the site.

Regarding the matrix templates, we have provided the ICPRA Secretariat with a number of the PFA matrix documents as examples and are currently liaising with the Secretariat as to what types of matrixes might be appropriate for ICPRA to develop on behalf of affiliates.



International Council of Police Representative Associations

Communiqué from The Executive Committee of The International Council of Police Representative Associations

London 22nd May 2015

Preamble

The Executive Committee of the International Council of Police Representative Associations (ICPRA) met at the Hotel Indigo, Earls Court London. The full executive was in attendance. Members are as follows;

| | |
|------------------------------|---|
| George Lewis | British Transport Police Federation |
| Anna Nellberg-Dennis | European Confederation of Police (EuroCOP) |
| John Ramsey | Federal Law Enforcement Officers Association, USA |
| Chuck Canterbury (Treasurer) | Fraternal Order of Police, USA |
| Greg O'Connor (Chairman) | New Zealand Police Association |
| Thandi Hlatshwayo | Police & Prisons Civil Rights Union |
| Mark Burgess (via Skype) | Police Federation of Australia |
| Calum Steele (Secretary) | Scottish Police Federation |

The Executive Committee also welcomed

Tom Stamatakis, president of the Canadian Police Association and Emma Eneström from the Swedish Police Union magazine to the meeting as observers.

Contributions

The Executive Committee was delighted to be addressed by Mark Williams, CEO of the Police Firearms Officers Association (PFOA). Mr Williams advised that the PFOA was a registered charity that worked closely with police federations across the UK. Mr Williams provided a valuable insight into some of the specific activities his organisation undertakes and the Executive noted with interest their role in the delivery of accredited training to police federation representatives.

Discussions and Debates

As would be expected much of the discussions were about the general business activities of ICPRA and how these could be developed for the greater benefit of affiliated organisations and by extension their members across the world.

All members of the Committee were pleased to note the increased interest and awareness of ICPRA amongst affiliates and their domestic member bodies. The Committee welcomed the increased frequency with which ICPRA was able to offer meaningful comment on issues of global policing significance and noted that technology offered additional opportunities to develop this area further.



International Council of Police Representative Associations

The Committee noted that activities ranged from direct support to affiliated organisations to wider comments and press releases on issues ranging from the MH-17 airline crash, the Charlie Hebdo shootings and as recently as this week, on the biker gang shootings in Waco, Texas.

The Committee was delighted to confirm that the 2016 meeting of Council will take place on the 25th & 26th April 2016 in conjunction with a meeting of EuroCOP. The meeting will take place at a venue in Europe (to be confirmed in the near future) The Committee agreed this meeting offered a tremendous opportunity for both organisations, whilst also offering a world first in terms of so many different police representative bodies coming together for the first time.

The Committee discussed the role of police and law enforcement officers and in particular how this was constantly changing. It was noted that the use of the excuse of austerity continued to drive down investment in policing and law enforcement but that in doing so government's risked fatally undermining the ability of police and law enforcement agencies to do their job effectively in an increasingly diverse and complicated series of roles.

The Committee noted that in particular police and law enforcement agencies, but specifically police unions and representative bodies, were under increased criticism for wider societal failures. The Committee noted that for example where police/racial tensions existed in some area of the United States, these tensions were in themselves but a symptom of wider governmental failures, for example poverty, nutrition, literacy and unemployment, yet these were being drowned out in an attempt to apportion blame.

Regrettably the Committee agreed that decades of police management approaches, which generally promoted a prosecution and revenue raising style of policing at the expense of police discretion and community based activities has been a significant contributory factor in this recent criticism. The Committee agreed that independent oversight in policing was to be welcomed yet cautioned that where this extends to the language of mistrust about general day to day policing activities, this "oversight" risked neutering effective policing.

Police and law enforcement officers are increasingly reluctant to intervene in situations where they believe that regardless of the outcome, the first consideration of many will be to seek to apportion blame. The creation of an environment where police and law enforcement officers become redundant, or afraid to deal with offenders as a consequence of a wider societal backlash will in itself inevitably erode public confidence and weaken the effectiveness of the only service the public expects to deal with all community problems.

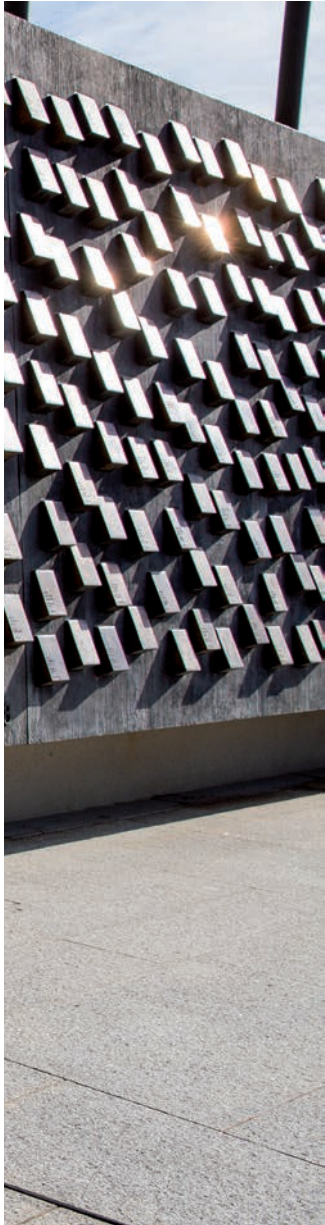
Greg O'Connor, Chairman
on behalf of the International Council of Police Representative Associations

*Note Greg O'Connor is also the president of the New Zealand Police Association and can be contacted on +64 (0) 27 2698 9400.



WALL TO WALL RIDE

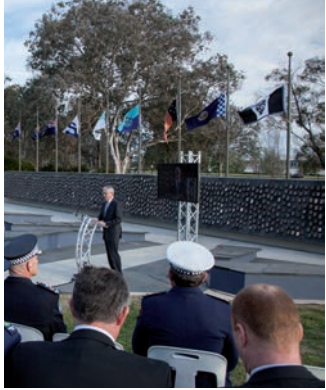






NATIONAL POLICE REMEMBRANCE DAY





MEMORIAL

National Police Memorial Coordination Committee

Scott Weber attended the July 2015 meeting of the National Police Memorial Coordination Committee on behalf of the PFA. That meeting discussed the proposal that Kiaps killed in PNG between 1949–73, be included on the NPM.

From 1949–73, Australian patrol officers played an instrumental part in ensuring the delivery of Australian law and order to the then Territory of Papua and New Guinea (TPNG) under the powers of the Papua and New Guinea Act 1949. Australian administration of this combined territory began when the Trust Territory of New Guinea and the Australian Territory of Papua were united under Australian jurisdiction by the Papua and New Guinea Act 1949, which recognised:

“Australia has the same powers of legislation, administration and jurisdiction in and over the Territory of New Guinea as it would have if that Territory were an integral part of Australia.”

Following the introduction of the Act, under the broad umbrella of the Department of External Territories, Australians and other citizens of the British Commonwealth, were engaged to deliver Australian Government programs to the TPNG population in the areas such as health, agriculture, welfare and policing.

These patrol officers were the conduit of all the government programs, but importantly were also sworn into the Royal Papua and New Guinea Constabulary (RPNGC) to enable them to exercise police powers and supervise indigenous police officers who accompanied the patrol officers into the interior of the country. Patrol officers were traditionally referred to by the pigeon English expression “Kiaps”.

The RPNGC was created by the Australian Government in 1949 and it functioned until 1973 under the direction of the Australian Government. A transition period was established at that time placing the RPNGC under the authority of the “interim” Papua New Guinea Government in the lead up to the declaration of independence in 1975.

Kiaps studied a range of police subjects in their training including:

- police investigations and reports;
- prosecution procedures;
- firearms registry;
- motor vehicle registration;
- knowledge of court procedures;
- defence procedures; and
- social services legislation, including the knowledge of welfare and adoption ordinances.

Further training equipped Kiaps with the knowledge and skills relating to:

- weapons (including their Smith and Wesson standard-issue revolver);
- radio equipment;
- motor vehicles; and
- outboard motors.

They also swore an oath or affirmation.

For all of the above reasons the PFA supported their inclusion on the Memorial.

While no names have yet been brought forward for inclusion, we understand up to 25 Kiaps were killed on duty during this period.

The PFA has also suggested an amendment to the Criteria for Inclusion to include the circumstances of the Kiaps' inclusion. That amendment will go before a future meeting of the NPMCC.

National Police Memorial Coordination Committee Working Group

On 7 July and again on 1 September 2015, Debbie Martiniello represented the PFA at the National Police Memorial Coordination Committee Working Group meetings. The Working Group was established to report back to the National Police Memorial Coordination Committee with recommendations relating to two key issues:

- proposed enhancements to the National Police Memorial site through the development of terracing and windbreak concepts; and
- the 10th anniversary of the National Police Memorial.

The Working Group met with representatives from the National Capital Authority to discuss the proposal for landscaping enhancements that would allow for

the large audiences attending both the Wall to Wall Ride and National Police Remembrance Day Services. The Working Group will continue discussions with recommendations being put to the July 2016 meeting of the NPMCC.

National Police Remembrance Day

The PFA and all Branches continue to play a vital role in the coordination of National Police Remembrance Day services across the country as well as at the National Police Memorial in Canberra.

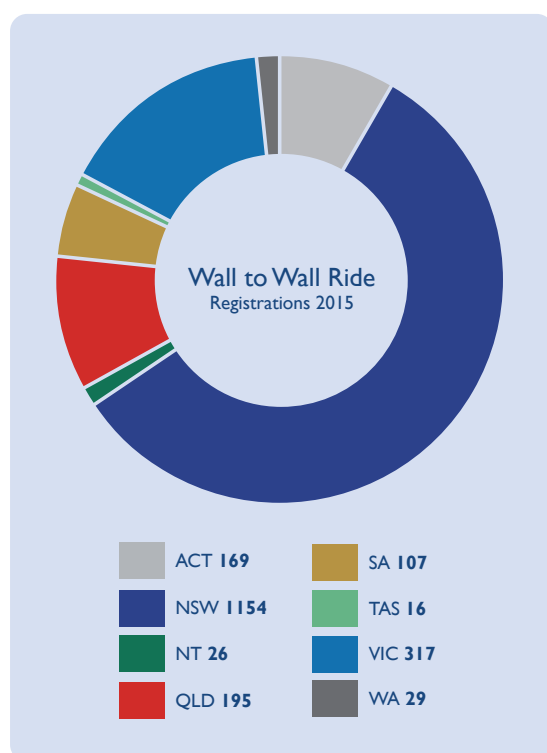
Prime Minister Malcolm Turnbull laid a wreath and addressed the Remembrance Day service at this years' service.

Wall to Wall Ride

2015 saw the sixth annual Wall to Wall Ride for Remembrance held on Saturday 12 September.

Over the previous five events, we have been able to donate a total of \$400,000 to police legacy charities, \$110,000 of which came from the 2014 ride.

The 2015 ride saw to date the largest number of registrations with a total of 2,013.



Sponsors for the 2015 event were:

PLATINUM:

- QBE



- Yamaha



- Sodexo



- Polaris Industries



- BankVic



- Police Federation of Australia



GOLD:

- Police Bank
- Maxxia
- Storage King
- Police Health
- Police Association of NSW
- The Police Association (Victoria)
- Australian Federal Police Association
- Queensland Police Union

SILVER:

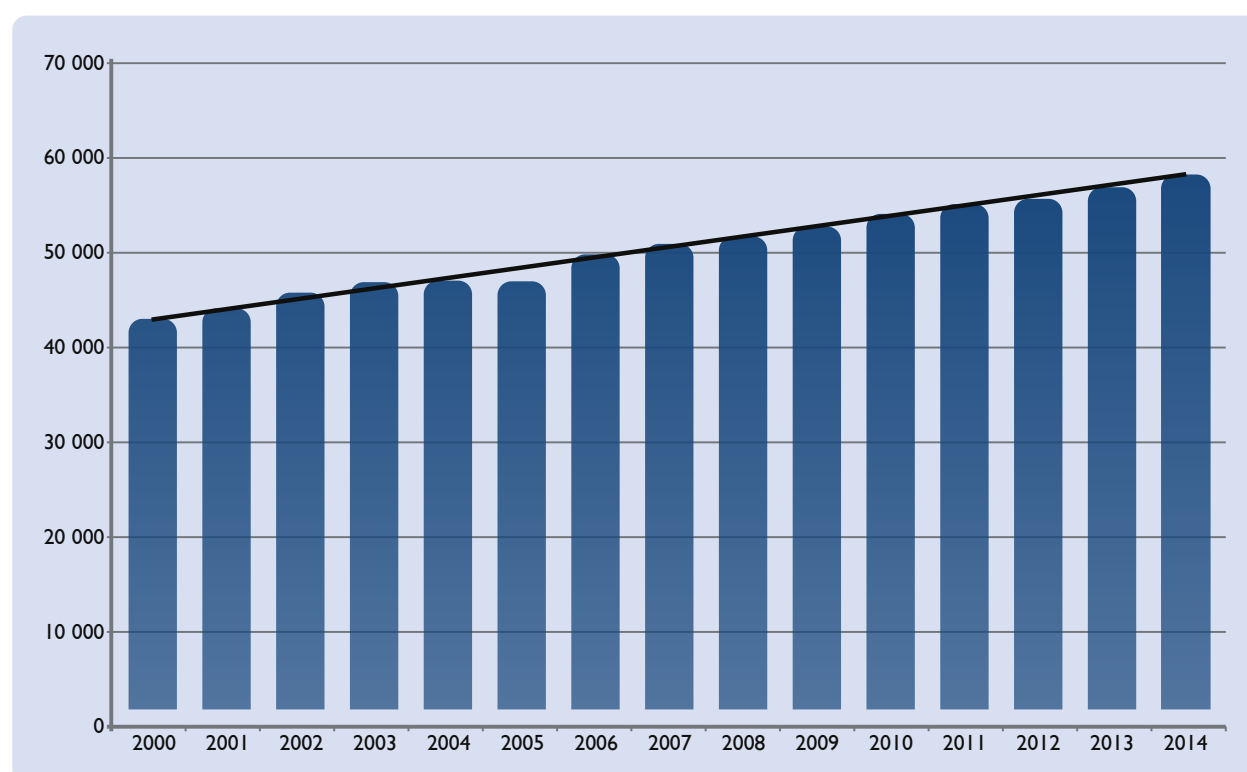
- Yamaha Commercial Audio
- Simplicity Funerals
- WD40
- Blue Knights Australia II
- Prosegur

OTHER MINOR:

- Touratech
- Om Shanti

PFA MEMBERSHIP

PFA Membership numbers 2000 to 2014
as at 31 December Each Year



Over the 12 months December 2013 to December 2014, (dates used in our Annual Return to the Fair Work Commission) membership numbers of the PFA grew by another 1,429. The graph above allows us to track our membership growth since 2000.

CONCLUSION

As I indicated at the commencement of my report, the foregoing represents what has again been a busy and active year for the PFA and its affiliates and highlights a number of issues that will guide our activities over the next several years and perhaps beyond.

Issues such as those identified in the President's Report, including the professionalisation debate, superannuation and member safety in the current heightened security environment, will no doubt guide many of our long term objectives. The PFA's Strategic Plan 2016–21,

which will be presented to the 2015 Federal Council, makes a point of identifying those matters and many other issues for both the Councils' and Executives' consideration.

I once again take this opportunity to thank Branches for their ongoing support of the PFA and its dedicated staff.

In my conclusion to last year's Annual Report, I congratulated former Tasmania Police Officer, Senator Stephen Parry, on his election to the position of President of the Australian Senate. The PFA Executive was hosted in the Boardroom of the Senate President's Chambers for its March Executive meeting and we thank Senator Parry for his ongoing strong support of Australia's police.



Executive meeting with Senator Parry



Chris Hayes MP, Mark Burgess, Mark Carroll and Senator Stephen Parry

In each of the reports I have completed during my tenure as CEO, I have highlighted the dedicated, professional staff that the PFA has been privileged to have working for it. It will be obvious to those who read the Strategic Plan that the small number of staff at the PFA will not be able to fulfil all of the objectives that Branches have determined we should pursue. Hence it will become vital to tap into the resources of Branches over the ensuing 12 months, and more,

for the various subject matter experts that reside in our Branch structures. I am pleased to note that that support has always been forthcoming and the current Executive has given the PFA an unconditional guarantee that such support will continue into the future.

Having said that, the small number of staff at the PFA's Canberra office, continue to perform well above member expectations. It is amazing how many times people have commented about the small number of staff employed at the PFA office, and marvel at the quantity and quality of work that is produced. A perusal of this Report alone, let alone the many previous Annual Reports, gives a very clear indication of the calibre and quality of our staff.

To Debbie, Dianne and Kath, my sincere and ongoing thanks for your strong support and friendship.

In last year's Report I paid tribute to former President Vince Kelly, who stood down as PFA President after seven years in the role. Both I and the staff have now had the pleasure of working closely with new President Mark Carroll and his Executive. Mark has continued in the mould of his two immediate predecessors, Peter Alexander and Vince as a strong advocate of the PFA and its staff. I commend you to read the President's Report, which will give you a good indication of his commitment and strength of character. With a new management team in Vice Presidents Scott Weber and Ian Leavers and a new Treasurer in John Laird, the PFA has never been in a stronger position both politically and financially. I thank Mark, Scott, Ian, John and the rest of the Executive, Jon Hunt-Sharman, Pat Allen, Paul McCue and George Tilbury for maintaining that strong culture of support within the organisation. I also thank them for their personal support of me and our staff and am pleased that I have been able to accept a new contract of employment with the PFA, to remain as your CEO for a further five years.

I am also appreciative of the support of our close friends and colleagues from the New Zealand Police Association. Their President Greg O'Connor has been a long term friend and supporter of the PFA and what it stands for. Greg's counsel and support is always welcome.

I commend the 2014–15 Annual Report to you and I look forward to presenting it to the Federal Council on 16 November in Hobart.

Mark Burgess
Chief Executive Officer





AFFILIATES' REPORTS

SOUTH AUSTRALIA BRANCH

For the South Australia branch, it has been an eventful year marked by several key issues.

ENTERPRISE BARGAINING

The branch agreed to an interim pay increase of 2.5 per cent last year—with a new enterprise agreement yet to be finalised.

This agreement included an improved superannuation outcome for members. Legislation has been passed to allow members the option of making pre-tax compulsory contributions, resulting in a net benefit of approximately 1 per cent.

The branch is still engaged in high-level discussions with the South Australian government and SAPOL about a new enterprise agreement.

SAPOL organisational reviews have added to the delay in negotiating an EA.

ORGANISATIONAL REVIEWS

I've stated several times that the current SAPOL organisational reviews are budget-cutting measures masquerading as service-delivery gains.

My view has not changed.

The Branch officials attended a dispute conference at the Industrial Relations Commission in September in relation to SAPOL's organisational reviews, and we've since been engaged in high-level talks.

Issues at the core of that dialogue include:

- building works;
- span of control;

- employment matters; and
- work rules in CSI.

We've sought clarification on SAPOL's inability to provide suitable information to branch members about the reviews—detail which would allow them to understand how the restructure affects their roles.

The span-of-control arrangements are our major concern.

The legislative authority and responsibility for the control and management of SAPOL rests with the Commissioner. But the industrial ramifications of any structural model—be it a centralised or decentralised model—is the legitimate concern of the Branch.

Reductions in promotional positions and increases in the span of control to alarming levels are issues the branch will challenge through industrial processes.

RETURN-TO-WORK LEGISLATION

New workers' compensation arrangements came into force on July 1, 2015.

The *Return to Work Act 2014*, unlike the previous *Workers' Rehabilitation and Compensation Act 1986*, now stipulates a two-year cap on top-up/maintenance payments for workers' compensation cases.

It also stipulates a three-year cap on medical and like expenses, with some possible exceptions for future surgeries if pre-approved, as well as therapeutic appliances, hearing aids and other regulated items.

A minimum 30 per cent whole-person impairment is the only exception that will supersede the two- and three-year caps.

This means the legislation is unlikely to cover conditions like post-traumatic stress disorder once the cap expires, even though such a condition could present itself years down the track.

The branch, with the help of Family First MLC's Robert Brokenshire and Dennis Hood, has lobbied for legislative amendments to the *Police Act*.

The aim of the proposed amendments is to restore, for police, the coverage afforded under the previous *Workers' Compensation and Rehabilitation Act*.

ICAC REVIEW OF POLICE COMPLAINTS SYSTEM

Independent Commissioner Against Corruption Bruce Lander recommended in his review paper the retention of the Police Disciplinary Tribunal for the management of complaints against police.

The paper, handed down earlier this year, features a total of 29 recommendations, including the abolition of the police ombudsman.

It followed a gilt-edged Branch submission to the ICAC last April.

The branch has campaigned vigorously for the retention of the PDT, after the SA government announced plans to abolish it last year. The ICAC highlighted that "there is some force in PASA's submission on the topic".

"... the PDT, as it is presently constructed, operates effectively," Mr. Lander wrote.

"There does not seem to be a significant delay created by the processes adopted by the PDT."

"The delay appears to be in the steps leading to the laying of charges in the PDT."

Mr. Lander also supported the branch view that police should retain the powers to investigate other police.

"... the preferred view," he wrote, "is to continue to have police involved in investigating police ... subject, of course, to appropriate and rigorous safeguards in the form of a strong and independent oversight agency capable of overseeing, directing and intervening in police conduct matters."

Mr. Lander contended that a totally independent investigation model "would require extensive resource allocations far beyond those contemplated under the existing integrity regime".

The ICAC also agreed with the branch view that managerial intervention in less serious cases of police misconduct was more appropriate.

Other key points from the paper were:

- SAPOL should have the primary responsibility for the assessment of complaints and reports about police.
- The Police Ombudsman should be abolished and new police complaints legislation should invest the role of overseeing the management of complaints and reports about police in the Office for Public Integrity.
- The total involvement of the ICAC in all matters, no matter how minor, is not practicable; however, the power to audit and direct the manner in which police deal with less serious complaints is a suitable option.
- The new *Police Complaints Act* should retain the investigative powers and confidentiality requirements that exist in the present scheme.
- The day-to-day auditing of SAPOL's management of complaints should rest with the OPI.

PROSECUTION OF NORMAN HOY

The long-running and highly publicised prosecution case against Senior Constable Norman Hoy finally concluded with a not-guilty verdict in the District Court in January.

The Branch, which had urged DPP Adam Kimber to discontinue the prosecution, gave Norman its full support in the lead-up to, and throughout, the trial.

One of three motions delegates passed was the unanimous condemnation of the Kimber decision to proceed with the prosecution.

Norman had stood falsely accused of aggravated assault against multi-millionaire businessman Yasser Shahin.

In light of the costs associated with the Hoy defence, no case has more clearly illustrated the folly of non-membership of the Branch.

BODY-WORN VIDEO

The Branch will urge SAPOL to avoid further delays in the roll-out of body-worn video cameras, after June's state government announcement of funding for the devices.

SAPOL will complete the roll-out by 2019—nearly 10 years after the branch first lobbied for the technology.

Many other jurisdictions around the world have had these devices for years, so SAPOL should complete this roll-out sooner rather than later.

The branch knows of many members who already wear the device at their own personal financial expense.

The devices will allow police at incident scenes to take compelling footage, which could prove crucial in court cases.

One of the causes of the delay is the question of video storage, and we are yet to see any information from SAPOL on that issue.

LEGAL

The branch continues to fund and underwrite a myriad of legal matters for members. As expected, our legal workload continues to be high, with 98 workers' compensation files and 310 disciplinary and criminal files opened during the year—200 more than for the same period last year.

We currently have 453 active legal files across the organisation. All of our staff members, at some stage or another, touch on a number of legal matters; and, universally, our legal representatives report back on the high standard of preparation and work-up the branch provides them.

INDUSTRIAL

The industrial workload has proved particularly demanding owing to a significant number of calls from members regarding a full suite of grievances.

In addition to the inordinate number of disciplinary and criminal complaints members have sought assistance with, the branch has notified SAPOL of 17 industrial disputes.

In addition to notified disputes, industrial staff have been fully occupied receiving and responding to numerous calls for assistance regarding:

- the organisational review;
- annual-leave restrictions;
- overpayment policy and extraction of monies owed from members;
- multiple work-from-home grievances;
- restricted access to part-time hours;
- restricted access to voluntary flexible work arrangements;
- workers' compensation;
- unprecedented medical retirement issues;
- tattoo policies;
- rosters;
- non-advertising of promotional positions; and
- sergeant/senior sergeant qualification.

CONCLUSION

The branch continues to advocate for members' rights across all legal and political fronts.

The successful defence of Senior Constable Norman Hoy earlier this year is an example of the branch's commitment to ensuring justice for its members.

This is all possible for one reason: collectivism, through which individuals band together to commit financially to the branch.

That's what enables it to function and achieve such outstanding results.

Mark Carroll
Branch President





WESTERN AUSTRALIA BRANCH

This was yet another busy year for the WA Police Union as we faced a range of issues and incidents that saw WAPU spend considerable time, effort and resources supporting our Members.

The past 12 months have been littered with critical incidents which required an immediate response from WAPU to ensure the best interests of our Members were preserved.

The following is a glimpse of the major issues we have tackled.

MEMBERS ARRESTED AFTER FATAL CARLISLE SHOOTING

WAPU was infuriated to learn that a number of Members were arrested after a shooting incident in Carlisle on Saturday, 8 November 2014.

Our Members attended the incident where a female deli worker was being held at gunpoint by a male clearly under the influence of drugs. Police did their best to try and defuse the situation however, they were forced to use lethal force to bring the incident under control and saved the woman's life.

What stemmed from there was utterly disgraceful. Our Members were arrested at the scene and some were forced to sit in interview rooms for up to 13 hours with blood still on their hands and clothing.

We were inundated with comments from angry Members who expressed their disgust about the treatment of officers at the scene.

After the incident, we provided the Members with appropriate legal and welfare assistance and worked

with the Commissioner of Police to ensure this type of incident is never repeated.

WA Police conducted an internal review of what happened and we are very satisfied that Major Crash and Major Crime will now oversee critical incident investigations, as they are best placed to make assessments given their expertise in investigating deaths on behalf of the Coroner. The Professional Standards Portfolio is now sidelined from the initial investigation and will perform an oversight role only.

The new procedures were tested not long after the Carlisle incident when there was another fatal shooting in Hamilton Hill in March 2015. We were pleased to hear our Members were treated as professional witnesses with respect, dignity and compassion.

FORMER FOOTBALLERS CAUSE A CAD SAGA

Approximately 150 Members could have been criminally charged if the Professional Standards Portfolio had its way after it found officers accessing CAD jobs involving former AFL footballers Ben Cousins and Daniel Kerr.

WAPU was shocked to learn that these officers were under investigation for unlawful access to a police computer system that is used to dispatch incidents and record the outcome.

Professional Standards took its usual heavy handed approach, with a view to utilising Section 440A of the Criminal Code (unlawful access to a police computer system) when interviewing all subject officers. This would be taking matters to the extreme and if allowed

to proceed, would have set a very dangerous precedent for all Members, who utilise this system extensively, not just for the job they are directly involved in.

WA Police expects officers to be conversant with crime, incidents, intelligence and information holdings that enables them to effectively do their job. This is not confined to borders, and involves preparation to remain ahead of the play, not to mention the obligatory accountable arse-covering exercise.

Section 440A was never intended to be used as a vehicle to haul police officers before a court for viewing information on a system purely for their own purpose.

In the end, common sense prevailed and no Members were charged, however, some were cautioned for their computer use.

The Commissioner has agreed to review the computer use policy so this never happens again. The amended policy will be released in the near future.

CIVIL CASE AGAINST MATT BUTCHER DISMISSED

After intense public pressure, the civil case against Senior Constable Matt Butcher was dismissed in August.

WAPU has supported Sen. Const. Butcher since a sickening attack outside a Joondalup tavern on 4 February 2008 that left him partially paralysed.

The footage of the incident, which has been widely publicised, is sickening and one of the worst assaults on a police officer that any of us have ever seen.

We were then left in a state of disbelief after the McLeods were acquitted of criminal charges. It was even more surprising when Robert McLeod launched legal action against Sen. Const. Butcher and the State, claiming wrongful battery.

WAPU was appalled by the gall of Mr McLeod to even consider taking civil action.

We applied considerable pressure to the State Government and Police Minister so no backroom deals were done and to ensure Robert McLeod would not get a cent.

WAPU was prepared to back Sen. Const. Butcher all the way but we are thankful he did not have to continue along that path.

ACCOUTREMENTS IN COURT

Following the increase to the national terror alert for police officers in January this year, WAPU wrote to both the Commissioner of Police and the Police Minister seeking their assistance to allow our Members to wear their accoutrements in court complexes.

We were advised that the Chief Justice had carriage over this matter and sought his intervention. He advised us that he would take it to a meeting of the heads of each court in WA.

After the decision by the NSW Government to allow its officers to wear their guns in courts, WAPU made our campaign public and used social media to garner public support for our #ArmedInCourts campaign.

During this campaign, Members assisted to highlight security breaches, as they occurred, and we put significant pressure on the decision-makers to act.

The Heads of Jurisdiction for Western Australia's courts discussed our proposal on 31 August 2015. The Chief Justice advised us that a detailed report covering a range of issues would be prepared by the Security Directorate of the Department of the Attorney General. He has also written to the Commissioner of Police requesting his advice with respect to security and other issues.

Once the Chief Justice has received those responses, the issue will be further considered by the Heads of Jurisdiction in November 2015.

Considering their position on this issue has been steadfast for many years, this was a positive step in our fight to allow Members to be armed in courts.

We are eagerly awaiting the outcome of the security report at the time of writing this report.

CCC LANDMARK CHALLENGE

Recently, one of our Members launched a landmark case against the Corruption and Crime Commission (CCC).

After advice from our Legal Team, the Member is appealing the CCC's power to prosecute charges under the Criminal Code and also the fairness of the prosecution to have knowledge or possession of evidence given under compulsion.

A recent High Court judgement indicated that it is unfair that a prosecutor has knowledge of evidence, or has in their possession, any form of evidence given under compulsion.

We have funded this appeal in the hope that the decision will set a landmark legal precedent.

Fundamentally, we do not believe the CCC should have the power to make Members answer allegations under compulsion and then prosecute that officer for criminal offences.

We eagerly await the outcome as it will no doubt have huge implications for our Members, the CCC, Parliament, the legal fraternity, WA Police and the State of Western Australia.

WAPU WOMEN'S FORUM

In an effort to better organise, support and represent our female Members and to increase their participation in WAPU, we hosted the inaugural Women's Forum in September.

The forum explored avenues that will enable us to increase female participation rates in our activities and to also encourage our female Members to seek leadership roles within WAPU Branches and on the Board.

Around 40 female Members attended and we secured speakers from Unions WA, WA Prison Officers' Union and the ACTU. Police Minister Liza Harvey and Opposition Spokesperson for Police Michelle Roberts also addressed the forum.

WAPU is keen to explore new initiatives, with this being one of many more to come that will engage and encourage Members to become actively involved in our Union.

REFORM ISSUES

As we reported last year, WA Police is currently undergoing wide scale Reform. WAPU has received a lot of feedback from Members relating to the new operating model which has been in place in the metropolitan area since December 2014.

Over the course of the year, President George Tilbury, Senior Vice President Brandon Shortland and several Directors visited all metropolitan districts and reported

issues to Deputy Commissioner Steve Brown as well as to the various District Superintendents.

It appears from the visitations, that Local Policing Teams seem relatively happy while feedback from Response Team Members has been mixed, with many complaining of a lack of meal breaks and going from job to job without respite.

We also conducted a survey of Members in relation to fatigue and travel, which confirmed our fears that our Members are facing serious issues when it comes to commuting and fatigue.

More than 1,100 Members took part in the survey, with the majority being frontline officers.

Respondents revealed numerous frightening incidents travelling to and from work due to fatigue such as: falling asleep at the wheel; driving off the road or onto the other side of the road; completely losing concentration while driving; running red lights or stop signs; hitting stationary objects along the road or kerb; and being involved in traffic crashes.

The report also found that almost 82 per cent of respondents expressed the view that early morning finishes on evening shift created significant fatigue-related issues when commuting home.

We made four recommendations based on the survey results:

- That WA Police reprint the "An Introduction to Fatigue 2012" booklet and reissue it to all members of WA Police;
- That WA Police take into consideration where an officer resides when transferring them to a different station or section, especially if it is within another metropolitan police district;
- That WA Police endeavours to explore the implementation of 10-hour shifts across the entire State, where practical; and
- That during winter, evening shifts should commence at 1700 and cease at 0300 to give Members the best chance of obtaining reasonable sleep following their shift.

We are currently awaiting a response from WA Police and the Police Minister.

LEGISLATIVE CHANGES UPDATE

In last year's report, we discussed legislative changes which were progressing through State Parliament and we are very pleased to advise those changes are now law.

Mandatory Blood Testing legislation

Our long battle to have mandatory blood testing legislation introduced into Parliament finally came to a successful head as the *Mandatory Testing (Infectious Diseases) Bill 2014* was passed in November last year. The new measures came into force on 1 January 2015.

Mandatory blood testing has been on the WAPU agenda for many years and played a part in our 2013 Pre-Election Submission. This legislation will have a huge effect on more than 100 officers, and their families, who are potentially exposed to a communicable disease each year during the course of their duties.

This legislation has effectively reduced the stressful waiting time for blood test results from six months, to a few days.

Criminal Investigation Act

Despite strong objections and campaigning from the legal fraternity, amendments to the *Criminal Investigation Act* passed Parliament in November 2014. The amendments eradicate the need for police officers to "baby-sit" those who have been taken into custody.

The changes repealed Section 139(3) of the Act which meant that a person arrested on suspicion of committing an offence and held pending charges must remain in the close company of a police officer, unless it was impracticable to do so.

It was estimated that because of the requirements of Section 139(3) up to 46,000 frontline police hours were spent each year guarding arrested suspects. This amendment also enables persons in custody, where appropriate, to be placed in a cell and observed via CCTV. This was an option not afforded to officers before the change, and exposed them to prosecution for not fully complying with this section of the Act.

BOARD OF DIRECTORS ELECTION

WAPU recently conducted a full election for the Executive and would like to congratulate the following Members on their election:

Central Region: Mick Gill

Eastern Region: Dave Curtis

Metropolitan Region: Ward Adamson, Lindsay Garratt, Mark Johnson, Mick Kelly, Kevin McDonald, Peter McGee, Michael Paterson, Peter Potthoff, Harry Russell, Brandon Shortland and George Tilbury.

Northern Region: Michael Henderson

Southern Region: Harry Arnott

Our new Executive has elected the Office Bearers and Federal Council Delegates for the next three years and WAPU would like to congratulate George Tilbury on his re-election as President.

He will again be supported by Brandon Shortland as Senior Vice President, Harry Arnott as Vice President and Mick Kelly as Treasurer.

CONCLUSION

It is without doubt that the past 12 months has challenged our Members, the Board and Union Staff and I would like to thank them all for their hard work, support and dedication to WAPU.

We have dealt with critical incidents and serious incidents in a timely, professional and compassionate manner and I am extremely proud of the progress we have made.

Next year is already shaping up as a major year for WAPU as we continue to push for better conditions for our Members through the 'It's Tough Enough' campaign. We are also committed to ensuring our Members who are injured while serving the community are appropriately looked after.

George Tilbury
Branch President



QUEENSLAND BRANCH

OVERVIEW

The 2014–15 year saw the culmination of the process for the Queensland Police Union (QPU) to become full members of the Police Federation of Australia (PFA). In November 2014, I was elected as one of the Vice Presidents of the PFA, and the entire membership of the QPU was rolled over into membership of the organisation.

The 100-year anniversary of the Queensland Police Union has been celebrated throughout 2015, and it has not escaped our attention that much of our core business a century ago remains our core business to this day. We continue our proud history of working, negotiating, and at times fighting with the Queensland Police Service (QPS), the Government of the day, and all other relevant stakeholders to ensure the rights and conditions of our members are always recognised and upheld.

Throughout the year we have also sought to solidify our relationships with the other Police Unions and Associations of our nation, as well as with the PFA, to ensure there is a robust forum for discussion and sharing of ideas in relation to national policing issues.

STATE GOVERNMENT

Queensland witnessed a huge upset at the polls in late January when the LNP Newman Government, which had enjoyed the largest majority of any Parliament in Australia, was unceremoniously bundled out of office and replaced by the Labor Palaszczuk Government.

The QPU works hard to maintain a good working relationship with both sides of politics, and in the

lead-up to the election had asked both sides to provide a list of election commitments for the consideration of our members. It is fair to say that while the LNP Government did deliver on its provision of 1,100 new police officers and tougher law and order legislation following the previous election, their commitments for the January election seemed a little obscure in comparison to Labor's.

Among a raft of other commitments, Labor committed to return the industrial relations system in Queensland to the pre-Newman Government conditions; reject the privatisation and outsourcing recommendations made in the Keelty Review and Costello Audit; review the set-up of the unpopular Public Safety Business Agency (PSBA) where some sworn police are no longer employed by the QPS; review and streamline domestic violence processes and the QPS discipline system; maintain police recruitment rates; provide \$20 million to tackle organised crime, alcohol-fuelled violence, and the drug 'ice'; and deliver improved safety equipment for police including \$6 million for body-worn cameras. Further they announced no loss of conditions and no removal of any allowances or other benefits during the enterprise bargaining process.

When Labor was voted into Government and the year progressed, they began to deliver on some election commitments and set in progress the promised reviews and evaluations. Many of these reviews are still underway, and the QPU continues to be involved, to ensure our members' rights are represented through every step of the process. At the same time, the QPU continues its relationship and interaction with LNP politicians as well.

PRIVATISATION

One of the major commitments of the new Palaszczuk Labor Government is their commitment to not civilianise, privatise, or outsource any aspect of policing in Queensland. One of the greatest shifts we have all seen in policing across Australia in the last decade is the slow erosion of the role of a police officer and the gradual incursion of the private sector into law enforcement, often doing a poorer or less expansive job than the police officer previously did, and charging the taxpayer more money for the privilege.

In Queensland, the previous Government had started a process to outsource scenes-of-crime functions, traffic functions, watch-houses, recruitment, and Academies, to name but a few. Luckily, this new Government has declared this will not happen.

The now Opposition has also realised that mass privatisation of these types of functions leads to massive swings against you in the polls and they, too, have now rejected their former mantra. So the Queensland public and police are now in a good place, where our jobs and roles are safe from being civilianised, privatised, or outsourced.

PUBLIC SAFETY BUSINESS AGENCY

The Public Safety Business Agency (PSBA) was implemented by the previous LNP Government to provide support services to public safety entities, including the QPS, but it is the Union's view that its establishment was purely a money-saving venture, and a move towards civilianising some policing roles.

The Union believes it is unconscionable to remove members of the QPS from the organisation without their consent, and abruptly put them into another Government department. Further, the Agency regularly appears to duplicate processes and create inefficiencies, rather than provide effective support as was envisaged. This new department saw police have two masters and saw the Commissioner no longer have control of either his department or his personnel. It created huge inefficiencies and duplication and the sooner the PSBA is abolished the better.

We at the QPU have been involved in the review process of the PSBA, and we hope to ensure that all police officers retain the benefits that police officers have, regardless of where they work. We do not

support positions becoming civilianised or privatised, whether officially or unofficially. Many police in support roles contribute greatly to the QPS and are an integral part of frontline policing, and the QPU believes QPS employees should all be in one Government department as near as practicable.

BODY-WORN VIDEO

The provision of body-worn cameras has been on our members' wish lists for so long that a large majority of our members have taken it upon themselves to buy their own cameras. As such an important tool in providing evidence and protecting police against false complaints, the QPU has also called for this equipment to be supplied for many years, and managed to secure a \$6 million commitment from the Government for initial implementation. A trial is underway, focused specifically on the hotbed of the Gold Coast, which the QPU hopes will be the first step in the realisation of Service-provided cameras for those police who need them.

DOMESTIC VIOLENCE

The QPU has long been at the forefront of advocating for a better domestic violence system in Queensland, and in 2014 we proposed significant changes to the Special Task Force on Domestic and Family Violence that was set up by the previous LNP Government.

Unfortunately, our submissions that domestic violence be made an offence in our state, and that the application process for acquiring a domestic violence order be streamlined, did not form part of the recommendations in the resulting *Not Now, Not Ever* report.

In early 2015, the QPU wrote to Premier Palaszczuk, who was continuing the work of the Task force, to outline our concern that the recommendations in the report did not go far enough to protect the vulnerable people within Queensland communities.

In the wake of further, highly visible domestic violence incidents both in our state and around the country, and with Malcolm Turnbull announcing a \$100 million package to fight domestic and family violence as his very first commitment as leader of our nation, the Police Union vowed to employ the momentum around the issue to continue to fight for a better system. We met with all sides of politics to lobby for a better domestic violence system and better protection

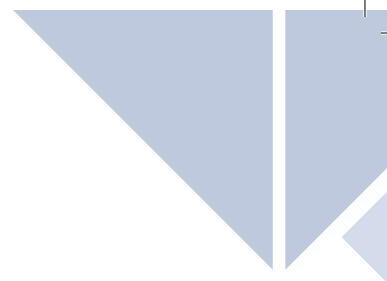
for victims of domestic violence. We are continuing our efforts to reform the law in this area, and will continue to do so until we have a workable, national system that protects the vulnerable in our Queensland communities and throughout the whole country.

THE YEAR AHEAD

The Queensland Police Union hopes for some stability in the coming year due to a period free of elections and major QPS reshuffles. The QPU also hopes the completion of the numerous Government and QPS reviews currently underway will provide further direction in a number of important areas. We do face an upcoming enterprise bargaining process, which usually provides very robust negotiation, and no doubt the year ahead will also present its own unique challenges that we simply cannot predict. However as I have said, the new government announced no loss of conditions and no removal of any allowances or other benefits during the enterprise bargaining process so this is a great comfort for police.

The QPU is ready for them, whatever they may be, and looks forward to continuing to work, negotiate, and—if needs be—fight with the Queensland Police Service, the Government, and any groups, factions, or stakeholders who threaten the rights and conditions of our members. We remain a force to be reckoned with: a united, stabilising, and progressive unit fighting for the rights of all Queensland police. We look forward to the challenge.

Ian Leavers
Branch President





VICTORIA BRANCH

I now table my report to the 2015 Annual General Meeting of the Victoria Police Branch of the Police Federation of Australia. My report is available on our website.

The Police Federation of Australia is the national umbrella body for police associations and unions throughout Australia and New Zealand, representing more than 60,000 Australian police officers across all Australian policing jurisdictions, including the Australian Federal police, with New Zealand police having observer status at meetings of the Police Federation of Australia. In my capacity as President of the Victorian Branch of the Police Federation of Australia, I attend bi-monthly meetings of the National Executive, the composition of which includes all other presidents of police associations and unions throughout Australia and New Zealand. I am pleased to announce that I was recently elected to the position of Treasurer of the PFA.

The key objective of the Police Federation of Australia is to deal with policing matters of a federal nature, which directly affect our collective membership.

The single most important issue for the Victorian Branch during the past year and within the immediate future is to achieve a successful outcome to our Enterprise Bargaining 2016 campaign. As some members will be aware, the EB 2016 negotiations are conducted under the auspices of our affiliation with the Police Federation of Australia. Following a series of member meetings to obtain feedback with regard to the content of our Log of Claims, the log was served on Victoria Police on April 14, this year, with negotiations with Victoria Police commencing on May 29, this year.

It is important that throughout these negotiations the Executive, Delegates, Administration and members of The Police Association remain united to ensure that the focus remains on Victoria Police as the employer and the Victorian Government as the holder of the purse strings, in terms of achieving a successful outcome. It is usually the case that we can negotiate the non-salary related items with Victoria Police but in salary related matters, the focus will always be on the Government given that Victoria Police has little discretionary funding.

A further series of member meetings is planned to be conducted in September and October, this year, if there is no further progress in the EB 2016 negotiations. Those of us who are associated with the Victorian Branch will never allow an EB outcome that does not satisfy the needs and expectations of a majority of our members. It is clear that, at this stage, progress in our EB negotiations have been slow. Our EB 2016 negotiation team has been frustrated by a lack of commitment on the part of the employer to focus on an outcome. If EB 2016 negotiations do not soon provide us with sufficient confidence that an outcome is imminent, we will again have little choice but to engage in protected industrial action to get a result. If this action becomes necessary, it is more important than ever that all of us, in all workplaces and at all ranks remain committed and focused on a successful outcome.

In July, this year, the Victorian Branch received Victoria Police's Log of Claims, much of the content of which would clearly send our profession backwards. Victoria Police's Log of Claims surprisingly sought to revisit past issues that proved to be a dismal failure. An example of this is the proposal to reintroduce specific Leading Senior Constable positions. Victoria Police's Log of

Claims also outlined a plan to change the Expression of Interest system so that movement between positions would be more at the discretion of management. It was a considerable shock to detectives and others in receipt of commuted overtime that Victoria Police also sought to abolish commuted overtime. It was the case that our senior members at commissioned officer ranks were not excluded from Victoria Police's focus on seemingly upsetting as many members as possible, including those at management rank, specifically with a proposed clause in the Enterprise Agreement that required commissioned officers to 'exceed capability'.

It is clear that Victoria Police wants an incremental progression system which requires members to provide evidence of performance in order to access salary increments, rather than the satisfactory performance that is required currently to progress through the increments. There was also a proposal to reduce health and safety protections by removing the need for Victoria Police to meet WorkSafe OH&S guidelines. These insults were exacerbated by a paltry offer of a 2.5% pay increase per annum for the life of the agreement.

Some of the key issues presently being dealt with by the Police Federation of Australia on behalf of all Australian police officers include that we are intent on influencing the Federal Coalition Government and the Labour Party in Opposition, to increase the concessional tax arrangements for superannuation contributions to \$50,000 per annum and permanently indexing that new cap with CPI. We would also like to see a progressive increase to the compulsory employee superannuation guarantee from 12% to 15%, and to allow police to access their superannuation at age 55, or after 20 years service, through a disengagement scheme.

The national body is intent on preserving the policing profession through the establishment of a national police registration scheme. This will help to ensure that police powers are not extended to those who are not sworn police officers.

As our members will be aware, the Victorian Branch is currently leading the way with the establishment of a Police Registration and Services Board, coming into effect, together with the new Victoria Police Act, on 1 July, 2014. Whilst our Branch has broken new ground with regard to being a leader in terms of police registration, there remains much work to do to, firstly, to further develop a police registration system in

Victoria and then to encourage the other states and territories to similarly establish a registration scheme within their jurisdictions. A true registration scheme for police can only exist when all of the Australian states and territories recognise the elements that create a person being eligible for registration as a police officer. A long term objective is to have police officers, in Victoria and elsewhere in Australia, being able to take their certificate of registration to any other state or territory, and even overseas, as is currently the case with most other professions.

The national body is seeking an amendment to the Fair Work Act, to ensure that a registered organisation, being the Victorian Branch in our case, is the sole bargaining agent in Enterprise Bargaining. It is unhelpful to have legislation, as is currently the case, which enables other bargaining representatives to be in engaged in the process. We are seeking an amendment to the effect that other bargaining representatives are not able to be appointed where more than two thirds of the workforce are members of the one registered organisation. This is, of course, the case with the Victorian Branch, where we continue to enjoy union density at 98.6%, which is unprecedented in most other unions and professional associations.

Other important issues that are being pursued by the national body include improvements to workers compensation, international deployment group funding, a world class policing code of practice to manage risks in policing, accessible childcare, advocating for a national approach to tackle serious and organised crime, together with an Australian crime prevention program. The establishment of a mobile broadband network for public safety agencies is also an important part of the agenda for the national body.

In April, this year, the Victorian Branch welcomed the announcement by the Commonwealth Government that it would allocate \$250 million to trial a program that will allow our police and PSO members to access government subsidised childcare arrangements. The Victorian Branch, in partnership with the Police Federation of Australia, has for some time made the case that the around-the-clock nature of police work made it difficult for our members to access mainstream childcare services. As a consequence, our members are being forced to pay a premium because childcare out of office hours is not provided without a significant increase in fees. The Victorian Branch and the PFA have lobbied the Federal Government to provide

more flexible childcare support that better suits our members who do shiftwork.

The Victorian Branch and the Police Federation of Australia will continue to look for opportunities to lobby federal parliamentarians from all political persuasions, as well as the independents, to ensure that the best possible outcomes for our collective membership can be achieved. We will continue to do the best we can on behalf of all police officers throughout Australia and New Zealand. We will continue to have as our principal objective the improvement of terms and conditions for our members on policing issues from a national perspective.

John Laird
Branch President





NEW SOUTH WALES BRANCH

2015 has proven to be another eventful year, battling many issues affecting the safety and welfare of PFA NSW Branch members, and I am pleased to be able to report on a number of the key issues.

The PANSW has never been in a better financial position, enabling record spending on member services and welfare.

2015 ELECTION

2015 was a State election year for NSW and the PFA NSW Branch developed a strong pre-election submission, seeking commitments from both sides of politics relating to a range of issues that remained outstanding.

We welcomed announcements that the Government planned to:

- rebuild and refurbish six police stations, including Mount Druitt and Taree which we had sought;
- boost the Counter Terrorism and Special Tactics Command, the firearms and organised crime-related squads, and operations targeting gun crime, and create Australia's first Real Time Intelligence Response Centre;
- significantly increase the Child Abuse Squad;
- strengthen the Cybercrime and Fraud Squad;
- allocate \$17.1m over four years to the Police Force Wellbeing Program, including programs to prevent injury, support injured officers to return to work, as well as support former officers and families;

- allocate \$100 million to the "Policing For Tomorrow Fund" which will deliver the latest technology equipment to frontline officers;
- increase domestic and family violence police capability; and
- permanently establish the Serious Sex and Violent Offenders Investigation Unit.

POLICE NUMBERS

The PFA NSW Branch 2015 Pre-Election Submission "A Plan to provide NSW Police Officers with the resources to protect our community" highlighted that realistically, as the NSW total population increases, the proportion of police numbers should increase at the same rate.

Action on police numbers in regional centres, many of which are desperately short-staffed, is urgently needed. Putting aside any real increase in police numbers, for police number ratios to simply remain stable, an increase in police Authorised Strength of around 247 officers per year is required.

The NSW Government committed to an additional 130 officers above previous commitments. The PFA NSW Branch continues efforts to have the Government commit to increase police numbers to match population growth.

REMOTE AND ISOLATED WORK IRC DISPUTE

NSWPF have been reviewing their Single Unit Policing (SUP) policy for some time, which they have now drafted as "Remote and Isolated Work" policy. The

draft we were provided with, after much consultation, failed to include the control measure as outlined in the *WorkCover Code of Practice*, which for remote and isolated work, where there is a risk of violence, is a 'buddy system', also called a defined back-up system.

NSWPF refused to include this as a control measure in the risk assessment and the policy document. We therefore lodged a dispute with the Industrial Relations Commission (IRC) in May 2015 based on non-compliance with the *WorkCover Code of Practice* and have participated in numerous conciliations since that lodgement.

This has predominantly included Highway Patrol, who continue to work as single unit officers during day lights hours, which we have not opposed subject to a suitable back-up system being known. We pressed for a known/defined 'backup/buddy system' to be known to officers. We are still working through this using the CAD computer system with mapping showing the location of back-up vehicles on their computer screen in the vehicle. We are also continuing to debate the practice of Single Unit Stationary RBT units which NSWPF are refusing to cease at this time.

There has been a significant amount of movement from NSWPF in relation to the control measure of a 'buddy/back-up system' which is now clearly included as a control measure in their draft risk assessment document and in the policy. There is agreement that single unit policing doesn't occur in the metropolitan area, with the only remaining areas of single unit policing being country remote stations which we are still working through.

We have developed between the parties a one page risk assessment checklist which should prompt officers to call for back-up and not attend certain jobs on their own. There have also been clear indications included in the policy that rostering in small country locations should include paired up rosters, meaning 2-up rostering.

This is an ongoing dispute with fortnightly conciliations continuing at the IRC, with the next report back on the 28th September 2015.

NUMBER PLATES

The PFA NSW Branch identified a security risk to our members in relation to NSWPF issued nameplates. There had been numerous attacks on our members and their families, via Social Media, as a consequence of displaying their family name on a name badge. This resulted in a growing trend of police officers being filmed while involved in operational incidents.

Footage has found its way onto social media networking sites including Facebook and the internet, leading to people attempting to identify officers, then targeting and harassing that person. This has caused anxiety and stress to the officers involved which is a serious WHS concern.

The issuing of numbered plates rather than name badges helps reduce these risks. In consultation with NSWPF, we were successful in having the NSWPF Dress Policy amended regarding registered number identification plates. This has been a good outcome because having an alternative to a nameplate is best practice, especially at a time of heightened terrorism threats, increased security levels and escalating threats to all police.

CONCESSIONAL CAP

The PFA NSW Branch has been lobbying State and Federal politicians in an effort to rectify an anomaly for our members regarding their ability to make concessional contributions to their superannuation. This emerged as an issue as premiums paid by the NSW Government to the compulsory Death and Disability Scheme counted in the individual members contributions cap, with the result that police were considerably disadvantaged as compared to other workers on similar incomes.

In discussions with Government, and with great assistance from Russell Matheson MP, the Member for Macarthur, and a former NSW Police Officer, we have asked our members to lobby their local politicians on numerous occasions, while we have raised the issue on a State and Federal level. We attended a meeting on this matter with then Treasurer, Joe Hockey on 14th September, who a few hours before the unexpected change in Liberal leadership, gave us assurances that the issue would be rectified ASAP. With the appointment of Scott Morrison as Treasurer, at the time of writing we still intend to hold the Government to the former Treasurer's commitment and Russell Matheson will be outlining this message to all in Federal Parliament.

GUNS IN COURT

At the start of 2015, our members expressed grave concern regarding their security in courtrooms and court complexes as a result of the *National Terrorism Public Alert Level* rising from Medium to High and the existing prohibition on NSW Police Officers wearing their firearms and appointments while attending Court.

This has been an important safety issue we campaigned on over many months. We repeatedly requested that the Chief Magistrate and the NSW Sheriff's Office remove the prohibition and allow common sense to prevail to ensure the safety and security of our members, and members of the public.

In August this year, through collaboration between the NSW Branch, NSW Government, and the NSWPF, our members were finally given increased protection and security with the announcement that this unsafe working practice would cease.

Given the environment we live and work in, this outcome was a win for both police and public safety. There are still some issues with individual judges and magistrates.

BODY WORN VIDEO

On 17th September 2015 the NSW Deputy Premier and Minister for Justice and Police, Troy Grant and NSW Police Commissioner, Andrew Scipione, announced the commencement of the roll out of Body Worn Video (BWV) cameras for NSW frontline police, with the first location being Eastern Beaches Local Area Command. In coming months, the rollout will continue to Kings Cross and Botany Bay LACs, the Police Transport Command and the Public Order and Riot Squad.

We campaigned hard for this equipment and to facilitate the roll-out for our members and secured \$4 million for BWV at our 2014 Biennial Conference. Further, as a result of our 2015 Pre-Election Submission, we secured an extra \$100 million from the Government via the "Policing For Tomorrow Fund" which will deliver latest technology equipment to frontline officers.

NSW Police will now be able to show a jury exactly how bad an offender has behaved by providing them with footage, accurately depicting the entire event, meaning there is nowhere for these offenders to hide and try to manipulate the truth in the face of an independent recording.

WORKERS' COMPENSATION DEATH BENEFITS

In August this year, we achieved a significant win for our members by securing an increase to the Workers' Compensation Death Benefit from \$524,000 to \$750,000.

This improvement followed the exemption secured in 2012 from the Workers' Compensation amendments, which drastically cut injured workers' entitlements. NSW Police were exempt from these changes and retained weekly benefits, medical expenses, journey claims and lump sum compensation for permanent impairment.

We joined with NSW Minister for Justice and Police, Troy Grant, to secure the increase in death benefits and funeral expenses for police officers. In discussions with the Minister for Finance we highlighted the dangerous work undertaken by NSW Police, and with support from the cross benchers, led by Rev. the Hon. Fred Nile, we secured a unanimous amendment to the Workers' Compensation Act to include the increase in death benefits and funeral expenses for police officers.

This was a significant win for our members and will ensure adequate financial security is provided for their families in the event of death.

REVIEW OF POLICE OVERSIGHT IN NSW

Following an election commitment, the NSW Government appointed former Shadow Attorney-General Andrew Tink to look at options for establishing a single civilian police oversight model with a view to improving efficiency and effectiveness of oversight and addressing overlaps in oversight bodies. In support of our members, the PFA NSW Branch provided two submissions to the Review and met with Mr. Tink on several occasions.

The review went to the Government on 31 August 2015 and they are yet to commit to releasing the document. However, it is expected the Government's response to the Review will be released by the end of 2015. When released, we will work with Government and the NSWPF to implement an improved system of oversight.

CAREER AND RESILIENCE EDUCATION PROGRAM (CARE)

The C.A.R.E. program is a module-based program designed in alignment with the preventative notion of injury management and professional development. It is designed to assist members to have long and successful careers and fulfilling personal lives.

The C.A.R.E. program is structured in four stages:

Stage 1—Personal Resilience Skills

Stage 2—Workplace Health and Injury Management

Stage 3—Union Skills

Stage 4—Executive Training.

The modules within each stage are offered separately, allowing officers to elect to undertake as many or as few modules as they like. Going forward the program will be available to all police officers regardless of their rank or position. A component of the program will also be delivered online on the PANSW website for members to access at any time.

INAUGURAL WOMEN'S FORUM

In August this year we held our first Women's Forum. The residential forum, which allowed metropolitan and regional members to attend, ran over two days and was extremely well received and attended, with in excess of 40 female members participating. Issues discussed ranged from the history of unions and the current political climate to a number of industrial issues, with specific emphasis on the impact on the female workforce including childcare; maternity leave; flexible working conditions; and harassment/discrimination. Special guest presenters included Rita Mallia, State President of the CFMEU (Construction and General Division) and Linda Everingham, Organiser with the AMWU.

PARLIAMENTARY INQUIRIES INTO NSW POLICE FORCE INVESTIGATIONS

Since November 2014 the PFA NSW Branch has been involved with the implications arising out of two NSW Parliamentary Committees focused on the ongoing NSW Ombudsman's *Operation Prospect*. Since late 2012 *Operation Prospect* has been investigating allegations about the conduct of officers from the

NSWPF, NSW Crime Commission and the Police Integrity Commission during a series of investigations which occurred between 1998 and 2002, including Operations Mascot and Florida.

The PFA NSW Branch has been lobbying all police oversight agencies, the NSW Government and the NSW Police Force to allow our members to seek medical assistance without seeking an exemption from non-disclosure orders routinely issued by the NSW Ombudsman and similar restrictions imposed by the Police Integrity Commission and the NSW Crime Commission. We hope to have this general exemption provided to any members involved in the Operation Prospect inquiry in the near future ensuring they can freely seek medical treatment. We will also continue to push for a general exemption across all police oversight agencies and inquiries.

ALCOHOL RELATED VIOLENCE—LAST DRINKS CAMPAIGN

In the lead-up to the review of the 2014 Lockout Laws, scheduled to be undertaken in February 2016, the PFA NSW Branch continues to work with our Last Drinks Coalition partners to lobby the NSW Government to maintain the measures as implemented.

As Stuart Kelly told the Premier, NSW Police Commissioner and more than 700 other guests at the Thomas Kelly Foundation "Take Kare" dinner on 16th September, "*Australia is an alcoholic: we need to rethink the way we drink.*"

The PFA NSW Branch continues to actively push for a state-wide rollout of a reduction in trading hours, lockouts and restrictions on high alcohol content drinks across other communities affected by alcohol-fuelled violence.

MYPLATES PRIVACY CONCERNS

The PFA NSW Branch raised concerns and lobbied NSW Roads and Maritime Services (RMS) on behalf of members about the privacy of members on the myPlates website. There were issues around ensuring the private information of police was appropriately handled during transactions.

Action was needed to rectify the problem and the RMS instigated additional validation checks and processes in order to protect those police officers who have their details suppressed. Both the desktop and mobile myPlates websites were taken down by the RMS while the project was completed.

REINTRODUCTION OF CHIEF INSPECTOR INSIGNIA

Following many discussions and negotiations with NSW Police hierarchy, the Commissioner and a number of previous Police Ministers, we welcomed the announcement of the reintroduction of incremental progression for Inspectors (who have reached year 8), being the Chief Inspector insignia.

The initiative was announced by Commissioner Scipione at the 68th Annual Commissioned Officers' Dinner in August this year.

This successful outcome allows those Inspectors who are at year 8, to wear the insignia and refer to themselves as Chief Inspector.

We thank Deputy Premier and Minister for Justice and Police, Troy Grant for his support which provides long-term recognition for Inspectors and acknowledgement of experience.

Scott Weber
President





TASMANIA BRANCH

PAY FREEZE/EBA

Last year I reported that the Tasmanian Government was pushing hard for a wage freeze due to the basket-case the Tasmanian economy had become. While all Governments make the same tired claims in relation to not knowing how bad the financial situation was before they took over, the Police Association of Tasmania (PAT) was in no doubt that things were bad. It was clearly demonstrated that the gap was widening between the Government actually balancing the budget and the State falling deeper into debt.

It was obvious to the PAT that the Government was clearly going to slash the public service to reign in debt if a pay pause could not be achieved. While we joined with other unions to successfully defeat the pay freeze being legislated, we had differing views on what we were willing to sacrifice to achieve our aims. While we had assurances that we would not lose any further sworn staff, we had to take into account the fact that we had campaigned hard about the cuts made by the previous Government at no small cost to this organisation. The Safety in Numbers Campaign was about the restoration of our numbers for both police and public safety.

That is where we parted company with the other unions—we were not just going to sit idly by and allow everything we had worked so hard for just fade into oblivion. Hard decisions were made, and we entered into negotiations with the Government in relation to the pay freeze and also with the Police Service in relation to enterprise bargaining. We showed faith in the Government and signed an in-principle agreement in relation to the pay freeze which included the continued restoration of our numbers, no further cuts

to the Police Service budget, and no further loss of civilian support staff.

I then became the personal ping-pong ball of the PAT, the Police Service, the Government, and Government staffers as we tried to massage an EBA that would satisfy the members. After painful negotiations we locked in a three year EBA which included a pay freeze for 18 months, increased award conditions over the three year period, pay increases on the completion of the pay freeze and a guarantee from the Government on the return of numbers, the police budget and civilian support staff.

We held our breath as the ballot was sent out. Members of the office and the Executive of the PAT travelled the State to speak with members in relation to the in-principle agreement, while the Commissioners did the same on behalf of the police service. The safety and future of our members was on the line, and those involved in the negotiations were heavily invested in the outcome due to the many excessive hours it had taken to reach an agreement.

In February 2015 an overwhelming 80% of members voted in favour of the agreement which was an outstanding result and an obvious show of support for the PAT Executive and the direction we had taken. The start of the pay freeze was backdated to December 2014. Other unions continued to fight the Government, the result unfortunately being cuts to the public service that are continuing today.

The Government has stuck to the agreement with no cuts to support staff. Not only have there been no cuts to the police budget, there has in fact been an increase for the first time in many years. Most importantly the sworn number are being increased to previous levels

and the Government maintains we will be back (and even slightly beyond) those levels by the next election. The Tasmanian economy is starting to improve and the austerity measures are starting to dissipate. All previous election commitments to this organisation are being honoured. It is fair to say we enjoy a robust but good relationship with the Government at all levels, including the Premier and his staff, the Minister and his staff, the Treasurer and his staff, the Attorney-General and her staff, the Speaker of the House and the President and Members of the Legislative Council. We don't always agree, but the communication channels are well established and used by all concerned.

LEGISLATIVE CHANGES

Legislation providing for mandatory sentencing for assaults on police was passed in the Tasmanian Parliament in November last year. The hard sell was always going to be to the Legislative Council, so Vice-President Gavin Cashion, myself and Constable Mark Wolfe (a member who was the victim of a cowardly unprovoked king hit) attended the Legislative Council to address them on the issue. Even those Members of the Council that were opposed to mandatory sentencing were shocked at the evidence we presented. The film of the attack on Mark was shown to the Members and there were gasps of shock as it was played. Mark explained the situation as the film was shown, and explained the ongoing physical and psychological effects he has suffered.

Mark and the other members who willingly allowed their incidents to be raised were instrumental in the legislation being passed. Since it has been passed, there has only been one charge preferred under that legislation and that matter is ongoing.

We are now starting to progress down the path of other jurisdictions and will be putting forward a case for legislation in relation to Blood/Fluid Exposure Legislation and the mandatory testing of offenders.

Disciplinary Appeals Tribunal—Review Rights

The Police Service and the PAT were locked in battle earlier this year over a matter before the Disciplinary Appeals Tribunal in relation to a dismissed member. The Appeals Board agreed with the Police Service claim that they were not required to hear the evidence 'afresh', in other words hold a 'hearing de novo'. The

PAT was forced to take the matter to Judicial Review at the Supreme Court of Tasmania at considerable expense to the organisation. The PAT's long-standing view of this issue was upheld and His Honour's judgement included costs being awarded against the Police Service. An important win for the membership and common sense.

WORK, HEALTH AND SAFETY

In my report last year I referred to the Single Member Response Model and the rollout of the new uniform.

In relation to the uniform I am pleased to report that after years of failed attempts, the rollout of this latest uniform has gone reasonable smoothly. The PAT is particularly pleased with the positive feedback that we have received from members in relation to the Multi-Purpose Integrated Vests (MPIV's) that are now being worn by members. The Police Service entered into an exhaustive study and tendering process. Hellweg won the contract and went out of their way to ensure that the specifications were met.

The feedback on the new uniform has been mixed but appears to be accepted by the majority—it is certainly an improvement on previous versions. There have been the usual teething issues with some items, but these have mostly been dealt with quickly and efficiently by the Police Service. At the risk of upsetting the Assistant Secretary of the PAT, Angela Smith, I just don't believe that the matter of uniforms will ever go away and will keep raising its head long after I move on. Poor Angela has lived and breathed this issue for many years.

I stated last year that the PAT had started to make gains in relation to the antiquated policy called the Single Member Response Model that existed in Tasmania Police. Things did actually progress fairly well on that front for a while and in June this year we thought we had a deal. I should have known better—long held beliefs took over the debate and those views were extremely hard to budge.

The PAT had sought advice on the issue as it related to the harmonised WHS Legislation enacted by the Gillard Labor Government in 2012, legislation from which police are clearly not exempt. We engaged Heather Baker—Goldsmith of HBG Safety who is a former regulator and a recognised professional in the field of WHS to assist us. We backed Heather's advice up with a lengthy and well researched legal opinion from Lawyer (and former Government Prosecutor)

Graham Dent of DCL, who is also a recognised expert and professional in the field of WHS. Tasmania Police were clearly not meeting their requirements under the legislation. I became somewhat obsessed with this issue as I was unable to reconcile the fact that the Police Service would relentlessly pursue our members for breaches of legislation (particularly the Police Service Act) and then to completely ignore legislation that applies to them in relation to the safety of their own people. It made no sense to the PAT and focussed our efforts in the area.

The PAT wanted the members to be able to serve the public and carry out their duties. We did not want go down the path of mandated multiple officer patrols but wanted Tasmania Police to provide a robust framework that provided safe systems of work for our members and, just as importantly, fulfilled their obligations as an employer under the law. We have held firm on this issue all year. When we thought we were basically in agreement, we would later learn that strongly held beliefs of others (who interestingly were not even responsible under the WHS Act) had managed to turn the debate.

The members, staff and executive of the PAT remained firm and committed to this issue. Persistence paid off and the mistaken beliefs and misunderstandings have been cleared up to the stage where agreement was reached in relation to an 'RDS (Radio Dispatch Services) Response Model'. The model clearly sets out the framework for attendance at incidents. It is a mandatory guide to RDS operators in relation to the gathering of information, identification of risk factors, the mandatory checks that must be carried out and the actions that need to be taken in relation to initiating a response. It no longer falls on the individual (both RDS and operationally in the field) to hopefully get it right. If a decision is not to mandate a multiple member response after all the steps are followed, then that must be validated by the RDS or area supervisor. The implementation of this alone will vastly improve the safety of members, and there is agreement to now completing work on the policy underpinning the RDS Response Model. That policy will apply to all members, and it is heartening to see that both parties have now moved away from the words 'Single Member Response Policy/Model' to a 'Response Policy/Model' which will apply equally to multiple member responses as well as limited single member responses.

Goodwill on behalf of both parties has seen this matter move forward dramatically over the last 24 hours. The

PAT expects that the RDS Model and the completed policy will achieve the balance between the obligations of the employer in relation to the safety of members and the obligations of members in relation to the safety of the public.

One last item under this topic is housing supplied by Tasmania Police. Certain issues with housing fits under the WHS legislation. We have visited the State Treasurer in recent times to make a budget submission in relation to housing, particularly in the country and isolated areas. Due to budget and some management issues, housing for our members has been neglected for too long. The Government in the last budget allocated funds to fix houses on the West Coast of the State, but once that is expended, there will be very little left for other housing. We have asked the Treasurer for significant funding to be quarantined for housing and we received a very fair hearing. While no firm promises have been made at this stage (and we understand that we are a long way from the next budget allocation) we certainly were not dismissed out of hand and it is obvious this organisation is held in high regard by the Government. The PAT left that meeting very hopeful of a positive outcome in the next State Budget.

NATIONAL ISSUES

There are many battles looming for all jurisdictions where the Police Federation of Australia (PFA) will have to take the lead as the 'National Voice of Policing'. Not in any particular order, those matters include (but are not limited to):

- professionalisation;
- 2nd and 3rd tier policing;
- all terrorist related issues (attacks on police and other employees, security of members, security of police premises);
- family violence;
- illicit drugs (particularly ICE); and
- collaborative purchasing.

No incident has more graphically highlighted the threat to police in Australia than the murder of an unarmed civilian employee who was publicly executed in NSW. Members of the PAT were shocked, outraged and saddened by the death of Curtis Cheng at the hands of a radicalised 15 year old. Our thoughts and prayers are with the family of Curtis and his colleagues within NSW Police. We also acknowledge the brave and affirmative

action by the Special Constables who neutralised the threat before more innocent victims were killed or injured. As an organisation, we particularly admire the way the Police Association of NSW stepped up and took the lead in looking after every person involved in that horrific incident—membership of the union was not a consideration.

As always, we stand beside all other police unions and the PFA in these trying times. I have not witnessed a greater level of solidarity and cooperation amongst all the affiliates of the PFA than exists at this point in time.

I thank all affiliates of the PFA for their assistance on many matters throughout the last 12 months. I also wish to acknowledge the assistance and advice given to the PAT by the President, CEO and their team at the PFA. I particularly wish to thank the members,

executive and staff of the PAT for their hard work and support of the PAT over the last year. We are all well placed to meet the challenges that are facing us over the next 12 months.

As it is fast approaching, on behalf of the PAT I wish everybody all the best for the festive season and a safe, happy and prosperous 2016.

Pat Allen
President



NORTHERN TERRITORY

The last year in the Northern Territory (NT) has seen significant change from both a Police and Northern Territory Police Association (NTPA) perspective.

As reported in 2014, the position of President of the NTPA was vacated for the first time in 14 years. As the newly elected President, I would like to express my sincere thanks to Vince Kelly for the passion and dedication to his role as both President of the NTPA and President of the PFA. Vince has guided the NTPA office through a new chapter regarding premises and staffing and left us in a position of strength in terms of both governance and financial stability.

Having been elected to the position of President in May of this year, I look forward to building on the strong work that has gone before me. I would like to thank the current PFA Executive and staff including the CEO, Mark Burgess, for their warm welcome as the newest board member, and look forward to continuing to improve our working conditions for Australia's police members and their families.

Just prior to my election, the Northern Territory Police Force appointed a new Commissioner in April 2015. Mr. Reece P Kershaw, a former AFP member, was with the NT Police for several years as an Assistant Commissioner prior to his recent promotion. In addition to this, 31 year veteran of the NT Police Force, Mark Payne, APM, was appointed as the Deputy Commissioner.

Before I report on current matters within our branch, I will report back on some matters raised in the report in 2014.

ADMINISTRATIVE AND LEGAL

It was reported last year that our move to new premises enabled the Executive to review our staff structure with a view to the creation of two new positions. I am pleased to report this review was undertaken and late last year our office appointed a full time Communications Officer and a part time Administrative Assistant. The appointment of a new Communications officer has enabled the NTPA to ensure communications are in line with current generational expectations and improve our reach using social media and other electronic communications.

Our partnership with respected South Australian legal firm, Tindall Gask Bentley (TGB) continues to grow. TGB currently co-locate in our office for 2 weeks of every month, providing valuable legal services to our members in a wide range of specialist areas. In addition to this, TGB undertake regional visits to locations including Alice Springs, Katherine and Tennant Creek.

HOUSING AND HOUSING ALLOWANCE

Members of the NT police are entitled to either free housing in all areas of the Northern Territory or a Housing Allowance to be paid to members who have either purchased their own dwelling in their posted location or have declined free housing.

Reports about the ongoing viability of providing free housing to police in Darwin have been tabled by the NT government at various times over the last decade. This has been driven by the NT (and in particular Darwin) having some of the highest medium house

prices in Australia, for both purchase and rental. Resultant discussions were a catalyst for the formation of a Housing Working Group which includes the NTPA.

Disappointingly, extreme instability within the NT Government, with the attempted removal of the Chief Minister, coupled with the sudden resignation of the then Police Commissioner, resulted in the NTPA withdrawing from housing negotiations. Despite efforts by the NTPA to recommence discussions following our Executive elections in May 2015, and the appointment of the new Commissioner and Deputy Commissioner, no further progress has been made in this area. It would now appear unlikely any further discussions will take place prior to the NT Government elections, scheduled for August 2016.

Review of Police Administration Act

As previously reported, our Association has been seeking a review of Parts IV and V (discipline, retirement and appeal provisions) of the *Police Administration Act* since February 2009.

Following verbal and written submissions from this Association, it is disappointing to report very little has changed for our members since our last report. Consequently, the 2015 NTPA Annual Conference passed the following motion to continue to push for change in this important area:

The Annual Conference calls on the Commissioner of Police to make reform of the current Disciplinary Retirement and Appeal Provisions of the Police Administrative Act a priority reform issue.

Early in his new term, the Commissioner indicated he favors a less invasive and heavy handed approach to discipline however this Association is yet to see this eventuate.

BLOOD LEGISLATION

There continues to be no effective legislation to protect our members in the event they are exposed to blood and other bodily fluid borne viruses and disease. Current legislation continues to be deficient to cover this significant WH&S issue and without compelling legislation to test arrested persons for such diseases and viruses, members continue to be placed at risk long term.

Legislation introduced into Parliament earlier this year was resisted by the Department of Health despite the

obvious benefits to Police officers' health and wellbeing. It is understood further discussion has taken place and legislation will again be put to Parliament at the next sittings commencing 17 November 2015.

Current Matters

Our Association continues to dispute the NT Government's position on increasing police numbers in the NT. At the last election, a key election promise was to increase policing numbers by an additional 120 officers, over and above 94 officers funded federally to monitor detainees at immigration detention centres.

Despite this promise, the NT Government maintains their figure included the federally funded positions once funding is eventually withdrawn. No amount of political spin removes the cold hard fact that they did not achieve their self-imposed deadline of August 2014. The NTPA will continue to remind them of this fact.

The NTPA conference theme for 2015 was "Protecting those who do extraordinary things". A key announcement from the Commissioner this year was the reintroduction of sworn welfare officers. The removal of these positions under the former Commissioner's reign was deemed an insult to our members and a true reflection on how little regard to members' welfare and wellbeing was held by senior police management. This Association was highly critical of this stance for some time but with the announcement of three (3) sworn Health and Wellbeing officers and the regeneration of a Peer Support Program, this Association is pleased to see significant improvements in this area. There is little doubt the ongoing public pressure by this Association has contributed to this common-sense decision.

Further matters of interest to arise from conference 2015 include the motion to extend the term of members of both the Executive and Delegates.

From 2015, regional branch delegates will now be elected to their positions for a period of two (2) years. From 2018, transitional arrangements will commence to enable Executive members to be elected for a period of 4 years, with half the Executive due for election biennially. This change aligns the NTPA with several other jurisdictions and ensures we are only in election mode every second year.

Disappointingly, the current senior police management continue to view long-serving officers, who may not be able to perform traditional *frontline* roles, as nothing

more than expendable. As a result, members continue to be issued notices of intention to retire from their long-serving and proud police career, rather than seek to find suitable alternative police duties within the organisation. This Association continues to fight this reprehensible view and moved at this years' conference to change internal policy ensuring members are placed in *non-frontline* operational roles to continue to pursue a career in policing in the NT.

In addition to this, the recent changes to workers' compensation and rehabilitation law (*Return to Work Act 2015*) appallingly leave members of the police force with the very real prospect that, despite being injured serving and protecting our community, may prevent them from accessing ongoing workers' compensation entitlements and medical assistance for a wide range of injuries and illnesses where the whole of body permanent impairment is less than 15% but sufficient enough to prevent them from undertaking "operational" police duties.

This Association has called on the Chief Minister, Minister for Police and Cabinet to amend the *Return to Work Act* to extend the provisions for police officers.

The recent events in NSW outside the Parramatta police headquarters again highlighted threats police and police employees face in our modern world. This Association has for some time been proposing a review into the use of single officer patrols and the absence of any clear policy in this area. In addition, we have called on the Commissioner to review security at all police stations and review the arming of all police officers on duty including Aboriginal Community Police Officers.

CONCLUSION

As you can see from this summary, a significant amount of changed has occurred within the NT in the last year and significant challenges are still being fought on behalf of members.

Collectively, we must all continue to ensure the police of the NT, and all branches of the PFA, are receiving the best possible industrial and legal support we can provide, and ensure that the health and wellbeing of our members is a priority.

Paul McCue
President





AUSTRALIAN FEDERAL POLICE ASSOCIATION BRANCH

2014–15 OVERVIEW

Well another full on year with a diverse range of key issues that we faced including:

- government funding for terrorism;
- terrorism alerts across the country;
- an escalating terrorist threat to AFP employees, especially uniform and plainclothes police and AFP Protective Service Officers;
- cuts to AFP staffing numbers;
- internal changes within the AFPA with a workplace health and culture review resulting in changes to structure, roles and systems; recruitment of new staff; and a financial systems review and change;
- the Biennial National Council;
- Vice President elections with all incumbents re-elected;
- election process commencing for Zone Coordinators and Workplace Delegates but stayed whilst an inquiry into a complaint of an irregularity is completed;
- the AFPA Special National Executive meeting unanimously agreeing to invite the PFA to assist the AFPA by conducting a review of the governance structures of the AFPA, including financial risk and a workplace health review;
- Executive Level Enterprise Agreement (ELEA) negotiations; plus
- all the business as usual work within the legal and industrial team supporting our members as well as our membership services team supporting our members with membership and benefit queries.

Our staff have all worked hard to continue to provide a wide range of effective and high quality services to our members and we thank them for their tireless efforts. I would particularly like to acknowledge the staff that have left the AFPA due to the changed office environment and management style, for their loyalty and commitment to the AFPA and our members during their period of dedicated service.

FEDERAL BUDGET AND THE AFP

In the budget report for 2014/2015, from the Attorney General's portfolio for the AFP the budget impact on the Federal Policing and National Security increased AFP funding by \$38.69 m, while being partially offset by targeted and whole-of-government savings of \$11.468m in 2014–15.

This was to help reduce the Federal Government debt position by seeking financial dividends from various agencies and departments across many programs and budget items.

There have been significant redundancies across the AFP and ACC workforce which obviously has a negative impact on federal operational and intelligence capability. Indeed, when closely examining staffing numbers across the AFP, taking into account the additional responsibilities placed on it by Government, the core investigative capability of the AFP is at a critically low level, negatively impacting on the AFPs investigation capability.

The AFP has been given greater operational responsibilities, especially in relation to national security and terrorism however other operational areas are struggling to be operationally effective. The AFP is

currently attempting to find financial savings within the current AFP budget to avoid overspend. The AFPA recognises that it is due diligence by the AFP to ensure that their expenditure is within budget, however the AFPA's position remains that the AFP should be exempt from the Government's Efficiency Dividend and that the AFP and the ACC urgently require additional funding to address the rapidly changing law enforcement and national security environment.

In the lead up to the Federal Election the AFPA will be seeking a commitment from the political parties that the AFP and ACC be exempt from the Government's Efficiency Dividend and that the AFP and the ACC urgently receive additional funding to address the rapidly changing law enforcement and national security environment.

The Agreement between the ACT Government and the AFP provides for an annually negotiated Purchase Agreement between the AFP and the ACT Government, which defines annual community policing objectives. Under the budget position it shows a reduction in average policing numbers in 2013/14 to 2014/15 from 990 positions to 978 positions.

The reduction in AFP numbers in ACT policing is unacceptable. The ACT population has increased and the AFP policing numbers are now below the national average.

In the lead up to the ACT Elections the AFPA will be seeking commitments from the political parties for policing numbers to at least increase to the national average.

REFORM OF AFP ORGANISATIONAL STRUCTURE & SUBSEQUENT AFPA ZONES RESTRUCTURE

In July 2015 the AFP restructured its organisation creating six (6) operational streams being:

- National Security
- Operations
- Capability
- Capacity
- Chief of Staff
- Chief Police Officer

Accordingly, the AFPA also restructured its delegate structure to largely mirror the new AFP structure in preparation for the delegate election that was scheduled to be conducted in June/July 2015.

The AFPA moved members from 16 zones to 6 zones—ACT Policing Zone; AFP Capability Zone; AFP Capacity Zone; AFP Executive Zone; AFP National Security Zone; and AFP Operations Zone;

At present this election is still stayed however it is anticipated that the inquiry will be completed in December and the elections will then take place based on the availability of the AEC to conduct the elections.

TERRORISM AND THE INCREASING THREAT TO AFPA/ PFA MEMBERS

Again, this year, all indications are that the radical criminal terror threat in Australia will not just continue but will escalate. There have been a number of terror related incidents in Australia and the Federal Government continued to announce further legislation, community engagement and counter extremism programs. The AFPA supports all three strategies.

On the 18 September 2014, police in Australia carried out the biggest counter-terrorism operation in the nation's history, with over 800 heavily armed officers targeting households in the cities of Sydney and Brisbane. It came days after the Australian government raised the terror threat from medium to high due to concerns about Australian citizens returning to the country after fighting with the Islamic State of Iraq and the Levant (ISIL).

Following the raids, two people were charged, one with terrorism offences and the other for possession of an unauthorised firearm.

On 24 September 2014, in Victoria, a known terrorist suspect attempted to murder an AFP Federal Agent and a Victorian Police Officer. The AFP Officer received multiple stab wounds to the head, neck, abdomen, chest and arms. The Victorian police officer was also stabbed however he was able to shoot dead the terrorist.

The Counter Terrorism Officers were investigating the terrorist suspect over allegations that he had recently unfurled an Islamic State (ISIS) flag in an urban shopping centre and had made several inflammatory

remarks about AFP Officers and ASIO on social media. He posted photos of himself wearing military camouflage with an Islamic State Flag alongside abusive messages towards the AFP officers and ASIO officers. He stated on Facebook:

"Let's not focus on other things. The main message I am sending with these statutes and photos is to the dogs AFP and ASIO who are declaring war on Islam and Muslims".

He made other comments about Australian law enforcement agencies that can not be published. The frightening thing is that shortly before this attack an ISIS message was sent world wide for followers to contact police and meet with them for the purpose of killing them.

In December 2014 in Sydney there was a hostage situation in Martin Place when a self-proclaimed sheik took 17 people hostage inside a chocolate café in Sydney. The perpetrator was shot and killed, two hostages also died, while another four people, including a police officer, were injured in the incident.

On 2 October 2015 a civilian NSW Police employee was callously murdered and the terrorist shot dead as officers returned fire outside Police Headquarters at Parramatta, NSW.

New anti-terror legislation has been introduced in three stages:

- In July 2014 The National Security Legislation Amendment Bill (No. 1) 2014 was introduced to Parliament, and was passed on 25 September 2014.
- In September 2014 the Counter-Terrorism Legislation Amendment (Foreign Fighters) Bill was introduced by Senator George Brandis, the Attorney-General for Australia, passed on 29 October 2014 and assented to on 3 November 2014. As part of this Bill the Crimes (Foreign Incursions and Recruitment) Act 1978 was repealed.
- In October 2014 the Telecommunications (Interception and Access) Amendment (Data Retention) Bill 2014 was introduced to amend the Telecommunications (Interception and Access) Act 1979, and then referred to Parliament's Joint Committee on Intelligence and Security. The Senate passed the Bill as the Telecommunications (Interception and Access) Amendment (Data Retention) Bill 2015 on 26 March 2015. Assent was received on 13 April 2015.

The AFPA supports the introduction of this legislation and the government's increased funding of security agencies.

We appeal to the federal government to support increasing the funding to the AFP and implore the government to excuse policing and federal law enforcement agencies from delivering efficiency dividends given the raised terrorism alerts and incidents that took place in 2014–15.

ICE EPIDEMIC AND WHS RISK TO AFPA/PFA MEMBERS

In late 2014 at the Police Federation of Australia's annual conference, all jurisdictions raised concerns about the growing epidemic of ice (crystal methamphetamine) across Australia. This issue has a significant social cost as well contributing to increasing health and medical costs to society. There has been a spiralling increase in violent attacks on police, health and emergency workers.

The AFPA played a significant part in achieving an inquiry into crystal methamphetamine by the Joint Parliamentary Committee on Law Enforcement. This is an epidemic that requires the federal government to increase funding to the AFP, ACC and the Australian Border Force. Federal law enforcement obligations should not be ignored by the Government. It is not just the responsibility of state governments and state police.

AFPA ORGANISATION STRATEGY AND CHANGE INITIATIVES

The year of 2014–15 has been one of significant change to the AFPA. In October 2014 the National Executive met for a planning session to develop a draft Strategic Plan 2015–17, which included a vision, mission and values. The NE had a facilitator run the planning session and part of the day was to develop a SWOT analysis and then develop a series of short term, medium term and long term objectives. The NE then endorsed the planning outcomes and from this an additional pillar of "community" of policing was created. The CEO was tasked to take these initiatives and develop the action and accountability plans to deliver these short and medium term initiatives.

AFPA FINANCIAL SYSTEM REVIEW

In September 2014 the AFPA commissioned an external accounting firm to undertake a financial systems assessment that included a review of internal financial systems, processes and staffing to determine the key issues and to outline a set of recommendations for improvement. The consultants reported back to the National Executive (NE) and made recommendations covering ten areas of financial systems and management. A number of changes have been made by the consultants to improve the Association's management of its financial systems and reporting.

As a result of this report, the CEO engaged the same firm to externally manage the accounting systems with financial information being inputted by the Association's Finance Officer. We also moved to a web based accounting system Xero. Now all accounts can be accessed in real time and financial reports are now able to be produced on line from the National office.

AFPA NATIONAL OFFICE INDEPENDENT REVIEWS

In February 2015 the Association commissioned an external consulting firm to undertake a workplace health and culture review. The consultant had significant experience working for several state police associations, as well as three state police commissioners. He conducted interviews with all staff, former staff, as well as the President, CEO and a number of Vice Presidents.

The consultant reported to senior management and then to the National Executive in March 2015 with a series of key recommendations around structure, roles, work practices, performance management and development all designed to enhance the operation, its performance and dynamics of the office. The NE endorsed his report and recommendations and the consultant then assisted with a number of implementation issues all designed to build traction for the delivery of the recommendations.

Also in February 2015 there was a review of the AFPA's legal accountability rules and policy which led to the 2015 National Council approving a rule change to tighten up and enhance legal assistance for members whilst building greater accountability of funds, in the interest of our members.

On 8 September 2015 the AFPA Special National Executive meeting unanimously agreed to invite the PFA to assist the AFPA by conducting a review of the governance structures of the AFPA, including a financial risk and a workplace health review.

The PFA Federal Executive responded with a number of Resolutions. The AFPA National Executive noted and adopted all the Resolutions relating to the AFPA Branch. The National Executive authorised the National President to provide an update to members of the review of the governance structures of the AFPA Branch to ensure transparency in the processes adopted.

Like other affiliates, the AFPA National Executive recognise the importance of appropriate governance structures, regular review of financial risk and ensuring a healthy workplace for our own employees. It is through these reviews we can measure the success or otherwise of management and administration structures, strategies and performance.

BIENNIAL NATIONAL COUNCIL MEETING

In June 2015 we held the Biennial National Council meeting which saw delegates from all over the country attend the meeting. This meeting commenced with the former Prime Minister, the Hon Tony Abbott opening the AFPA's office in Manuka.

The opening guest speeches led the Council to consider the strategic direction of federal law enforcement and national security including industrial limitations and financial and budgetary constraints initiated by the federal government.

The Australian Electoral Office conducted a ballot election for the six voluntary positions of Vice President for a two year period. We congratulate all six Vice Presidents, which saw no change in those serving another term. The re-election of all former Vice Presidents is a strong indication that the majority of the National Council Delegates have confidence in these Officers of the Branch to exercise their powers to conduct and manage the affairs of the Branch between meetings of the National Council.

ELEA NEGOTIATIONS

The AFP Executive Level Enterprise Agreement (ELEA) negotiations have progressed through the year and the AFP is close to producing a draft document, however the quantum has not as yet been finalised. A completed document has been sent to the Minister and the Public Service Commission (PSC) where they must agree with what has been presented before a final document can be put to the members. If the PSC agree to the concept document this will be put to the bargaining team and circulated by the AFPA to the members for a vote.

No major conditions have been eroded however some policy clauses have been tweaked. We are close to finalisation of this agreement. Recognising the fiscal environment for the Government, the AFPA has been seeking a modest increase of at least an average of 2% per annum over the life of the agreement for our Executive level members.

POLICE PROFESSIONALISATION

The Branch continues to back the PFA's advocacy on police professionalisation, supporting ANZCoPP's work on police practice standards (PPSM) for various policing specialties, moves on accreditation of police who have met the standards, and ultimately, national police professional registration.

As AFPA National President, I believe that professional recognition of policing will bring important recognition on the one hand, and enable mobility across jurisdictions for those officers for whom that is important. I am convinced that these matters are best ensured by being in the hands of the profession itself, as is the case for other professions like doctors, teachers and nurses.

RESIGNATION OF THE AFPA NATIONAL PRESIDENT

I have reluctantly resigned my position as AFPA National President after 18 years dedicated to the AFPA. I have been involved in some incredible achievements over that time. The key strategic ones being:

- the building up of the AFPA from virtual collapse and insolvency to a financially sound organisation with a large membership base;

- achieving the creation of the PFA utilising the AFPA Rules as the mechanism to create the national voice of policing;
- lobbying for significant reform of federal law enforcement before the Inquiry into the Management Arrangements and Adequacy of Funding of the AFP and NCA before the Senate Legal and Constitutional Reference Committee leading to significant funding increase to the AFP and the creation of the ACC;
- lobbying for a review into the AFP Professional Standards which led to Judge Fisher being appointed to review it, resulting in a significantly fairer Professional Standards regime for AFPA members;
- lobbying for the creation of the Parliamentary Joint Committee on Law Enforcement;
- lobbying for the Parliamentary Joint Committee on the Australian Commission for Law Enforcement Integrity and proper safeguards for AFPA members subject to an inquiry by ACLEI;
- achieving over half a billion dollar increase to AFP funding after a meeting in person with the then Prime Minister of Australia, John Howard; and
- achieving an increase of 500 extra AFP police after a meeting in person with the then Prime Minister Kevin Rudd.

Unfortunately three other goals have alluded me but I hope one day they will be achieved in the interest of our members, law enforcement and for the Australian public. They are:

- National Police Professional Registration;
- Unexplained Wealth Legislation (Cth); and
- False Claims Legislation (Cth)

I am honoured and humbled by the decision of the 2014 PFA Federal Council to grant me the privilege of Life Membership according to the Certified Rules of the PFA for:

"outstanding service to the Federation."

I am equally humbled by the decision of the 2015 AFPA National Council to grant me the privilege of Life Membership according to the Certified Rules of the AFPA Branch:

"in recognition of his unprecedented 18 year term as AFPA National President whereby he has led the transformation of the AFPA into a professional association with high public and political recognition, status and influence, supported by a large membership base and strong financial reserves."

I leave the PFA knowing that it is in good hands and that it will continue to achieve significant outcomes for all our members. Most importantly, it has grown and now has a fully united leadership focused on national policing issues who are not constrained or inhibited by local jurisdictional thinking.

It is truly an exciting time for the PFA and I wish you all the success and achievements that I know you are going to deliver for our members and the broader community that we serve.

CONCLUSION

Finally, this year has been a very challenging one for the organisation and staff due to a range of management issues which sadly appear to have brought about a high staff turnover.

I extend to all our staff, former and current, our thanks and appreciation for their commitment and dedication to the members and to the AFPA. Our staff's ability to remain focused on assisting members has been encouraging.

As ever, there remains much to do over the next year ahead, including the negotiation of the AFP Enterprise Agreement that covers the vast majority of AFP employees.

Members can trust that our recently re-elected AFPA National Executive members, who are the Officers of the Branch, will meet these challenges head on and with the energy needed to keep the Association and our National Office management staff focused on achieving results for our members whilst providing a positive and caring work environment for our employees, as is our obligation as a union.

Jon Hunt-Sharman
AFPA National President

FINANCIAL STATEMENTS



POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

FINANCIAL STATEMENTS

for the year ended 30 June 2014

TREASURER'S REPORT

I am pleased to be able to provide my first report as PFA Treasurer.

A perusal of the 2014–15 Financial Statements contained in this report indicates an operating loss of \$7,805 for the financial year. It is important to note that this loss in no way leads to any concerns about the ongoing viability of the PFA and its operations.

You will note that the Statement of Financial Position in the Report highlights that we still have \$1,126,692 in Net Assets, even taking into account key provisions such as employee entitlements. There is no change to the valuation of the building at 21 Murray Crescent, Griffith as a formal valuation is only conducted every second year. An updated valuation will be obtained in early 2016.

In last year's report, we noted that following the completion of the boardroom renovations, we expected to minimise the loss of tenants' income by renting out the Boardroom throughout the year when not in use by the PFA. Despite several attempts to advertise the boardroom availability in various areas of the media, no inquiries were received resulting in a loss of anticipated income in this year's budget.

You will further note that travel and accommodation expenditure relating to both Executive and WAC meetings (note 19) was lower than in the previous year however, IPC meeting costs were higher which is directly attributable to the work the IPC did prior to the G20 meeting held in Brisbane which necessitated travelling to Brisbane for an additional meeting. This work was invaluable and there is no doubt that members who participated in the G20 generally benefitted.

Property Expenses (note 25) increased this year, due in full to the final renovation work in the building on the Unit previously tenanted by the Pathology company as well as refreshing the upstairs offices occupied by our staff. This work has now been completed and finalises building renovations.

POLICE FEDERATION OF AUSTRALIA

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TREASURER'S REPORT (CONTINUED)

As many of you would no doubt be aware, in July 2014 the AFPA Branch purchased the building adjacent to the PFA in Murray Crescent, Griffith. Upon registering the title deed with the ACT Government, and in the context of the AFPA being a Branch of the PFA, their building was required to be registered in the name of the Police Federation of Australia. Following discussions at subsequent PFA Executive meetings, the CEO sought legal advice on behalf of the PFA and following receipt of that advice and that of PFA Auditor Tom Tsia, a Trust Deed has been now been executed making clear the responsibilities and obligations of the AFPA in maintaining insurances and meeting all outgoing expenses relating to the building.

I would like to take this opportunity to thank Debbie Martiniello and our Auditor Tom Tsia who have, once again, comprehensively maintained our books and accounts in a professional and diligent manner.

I also wish to place on record my thanks to Branches, and particularly the PFA Executive, for their continued support and diligence in ensuring that all our financial activities are as transparent and open as possible.

I look forward to answering any questions from delegates at the 2015 Council meeting in respect to the accounts and will be pleased to move their acceptance.

John Laird
Treasurer

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

OPERATING REPORT

- a. The PFA's principal activities throughout the year were determined by the 2014 Federal Council Meeting and have been coordinated by the Federal Executive
 - For a full detailed report on the PFA's 2014–15 activities the PFA's Annual Report, in which the PFA's full financial statement is also published, is available on the PFA website www.pfa.org.au
- b. There have been no significant changes in the financial affairs of the PFA during the past year
- c. A member may resign from membership of the Federation by notice in writing addressed and delivered to the Secretary of the member's Branch, Zone Secretary or Chief Executive Officer, as per Rule 11(b)
- d. No officers of the PFA hold any position in relation to Superannuation entities
- e. Prescribed information as per Regulation 159:
 - vi. At 30 June 2015 the PFA had 48,395 members
 - vii. At 30 June 2015 the PFA had four (4) employees
 - viii. Committee of Management 1/7/14 to 30/6/15

| | |
|------------------|--|
| Vince Kelly | (Northern Territory) resigned 15 May 2015 |
| Paul McCue | (Northern Territory) appointed 27 May 2015 |
| Jon Hunt-Sharman | (Australian Federal Police) |
| John Laird | (Victoria) |
| Pat Allen | (Tasmania) |
| Mark Carroll | (South Australia) |
| George Tilbury | (Western Australia) |
| Scott Weber | (New South Wales) |
| Ian Leavers | (Queensland) |

For Committee of Management



Mark Carroll
President

Dated this 16th day of October 2015

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

I, John Laird, being the Treasurer of the Police Federation of Australia, certify:

- a. that the documents lodged herewith are copies of the full report of the Police Federation of Australia for the year ended 30th of June 2015 referred to in S268 of the Fair Work (Registered Organisations) Act 2009; and
- b. that the full report was provided to members on the 16th of October 2015; and
- c. that the full report was presented to a general meeting of members and meeting of the committee of management on the 16th of October 2015 in accordance with S266 of the Fair Work (Registered Organisations) Act 2009.



John Laird
Treasurer

Date: 16th day of October 2015

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

COMMITTEE OF MANAGEMENT'S STATEMENT

On the 16th day of October 2015, the Committee of Management of the Police Federation of Australia passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 30 June 2015.

The committee of Management declares in relation to the GPFR that in its opinion:

- a. the financial statements and notes comply with the Australian Accounting Standards;
- b. the financial statements and notes comply with the reporting guidelines of the General Manager;
- c. the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- d. there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- e. during the financial year to which the GPFR relates and since the end of that year:
 - vi. meetings of the committee of management were held in accordance with the rules of the Federation including the rules of a branch concerned; and
 - vii. the financial affairs of the reporting unit have been managed in accordance with the rules of the Federation including the rules of the branch concerned; and
 - viii. the financial records of the reporting unit have been kept and maintained in accordance with the R O Act; and
 - ix. the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the Federation; and
 - x. the information sought in any request of a member of the reporting unit or a General Manager duly made under section 272 of the R O Act has been furnished to the member of General Manager; and
 - xi. there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the R O Act.
- l. In relation to the recovery of wages activity
 - xiii. There were no recovery of wages activity for the Police Federation of Australia for the year ended 30th June 2015.

For Committee of Management:



Treasurer John Laird

Date: 16th day of October 2015



President Mark Carroll

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

INDEPENDENT AUDIT REPORT

To the members of the Police Federation of Australia

Report on the Financial Statement

I have audited the accompanying financial report of the Police Federation of Australia for the year ended 30th June 2015 which comprises the statement of financial position, the statement of comprehensive income, statement of changes in equity, statement of cash flows, a summary of significant accounting policies and other explanatory notes and the Committee of Management statement.

Committee of Management's Responsibility for the Financial Report

The Committee of Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Fair Work (Registered Organisations) Act 2009*. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I have conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

POLICE FEDERATION OF AUSTRALIA

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INDEPENDENT AUDIT REPORT (CONTINUED)

Independence

In conducting my audit, I have complied with the applicable independence requirements of the Australian professional ethical pronouncements.

Audit Opinion

In my opinion, the general purpose financial report of the Police Federation of Australia is presented fairly in accordance with applicable Australian Accounting Standards and the requirements imposed by Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009*.

SIGNED AT CANBERRA this 16th day of October 2015



LOI KAH TSIA, B. Com., F.C.A.
Chartered Accountant
Registered Company Auditor
Suite 201, 2nd Floor
309 Pitt Street
SYDNEY NSW 2000

Liability limited by a scheme approved under Professional Standards Legislation

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

AUDITOR'S STATEMENT

- a. In my opinion, the GPFR of the Police Federation of Australia is presented fairly in accordance with the Australian Accounting Standards; and
- b. In relation to recovery of wages activity and based on representations made to me by the Police Federation of Australia and my audit work undertaken for the year ended 30th June 2015, it appears that there were no recovery of wages activity for the year then ended; and
- c. That as part of the audit of the financial statements, I have concluded that management's use of the going concern basis of accounting in the preparation of the reporting entity's financial statements is appropriate; and
- d. Also declared that:
 - i. I am an approved auditor registered as company auditor with ASIC. My auditor registration number is 3245;
 - ii. I am a member of my firm L K Tsia Chartered Accountant;
 - iii. I am a member of The Institute of Chartered Accountants in Australia, FCA with the registration number 17835; and
 - iv. I hold a current practising certificate issued to me by The Institute of Chartered Accountants in Australia.

SIGNED AT CANBERRA this 16th day of October 2015.



LOI KAH TSIA, B. Com., F.C.A.
Chartered Accountant
Registered Company Auditor
Suite 201, 2nd Floor
309 Pitt Street
Sydney NSW 2000

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF FINANCIAL POSITION

as at 30 June 2015

| | Notes | 2015 | 2014 |
|---------------------------------------|-------|---------------------|---------------------|
| Accumulated Funds | | | |
| Retained Earnings | | \$ 972,941 | \$ 980,746 |
| Reserves | | 153,751 | 153,751 |
| | | <u>\$ 1,126,692</u> | <u>\$ 1,134,497</u> |
| Represented by | | | |
| Current Assets | | | |
| Police Bank Easy Access account | | 98,747 | 23,529 |
| Police Bank Market Link account | | 6,865 | 6,704 |
| Police Bank Savings Plus account | | 47,895 | 96,138 |
| Police Bank membership fees | | 10 | 10 |
| Cash on hand | 3 | 28 | 4 |
| Other Receivables | 4 | 20,516 | - |
| | | <u>174,061</u> | <u>126,385</u> |
| Non-Current Assets | | | |
| Property—21 Murray Crescent | | | |
| Griffith ACT—At Independent Valuation | 5 | 1,150,000 | 1,150,000 |
| Plant, Equipment & Furniture | 6 | 57,863 | |
| Less provision for depreciation | | <u>31,834</u> | <u>26,029</u> |
| Motor vehicle | 7 | 44,054 | 31,110 |
| Less provision for depreciation | | <u>4,405</u> | <u>39,649</u> |
| | | <u>1,215,678</u> | <u>1,208,954</u> |
| Total Assets | | <u>1,389,739</u> | <u>1,335,339</u> |
| Less Current Liabilities | | | |
| Trade creditors and accruals | 8 | 75,197 | 28,514 |
| Provision for annual leave | 9 | 27,864 | 16,212 |
| Provision for long service leave | 10 | 129,620 | 135,884 |
| Other payables | 12 | <u>30,366</u> | <u>20,232</u> |
| Total liabilities | | <u>263,047</u> | <u>200,842</u> |
| Net Assets | | <u>\$ 1,126,692</u> | <u>\$ 1,134,497</u> |

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2015

| | Notes | 2015 | 2014 |
|--|-------|---------------------|---------------------|
| Income | | | |
| Trust distributions received | 16 | 3,777 | 12,004 |
| Compulsory and voluntary levies | | - | - |
| Grants and donations | | - | - |
| Capitation fees | 13 | 1,004,990 | 974,924 |
| Interest received | 14 | 1,984 | 3,216 |
| Rents received | 15 | - | 18,918 |
| | | <u>\$ 1,010,751</u> | <u>\$ 1,009,062</u> |
| Less expenditure | | | |
| Audit and accounting fees | 17 | 21,000 | 24,300 |
| Annual leave | 9 | 31,479 | 25,231 |
| ACTU affiliation fees | 18 | 97,433 | 102,035 |
| ACTU membership industrial campaign | | - | 51,446 |
| Bank charges and duties | | 903 | 250 |
| Capitation fees | | - | - |
| Compulsory levies | | - | - |
| Computer and website design | | 49,610 | 46,284 |
| Consideration to employers payroll deduction | | - | - |
| Delegation expenses | 19 | 235,238 | 273,916 |
| Depreciation | 20 | 11,342 | 9,622 |
| FBT | | 22,809 | 16,372 |
| Fees / allowance—conference and meeting | | - | - |
| General office expenses | 21 | 28,599 | 33,062 |
| Grants and donations | | - | - |
| Insurances | | 15,288 | 13,711 |
| Legal fees | 22 | 3,979 | 2,175 |
| Long service leave | 10 | - | - |
| Loss on disposal of asset | 23 | 11,443 | - |
| Motor vehicle expenses | | 9,241 | 9,366 |
| National Memorial expenses | 24 | 2,441 | 9,287 |
| Penalties via R O Act or R O Regulations | | - | - |
| Property expenses | 25 | 80,636 | 67,394 |
| Research & training expenses | 26 | - | 2,860 |
| Salary & packaging | | 305,945 | 336,866 |
| Superannuation | | 84,352 | 44,972 |
| Telephone | | 6,818 | 7,409 |
| Total Expenditure | | <u>\$ 1,018,556</u> | <u>\$ 1,076,558</u> |
| Net Surplus/(Loss) for the year | | (7,805) | (67,496) |
| Accumulated funds at beginning of year | | 980,746 | 1,048,242 |
| Accumulated funds at end of year | | <u>\$ 972,941</u> | <u>\$ 980,746</u> |

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2015

| | Retained Earnings | Asset Revaluation Reserve | Total |
|-------------------------------|----------------------|---------------------------------|--------------|
| Balance as at 30th June 2012 | 1,040,306 | 153,751 | 1,194,057 |
| Net Surplus for the year 2013 | 7936 | - | 7,936 |
| Balance as at 30th June 2013 | 1,048,242 | 153,751 | 1,201,993 |
| Net Deficit for the year 2014 | (67,496) | - | (67,496) |
| Balance as at 30th June 2014 | 980,746 | 153,751 | 1,134,497 |
| Net Deficit for the year 2015 | (7,805) | - | (7,805) |
| Balance as at 30th June 2015 | \$ 972,941 | \$ 153,751 | \$ 1,126,692 |

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF CASH FLOWS*for the year ended 30 June 2015*

| | 2015 | 2014 |
|--|--------------------|--------------------|
| Cash from Operating Activities | | |
| Receipts from members | 1,106,773 | 1,070,175 |
| Interest received | 1,984 | 3,216 |
| Receipts from rentals | - | 20,810 |
| Other income | 3,777 | 12,004 |
| Payment of other expenses | (509,869) | (630,479) |
| Payment of ACTU affiliation fees | (106,799) | (111,035) |
| Payment of FBT | (22,809) | (16,372) |
| Payment of employees' entitlements | (416,388) | (404,952) |
| Net cash provided by operating activities | <u>\$ 56,669</u> | <u>\$ (56,633)</u> |
| Cash from Investing Activities | | |
| Proceeds from sale of motor vehicle | 14,545 | - |
| Purchase of motor vehicle | (44,054) | - |
| Purchase of Plant, Equipment & Furniture | - | (27,079) |
| Net cash provided by investing activities | <u>\$ (29,509)</u> | <u>\$ (27,079)</u> |
| Cash from Financing Activities | | |
| Repayment of borrowings | - | - |
| Net cash outflow from financing activities | <u>\$ -</u> | <u>\$ -</u> |
| Net increase / (decrease) in cash held | 27,160 | (83,712) |
| Cash at the beginning of the financial year | 126,385 | 210,097 |
| Cash at the end of the financial year | <u>\$ 153,545</u> | <u>\$ 126,385</u> |
| Cash Reconciliation | | |
| For the purpose of the Statement of Cash Flows, cash at the end of the financial year is reconciled to the following items in the Statement of Financial Position. | | |
| <i>Cash with financial institutions</i> | | |
| Police Bank Easy Access Account | 98,747 | 23,529 |
| Police Bank Market Linked Account | 6,865 | 6,704 |
| Police Bank Savings Plus Account | 47,895 | 96,138 |
| Police Bank Membership Fees | 10 | 10 |
| Cash on Hand | 28 | 4 |
| | <u>\$ 153,545</u> | <u>\$ 126,385</u> |

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

CASH FLOW

Cash Flow Reconciliation

Reconciliation of cash and cash equivalents as per Statement of Financial Position to Cash Flow Statement

Cash and cash equivalents as per:

| | 2015 | 2014 |
|---------------------------------|-------------|-------------|
| Cash flow statement | 153,545 | 126,385 |
| Statement of financial position | 153,545 | 126,385 |
| Difference | \$ - | \$ - |

Reconciliation of profit / (deficit) to net cash from operating activities

| | | |
|---------------------------------|---------|----------|
| Profit / (deficit) for the year | (7,805) | (67,496) |
|---------------------------------|---------|----------|

Adjustments for non-cash items

| | | |
|-----------------------------|--------|-------|
| Depreciation / amortisation | 11,342 | 9,622 |
| Loss on disposal of assets | 11,443 | - |

Changes in assets / liabilities

| | | |
|---|------------------|--------------------|
| (Increase) / decrease in net receivables | (20,516) | 7,322 |
| Increase / (decrease) in supplier payables | 46,683 | (9,588) |
| Increase / (decrease) in other payables | 10,134 | 1,390 |
| Increase / (decrease) in employee provisions | 5,388 | 2,117 |
| Net cash from (used by) operating activities | \$ 56,669 | \$ (56,633) |

Cash flow information

Cash Inflows

| | | |
|---------------------------------------|---------------------|---------------------|
| Australian Federal Police Association | 76,983 | 72,646 |
| Police Association of NSW | 296,661 | 297,837 |
| NZ Police Association | 23,065 | 22,417 |
| Police Association of SA | 86,616 | 86,033 |
| Police Association of TAS | 21,312 | 20,620 |
| NT Police Association | 26,424 | 24,979 |
| QLD Police Union | 210,801 | 200,450 |
| Police Association of VIC | 251,820 | 239,987 |
| WA Police Union | 109,496 | 105,206 |
| Other receipts | 5,761 | 36,030 |
| Total cash inflow | \$ 1,108,939 | \$ 1,106,205 |

Cash Outflows

| | | |
|---------------------------|---------------------|---------------------|
| ACTU affiliation fees | 106,799 | 111,038 |
| Other expenses | 974,980 | 1,078,879 |
| Total cash outflow | \$ 1,081,779 | \$ 1,189,917 |

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2015

1. Statement of Significant Accounting Policies

The financial report is a general purpose report that has been prepared in accordance with Australian Accounting Standards, Accounting interpretations, other authoritative pronouncements of the Australian Accounting Standards Board that apply for the reporting period and the Fair Work (Registered Organisations) Act 2009. For the purpose of preparing the general purpose financial statements, the Police Federation of Australia is a not-for-profit entity.

The financial report covers the Police Federation of Australia (the Federation) as an individual entity. The financial report has been prepared on an accruals basis and is based on historical costs and do not take into account changing money values or except where stated. Cost is based on the fair values of the consideration given in exchange for assets. The accounting policies have been consistently applied unless otherwise stated. The financial statements are presented in Australian Dollars.

The following is a summary of the significant accounting policies adopted by the Federation in the preparation of the financial report.

Accounting Policies

a. Income Tax

The Federation, being a trade union, is exempt from income tax including capital gains tax, by virtue of the provision of section 50-5 of the Income Tax Assessment Act 1997. However, the entity still has obligations for Fringe Benefit Tax (FBT) and Goods and Services Tax (GST)

b. Cash and Cash Equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents include cash on hand, deposits held at call with bank, other short term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash.

c. Investment Property

Investment property comprising land and building is held primarily for its own use as an office. All tenant leases are held on an arm's length basis. Investment property is carried at fair value, determined annually by the Committee of Management based on prices in an active market for similar property in the same location.

d. Revenue

Revenue is recognised upon the issue of invoices to all branches of the Federation. Capitation fees have been accounted for on an accrual basis. Capitation fees outstanding at balance sheet date have been brought into account as amount due from branches. Capitation fees relating to the unexpired part of the membership year are deferred and recognised as income in the next financial year. These are shown as receipt in advance on the financial report.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. All revenue is stated net of the amount of goods and services tax (GST).

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for the year ended 30 June 2015

e. **Gains**

Sale of assets

Gains and losses from disposal of assets are recognised when control of the assets has passed to the buyer.

f. **Property, Plant and Equipment**

Each class of property and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Property

Land and building is carried at independent valuation. The carrying amount is reviewed annually by the Committee of Management to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Plant and Equipment

All other items of plant and equipment are recorded at cost less depreciation and impairment losses

The carrying amount of plant and equipment is reviewed annually by the Committee of Management to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present value in determining recoverable amounts

Depreciation

The depreciation rates and method are based on their estimated useful lives commencing from the time it is held ready for use. The depreciation rates and method used for each class of depreciable assets are:-

| Asset Class | Depreciation Rate | Depreciation Method |
|----------------------------|-------------------|---------------------|
| Office Plant and Equipment | 7.5%-20% | Straight Line |
| Motor vehicles | 15% | Straight Line |

The asset's residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the Income Statement.

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for the year ended 30 June 2015

g. Employee Entitlements

Provisions for employee benefits in the form of Long Service Leave and Accrued Annual Leave have been made for the estimated accrued entitlements of all employees on the basis of their terms of employment. Long Service Leave has been calculated with reference to period of service and current salary rates. Contributions made by the Federation to an employee superannuation fund are charged as expense in the statement of comprehensive income when paid.

h. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor are charged as expenses in the statement of comprehensive income in the periods in which they are incurred.

i. Goods and Services Tax (GST)

All incomes, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are included in the cash flow statement on a gross basis—that is GST inclusive.

j. Reserves

The Asset Revaluation Reserve records revaluation of non current assets—land and building. The revaluation surplus was transferred to the Asset Revaluation Reserve.

k. Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the Federation during the reporting period which remain unpaid. The balance is recognised as current liability with the amount normally paid within 30 days of recognition of the liability.

l. Comparative information

When required by Accounting Standards, comparative figures have been adjusted to confirm to changes in presentation for the current financial year.

2. Information to be Provided to Members or General Manager

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of sub-Sections (1), (2) and (3) of Section 272 which read as follows:

1. A member of a reporting unit, or the general manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
2. The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
3. A reporting unit must comply with an application made under subsection (1).

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 june 2015

| | 2015 | 2014 |
|--|---------------------|---------------------|
| 3. Cash on Hand | | |
| Petty Cash | \$ 4 | \$ 4 |
| 4. Other Receivables | | |
| Various Outgoing Receivables | \$ 20,516 | \$ - |
| 5. Property at Independent Valuation | | |
| 21 Murray Crescent Griffith ACT | | |
| Settled on 24.1.2003—cost | 996,249 | 996,249 |
| Independent Valuation Increment by | | |
| Herron Todd White on 15.4.2010 | 153,751 | 153,751 |
| | <u>\$ 1,150,000</u> | <u>\$ 1,150,000</u> |
| Land and Building | | |
| Carrying amount at the beginning of the year | <u>\$ 1,150,000</u> | <u>\$ 1,150,000</u> |
| Carrying amount at the end of the year | <u>\$ 1,150,000</u> | <u>\$ 1,150,000</u> |

AFPA Branch Land and Building

The leasehold property known as Griffith Section 2 Block 24 on Deposited Plan 1011 (23 Murray Crescent Griffith ACT Settled on 14.7.2014) is registered in the name of the Police Federation of Australia who is acting as Custodian holding the said property for the Australian Federal Police Association who is the beneficial owner of the property. A *Deed Re Custody, Control and Management of the Property* was executed on 16 October 2015. All outgoing expenses of the said property are the responsibility of the Australian Federal Police Association.

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NOTES TO THE FINANCIAL STATEMENTS*for the year ended 30 June 2015*

| | 2015 | 2014 |
|--|-------------------|-------------------|
| 6. Plant, equipment and furniture | | |
| Carrying amount at the beginning of the year | 31,109 | 8,085 |
| Additions | - | 27,078 |
| Depreciation | (5,081) | (4,054) |
| Write off | - | - |
| Carrying amount at the end of the year | <u>\$ 26,028</u> | <u>\$ 31,109</u> |
| 7. Motor vehicle | | |
| Carrying amount at the beginning of the year | 27,844 | 33,412 |
| Additions | 44,054 | - |
| Proceeds from sale | (14,545) | - |
| Loss from sale | (11,443) | - |
| Depreciation | (6,261) | (5,568) |
| Carrying amount at the end of the year | <u>\$ 39,649</u> | <u>\$ 27,844</u> |
| 8. Creditors and accruals | | |
| Audit & accounting fees | 23,100 | 21,000 |
| Deposits held—advance payments | 37,457 | - |
| Various expenses | 14,640 | 7,515 |
| | <u>\$ 75,197</u> | <u>\$ 28,515</u> |
| 9. Provision for Annual Leave | | |
| Balance as at 1.7.2014 | 16,212 | 14,095 |
| Add additional provision for the year | 31,479 | 25,231 |
| | <u>47,691</u> | <u>39,326</u> |
| Less paid during the year | 19,827 | 23,114 |
| Balance as at 30.6.2015 | <u>\$ 27,864</u> | <u>\$ 16,212</u> |
| 10. Provision for Long Service Leave | | |
| Balance as at 1.7.2014 | 135,884 | 135,884 |
| Less paid during the year | 6,264 | - |
| Balance as at 30.6.2015 | <u>\$ 129,620</u> | <u>\$ 135,884</u> |
| 11. Provision for Separation & Redundancy | | |
| Balance as at 1.7.2014 | - | - |
| Balance as at 30.6.2015 | <u>\$ -</u> | <u>\$ -</u> |
| No payment for separation or redundancy during the year. | | |

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2015

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| | 2015 | 2014 |
|---|---------------------|-------------------|
| 12. Other payables | | |
| PAYG re staff wages due to ATO | 5,672 | 7,117 |
| GST due to ATO | 17,194 | 10,526 |
| Superannuation | 7,500 | 2,589 |
| Consideration to employers for payroll: | | |
| Deductions | - | - |
| Legal costs | - | - |
| | <u>\$ 30,366</u> | <u>\$ 20,232</u> |
| 13. Capitation Fees Received | | |
| Australian Federal Police Association | 69,985 | 66,042 |
| Police Association of NSW | 269,692 | 270,761 |
| NZ Police Association | 23,065 | 22,417 |
| Police Association of SA | 78,742 | 78,212 |
| Police Association of TAS | 19,375 | 18,745 |
| NT Police Association | 24,022 | 22,708 |
| QLD Police Union | 191,638 | 182,227 |
| Police Association of VIC | 228,928 | 218,170 |
| WA Police Union | 99,543 | 95,642 |
| | <u>\$ 1,004,990</u> | <u>\$ 974,924</u> |
| 14. Interest Received | | |
| Police Bank Easy Access | 67 | 83 |
| Police Bank Market Link | 160 | 769 |
| Police Bank Savings Plus | 1,757 | 2,364 |
| | <u>\$ 1,984</u> | <u>\$ 3,216</u> |
| 15. Rent Received | | |
| 1/21 Murray Crescent, Griffith ACT | <u>\$ -</u> | <u>\$ 18,918</u> |
| 16. Trust Distribution Received | | |
| ACTU John Curtin House Trust | 239 | 9,151 |
| ACTU Building Canberra Trust | 3,538 | 2,853 |
| | <u>\$ 3,777</u> | <u>\$ 12,004</u> |

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| | 2015 | 2014 |
|---|-------------------|-------------------|
| 17. Auditor's remuneration | | |
| Audit fees | 8,500 | 8,500 |
| Other services | 12,500 | 15,800 |
| | <u>\$ 21,000</u> | <u>\$ 24,300</u> |
| 18. ACTU Affiliation Fees | | |
| Normal affiliation fee | <u>\$ 97,433</u> | <u>\$ 102,035</u> |
| 19. Delegation Expenses | | |
| Media Consultancy fees | 300 | 13,593 |
| Conference expenses | 28,047 | 48,404 |
| Executive expenses | 70,130 | 79,487 |
| IPC | 25,833 | 20,138 |
| WAC | 20,957 | 36,871 |
| ANZCOPP | 52,085 | 38,629 |
| Federal Council | 37,886 | 36,794 |
| | <u>\$ 235,238</u> | <u>\$ 273,916</u> |
| Delegates are not paid any fees or allowances to attend conferences or executive meetings | | |
| 20. Depreciation | | |
| Plant, Equipment & Furniture | 5,081 | 4,054 |
| Motor Vehicle | 6,261 | 5,568 |
| | <u>\$ 11,342</u> | <u>\$ 9,622</u> |
| 21. General Office Expenses | | |
| Filing fees | 264 | 236 |
| Printing, stationery & postage | 9,726 | 21,497 |
| Sundry office | 15,919 | 5,289 |
| Promotional Merchandise | 2,690 | 6,040 |
| | <u>\$ 28,599</u> | <u>\$ 33,062</u> |
| 22. Legal Fees | | |
| Litigation expenses | - | - |
| Other legal matters | 3,979 | 2,175 |
| | <u>\$ 3,979</u> | <u>\$ 2,175</u> |

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for the year ended 30 June 2015

| | 2015 | 2014 |
|--|------------------|------------------|
| 23. Loss From Disposal of Asset | | |
| Loss on sale of Motor Vehicle | \$ 11,443 | \$ - |
| 24. National Police Memorial Expenses | | |
| Executive expenses | \$ 2,441 | \$ 9,287 |
| 25. Property Expenses | | |
| Cleaning & waste disposals | 4,969 | 2,958 |
| Council rates | 30,398 | 27,557 |
| Insurance | 2,551 | 3,957 |
| Security | 1,078 | 1,429 |
| Light & power | 4,065 | 4,087 |
| Repairs, maintenance & partitions | 35,920 | 25,769 |
| Water rates | 1,655 | 1,637 |
| | <u>\$ 80,636</u> | <u>\$ 67,394</u> |
| 26. Research & Training Expenses | | |
| Staff Training | \$ - | \$ 2,860 |
| 27. Employees Benefits | | |
| Employees benefit to holders of office | | |
| Wage and salary | - | - |
| Annual leave paid to employees | - | - |
| Annual leave provision | - | - |
| Long service leave paid | - | - |
| Long service leave provision | - | - |
| Superannuation | - | - |

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| | 2015 | 2014 |
|---|---------|---------|
| 27. Employees Benefits (Continued) | | |
| Employees benefit to employees (other than holders of office) | | |
| Wage and salary | 305,945 | 336,866 |
| Annual leave paid to employees (see note 9) | 19,827 | 23,114 |
| Annual leave provision (see note 9) | 31,479 | 25,231 |
| Long service leave paid | 6,264 | - |
| Long service leave provision (see note 10) | - | - |
| Superannuation | 84,352 | 44,972 |

28. Events After the Balance Date

Since the end of the financial year, there are no known events financial or otherwise that would impact materially on the financial statements of the entity as at 30th June 2015.

29. Contingent Liabilities

The Committee of management is not aware of any contingent liabilities during the year.

30. Related Parties Transactions

There are no related parties transactions during the year.