

2015–16 Annual Report



John ADAMS Peter John ADDISON William Cochrane ADIE James AFFLECK Victor Donald AHEARN Robert S R ALEXANDER William John ALLEN Norman Thomas ALLEN Laurence ALPEN Bryson Charles ANDERSON Ashley P ANDERSON David ANDERSON Ernest ANDREWS
William A ARMSTRONG George Robert ARMYTAGE Laurence Trevor ARNEY William ARUNDELL Gregory Malcolm ASHWORTH Garth Elvin ATKIN Kenneth John ATKINS Cecil Robert BAGLEY Eric George BAILEY Paul John BAINES Magnus BAKER Peter S BALL Graham BALL
Risto Vic BALTOSKI Frederick James BANNIAR Edward BARNETT David Thomas Hill BARR Patrick BARRETT Christopher I BARWISE Mark Anthony BATEMAN Victor Ernest BATEMAN Stephen BATES Lionel Stanley BAUM James BEATTY Robin I BELL Owen Edwin BELL William George BENBOW
Ty Benjamin BENNETT William BENNETT Mark BERESFORD Harold F BIDNER Robert John BISHOP William Edward BISHOP Thomas M BLACK Casey BLAIN Henry Charles BLAIR Ernest BLENOWE Clement Kitchener Wharton Wallis BLOOMFIELD Darrel BLYTHE Brian James BOADEN
George Frederick BOORE Herbert BOSVILLE Clare Frances BOURKE David Christopher BOURKE Geoffrey L BOWEN William BOWEN Albert Leslie BOWLEY Ian Graham BRADFORD James BREMMER John Aloysius BRENNAN James Norman BREWIS Ann Jane BRIMBLECOMBE
Michael BRODERICK Jim BROOKS Robert Edwin BROTHERTON Graham BROWN Colin Wesley BROWN Arthur William BROWN James P BROWNING Francis BRUCKNER Robert BRUNTON William Edward BRYANT Thomas BUCKMASTER John Irving BURGESS Francis Laurel BURKE
Ronald James BURLEY Paul BURMISTRIW Mark John BURNS Warren Dennis BURNS Hamish B BURNS Clifford James BUSH Denis BUTCHER Frank T BUTTLE Laurence BUZZA Thomas BYRNE Philip CABOT Patrick CAHILL Patrick W CAHILL Thomas J CALLAGHAN Allan R CAMAGE
Hugh CAMPBELL William CAMPBELL Gavin A CAPES Horace Maxwell CAREY Patrick William Matthew CARMODY Cornelius CARROLL John CARROLL Peter William CARTER John Dunning CARTER David Andrew CARTY Mervyn George CASEY Claude Edward CASTREE Thomas CAVANAGH
William Frederick CAWTHORN Harry CHANCE Thomas CHARLESWORTH Curtis CHENG Colin CHESTERTON John CHRISTIANSEN James CLARE Anthony CLARKE William G CLARKE William Thomas CLARKE Cyril Fletcher CLAYTON James Thomas CLIFTON Neil Francis CLINCH
Robert CODRINGTON John Thomas COLBERT Brian COLEMAN John Sanford COLLINS Joseph COLLINS Thomas COLLINS Patrick CONARTY William Bryan CONDON John CONNELL Matthew CONNOLLY William CONROY William CONSIDINE Stewart COOK Andrew MacBorough COPELY
William COSGROVE Michael COSTIGAN Kevin John COULSON Daniel James COURTNEY Kenneth Desmond COUSSENS John Wilham CREBER Ronald Albert CREUSOT William Arthur George CREWS Ian James CRILLY Edmund CRIMMIN John CROCKETT Arthur J L CRUST John CULLEN
Stanley C CUPPLES Arthur Roy CURRIE Charles Norman CURSON Patrick J CURTIN Patrick Francis CURTIN Archibald John CURVEY Colin T CUSACK Harry CYGAN Paul Bernard DALEY Geoffrey Joseph DALEY Owen Lesley DALEY John DALTON Shelley Leanne DAVIS Ernest J DAWSON
Andrew Robert DAY Simon DEWINNE James DEACON Leonard Graham DEAN Thomas DEDMAN Joseph DELANEY Ray DENMAN Edward Victor DEVINE Patrick DEVINE David A DEWAR George DEWHURST Alan Geoffrey DICKENS Unknown DICKY David DIGBY Edward Henry DILKS
Edgar William DIPROSE Andrew Thomas DIXON Ramsay DOBBIE Trevor William DODDS Daryl James Gilchrist DODDS George DODDS Robert Thomas DOMINISH Unknown DONG Edward James DORE Arthur J DOUGLAS Roy DOYLE George DOYLE William J DOYLE Nathan K DUCKHAM
John Alexander DUFF Richard Noel DUFTY Walter William DUMBRELL Donald Gordon DUNCAN George Joseph DUNCAN John Edward DUNN Luke DUNN Adam DUNNING William DWYER George DYAS Gregory John EARLE Grant Charles EASTES Douglas Ronald EATON Benjamin EBBITT
Colin John ECKERT William EFFE Allan Bernard EISENHUTH Cecil William James ELLIS Theophalus T ELLIS Harold James EVANS Clifford Laurence EVANS Donald R EVERETT Damian Jeffrey EYRE Edward FALLON Michael FARRALLEY Leonard FAWSETT Henry FETHERSTON
Peter Allen FIGTREE John FITZGERALD Kenneth T FLATT Phillip Gordon FLEMING Bertram H FLETCHER James Philip FLYNN Victor Somerville FORREST John FORSAYTH Peter Justin FORSYTH Lindsay James FORSYTHE John FOY William FREEBODY Brian G GABRIEL David E GAUNT
Walter GEE Wayne Raymond GEORGE Joseph Edward Matthew GIBB Maxwell Clifford GILBERT Lindsay Vincent GILFEATHER Shayne W GILL John Thomas GILL Trevor John GIVEN John Thomas GLEN John Joseph GLYNN Kym Andrew GODFREY Ashley B GODFREY William H GOLDWYER
Oswald Horatio GOODRICH Mark L GOODWIN Douglas George GORDON John GRAHAM John GRAHAM Edmund H GRAY Edward GRAY Anthony L GREAVES Nevin A GREEN William Thomas GREEN James Alfred GREGORY Douglas GREGORY Thomas GRIFFIN William GRIFFIS
Ronald Graham GRINDLAY Ronald John GROSVENOR Denis GUILFOYLE Lionel George GUISE Patrick Mark HACKETT Patrick J HACKETT John HAMLEY Brett Timothy HANDRAN William HANSON David Anthony HANSWYK Peter HARDACRE James HARDMAN Jack HARMAN
Martin Henry HARNATH William Joseph HARNETTY Douglas James HARRIES Richard J HARRIS William J HARRIS Henry John Arthur HARRIS Brian Humphrey HARVEY William HARVEY William HAVILLAND Jillian Cupit HAWKES Keith Alfred HAYDON Joseph HAYNES Thomas HEANEY
Kenneth HEARY Dana Therese HEFFERNAN Frederick George HENDERSON Andrew HENDERSON John V HENNELLY Stephen Edward HENRY Alfred George HENWOOD Joseph HERBERT John HERBERT John HERBERT James HERLIHY Juan Carlos HERNANDEZ Walter Richard HEWITT
Edwin Stuart HICKEY James HIGGINS Stephen Richard HILL Robert HILL William HIRD David John HOBDEN Warren Patrick HOBSON John Henry HODGE Lyle Maxwell HOEY William HOGAN Frederick HOGE Colin John HOLLINGSWORTH John McLennan HOLMAN Thomas HOLT
Louis Clandon HOOK Leonard J HOOPER James HOPKINS Charles Elwood HORNIBROOK Michael J HOWARD Joseph HOWARD Cyril Elgar HOWE George HOWELL Olaf Henry HOYEM Edward Leslie HUBBARD Ronald Cyril HUDDY Stephen HUGHES William John HUGHES
Glen Anthony HUITSON Thomas Wood HULL Joseph John HUSH John Benjamin HUTCHINS William HYDE Noel ILES Brett Andrew IRWIN Perry James IRWIN William IRWIN Warren Keith JAMES Michael R JENKINS Ross Francis JENNINGS Unknown JIPP Athol Joseph JOHNSON
David JOHNSON John JOHNSTON Charles Patrick JOHNSTON Richard JOHNSTON James JOHNSTON Eric Walter JONES Frederick Edward JONES Charles Hothem JONES Neville Patrick JURY William JUSTIN Brian Joseph KAIN Pashalis (Paul) KATSIVELAS Henry P KAYE Dallas Cyril KEMP
Patrick KENNAGH Jane KENNAUGH Hugh KENNEDY Michael KENNEDY William KENNEDY Stewart Ian KERLIN Peter Graham John KIDD William Henry KIDD Paul Antony KILKEARY William Edward KING Ian William David KING James George KINNANE Michael KINSELLA Stephen KIRK
Cheryl A KLUMPER Thomas KNIBBS Stephen R KNIGHT Mark Joseph KOHUTEK Arthur John KOKKIN Maxwell Herbert KOOP Colin Roy KROEMER Robert KYLE Robert John LANE Edward LANIGAN Alan Michael LARGE Kevin John LAUBE Wayne Dennis LEE Damian LEEDING
Graeme John LEES Henry Stanley LEES Sondra N LENA Hugh LENNOX Timothy Richard LEWZCZUK Harry Hayes LEWIS Stanley L LEWIS Rhoderic Francis LINDSAY Robert LINDSAY Ralph LLOYD Gordon James LOFT Robert LOGAN Malcolm LOGAN Samuel William LONG Thomas LONIGAN
Mark K LOOHUYS William John LORD Michael Leslie LOW Arthur LOWE Joseph LUKER William Arthur LUNNY Robert Edward LYNCH Themelis Arthur (Tim) MACAROUNAS James MacDONNELL Thomas MADDEN Owen Harrison MAGGS David MAGINNITY Peter George MAHON
Patrick MALLAVEY Christopher Cameron MALONE John Hawkes MALONE Frank James MANNIX Alexander MARK John Lindsay MARSH James Ralph MARTIN Frederick George MARTIN Kevin S MASON Douglas Raymond MATHERS Warren John MATHESON George William MATTHEWS
Patrick J McCabe John McCabe Justin MCCARTHY John McClay Joseph James McCUSKEY Albert Stewart McCOLL Les G McCOSH Charles Ballantyne McCULLAGH Joseph McCUNN Maurice Raymond McDIARMID Malroy John McDONALD Reuben J McDONALD Eneas McDonnell
Robert Lovell McDOUGALL John McELVEEN Glenn Edward McENALLAY John Joseph McENTEE Andrew Robert McFarlane Robert McGEE Thomas McGILLYCUDDY Ronald Osborne McGOWAN Ronald Walter McGOWN Peter James McGrATH Frank McGrATH David Edward McGrATH
Alexander M McGREGOR John McGuire Stanley Peter McINERNEY William Laurence McINERNEY Angus McINNES Christopher Andrew McIntosh William McKERNAN William Smith McKIE Frederick James McLAUGHLAN Raymond William McLEAN Henry Michael McLEAN Peter J McMANUS
James McMULLEN John McNALLY Bradley Bernard McNAMARA John Joseph McNAMARA Lawrence Ernest McNEIL Grant Frederick McPHIE Allan Wayne McQUEEN William J MERCER Rodney James MILLER Richard B MILLS Frank Alexander MILLS Michael John MITCHELL Frederick William MITCHELL
John MITCHELL James MOFFATT Jack MOGALWERT Rhody MONAGHAN Terry John MONCUR Robert J MOODY Maurice Daniel MOORE Ronald P MOORE Charles Edward MORAN Raymond Dillon MORLEY Edgar MORROW Garnet Frederick MORTLEY Frank A MORTON
Patrick Henry MOYLETT Shaun Gerard MOYNIHAN Patrick James MOYNIHAN Archibald R MUIR Daniel MULLAY Peter MULVIE Claude Allen MUNSON James Gibson MURDOCH Damien Paul MURPHY Duncan Hughie McCallum MURPHY Timothy John MURPHY Andrew James MURRAY
David Colin MURRAY William MURRAY James MURRAY James MURROW James MURTAGH James Newsome NALTY Allen William NASH Arthur NEDEN John D NEIDECK Victor NELSON Samuel NELSON Lawrence Benjamin Armitage NEWELL Douglas R NEY John NICHOLSON
Douglas NICK Theodore Arthur NIXON Henry Kemp Brown NIXON Richard Leslie NORDEN Eugene NUGENT Jack Alexander NUGTER Daniel O'BOYLE Joseph O'CONNELL Michael O'CONNOR Barry Joseph O'DONOGHUE David Hugh O'DONOGHUE Miles O'GRADY Jeremiah O'HORRIGAN
Charles O'KEARNEY Edward O'NEILL Terence D O'SULLIVAN David Ian OAKLEY James OGILVIE James OHARA Eric Peter OLIFF Gregory James OLIVE Robert ORME William OROURKE Bernard Alfred ORROCK Alister Royal OSGOOD James L OSGWALD Raymond James PAFF Rennie PAGE
Harold Rae PANNELL Frederick K PANTER Neville Charles PARKER Jimmy PARRISH Edmund PARRY Ernest Richard PASTORELLI Allen Boyd PATCH Gordon Peter PATRECH Mathew John PAYNE Mark Matthew PEARCE Harry Edmonds PEARCE Jamie L PEARSON William G PENSE
Richard Palmer PETTINGER John PHEGAN John Maxwell PHILP Clarence Roy PIRIE Alexander H PITMAN Graham PONTER Noel Ainsworth McCarthy PORTER James PORTER John Barwick PORTER Mark Ian POSTMA Matthew Nathaniel POTTER Stephen Gerard POWELL John F POWER
Edwin Oliver PRATT Jerry George PRESTON Allen David PRICE Albert George PRICE Raymond J PRITCHARD John Sidney PROOPS Peter PROSSER Dennis Ronald PUGSLEY Shaun Alan PULLEN William QUINLAN Michael QUINLIVAN Paul Mitchell QUINN James QUINN John Westley RAGGATT
Glenn Donald RAMPLING John RANDALL Benjamin RATTY William RAYMOND Michael READ Wilfred READ Leonard William REES Charles Marcus REEVE James REID William REID David Bruce REIHER Edward REILLY Walter RENDELL Geoffrey RICHARDSON W C RICHARDSON
Harold RIDDLE William Watson RILEY Albert Edward RING Robert Nelson RITCHIE David James RIXON Wayne Allen RIXON Colin Douglas ROBB William John Vincent ROBERTS Nathaniel ROBERTS John ROBERTSON William ROBERTSON John Henry ROBINS Fiona Frances ROBINSON
Bertram Clifford ROBINSON Robert ROBINSON Unknown ROCKET Ronald Noel ROE Carl ROE Richard ROOTS Josiah ROWLEY Colin Roy Henry RUCKER Philip G RULAND Patrick RYAN Thomas RYAN Leonard Cardell RYMER John J RYNNE James SANGSTER Warren Melvin Hilliary SARGENT
Michael SCANLAN Adam Boland SCHELL Kurt Brian SCHECHOR Raymond James SCORER Mark David SCOTT Charles A SCOTT Robin E SEEFELD Cecil Edwin SEWELL William Michael SHARROCK Kenneth SHAW Allan SHAW David A SHEAN Robert Edmund SHEPHERD John Charles SHIRLEY
Kenneth John SHORT Charles SIELY Gary Michael SILK Edward Keith SIMMONS Brett Clifford SINCLAIR James Paul SLATTERY Kylie Anne SMITH Raymond Keith SMITH Peter Ross SMITH Ivan SMITH Leslie SMITH William Roy SMITH Nicholas Glen SMITH Clyde James SMITH
George Thomas SMITH Thomas SMITH Thomas SMYTH Bogdan Josef SOBCZAK Ronald Francis SOMMERVILLE Cecil William SPARKES Robert Bruce SPEARS Mark Howard SPEECHLEY Lindsay William SPENCE Richard William SPICER Malcolm D STANAWAY Brice STEELE Noel A STEELE
Edward Simpson STEPHEN James STEPHENS Ruston George STEPHENSON Reginald Hugh STEVENSON Donald A STEWART John STEWART Daniel Arthur STILLER Graham STOW Alexander STRACHAN Robert STRAHAN Harold William STURGISS John M STURROCK Terence P SULLIVAN
Reginald Thomas SUTHERLAND David SUTHERLAND Andrew SUTHERLAND Angela Rose TAYLOR Clive Richard TAYLOR George Henry TAYLOR John Paterson TAYLOR Robert Crofton TAYLOR John TENNANT Llewellyn John THOMAS Harry THOMAS Herbert THOMAS Russell James THOMPSON
Trevor R J THOMPSON Alan Wayne THOMPSON Joseph Sylvester Vinson THOMPSON William THOMPSON Edward P THOMPSON Robert Wayne THOMSON Christopher John THORNTON Peter TICKLE Dallas Leonard TIDYMAN Steven John TIER Stephen TIERNEY Matthew TOMKIN
Leslie George TOWNSEND Desmond TRANNORE Thomas Alfred John TREGOWETH Richard TROY Laurence H TULLY Robert Vincent TURNBULL Steven John TYNAN Paul TYRRELL Sally E URQUHART John VINCS Phillip Charles VOWLES Clifford Henry WADWELL Unknown WALLABY
John James WALLACE Thomas WALLINGS James M WALSH John J WALSH John Henry WALTON Charles WALTON John Hedley WARD Ian Donald WARD James R WARD John WARD Richard WARD William WARD Denis Robert WARE John WARFIELD Lyndon WARING
Robert WATERWORTH Norman James WATT Oswald Travase WATTS Alfred WAVELL James WEBB William James WEBB Edward Mostyn WEBB-BOWEN James WEBBER Paul A WEGNER Harry WELLS Frederick A WHITE George Thomas WHITELEY Richard Charles WHITTAKER
William WICKAM Lyncon Robert Dix WILLIAMS Evan Clyde WILLIAMS Reginald Ambrose WILLIAMS Edgar John WILLIAMS Unknown WILLY Peter Gordon WILSON Sharon Louise WILSON Russell A WILSON John Howard WILSON Colin M WILSON Colin Stanley WINCHSTER
Peter WINSTANLEY George R WINTER Walter John WISSELL Frederick William WOLGAST Abraham WOOD Robert Lindon WORLAND Christopher Barry WORSLEY Douglas William WREMBECK George R YOUNG John Michael ZEGENHAGEN Craig Francis ZUCCHETTI



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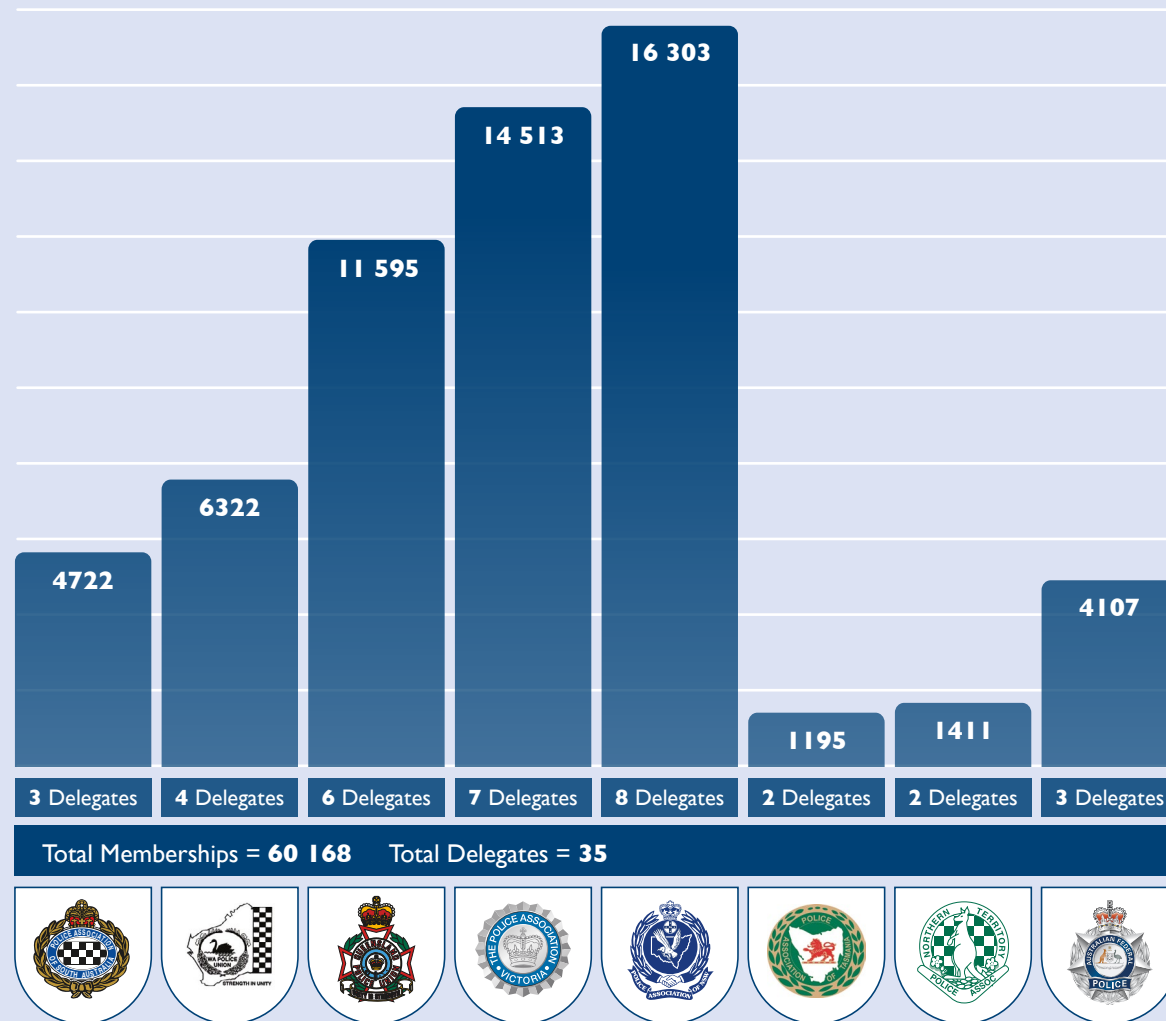
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Affiliates and Associates

Membership numbers
at 31 December 2015 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)

Angela Smith (AFPA)

Paul McCue (Northern Territory)

Life Members

Leon Kemp

Peter Alexander

Mark Burgess

Vince Kelly

Jon Hunt-Sharman

Staff

Chief Executive Officer

Mark Burgess

Senior Policy & Research Officer

Dianne Gayler

(retired 31 December 2015)

Senior Adviser

Fiona Wade

(commenced 18 January 2016)

Office Manager (PT)

Debbie Martiniello

Project Officer (PT)

Kathleen Potts

Meetings conducted

Federal Council:

16 & 17 November 2015—Hobart, TAS

Executive:

16 October 2015—Teleconference

15 November 2015—Hobart, TAS

15 March 2016—Sydney, NSW

29 June 2016—Canberra, ACT

18 September 2016—Canberra, ACT

4 October 2016—Teleconference

Industrial Planning Committee:

8 & 9 December 2015—Canberra, ACT

15 March 2016—Canberra, ACT

6 July 2016—Canberra, ACT

Women's Advisory Committee:

15 November 2015—Hobart, TAS

20 July 2016—Melbourne, VIC

President's report



The PFA executive endorsed the development of a five-year strategic plan in 2015, and as authorised by the PFA Federal Council, made a decision to implement the plan to accomplish the PFA's goals and objectives.

The plan will help the PFA meet future challenges and avoid potential risks. It is, in essence, a roadmap for our future.

The following issues from the plan will take precedence over the next 12 months.

Professionalisation

In my 2015 president's report I highlighted the importance of the professionalisation of policing.

In my speech to the National Police Summit in June this year, I spoke of the two decades of debate surrounding the issue.

I'm pleased to report that the PFA Executive has determined that if ANZCoPP is not prepared to follow its 2016–17 Business Plan—which highlights the issue of certification/registration—the PFA will proceed on its own.

Superannuation

Police superannuation has been a key focus of the PFA over the past 12 months, and has also received extensive political and media attention.

We engaged superannuation expert Deane Prior to help research better superannuation and taxation outcomes for our members.

His report *A Model Superannuation Scheme for Australian Police Officers* provided an excellent springboard for our pre-election submissions to the federal government over their proposed changes to superannuation arrangements.

At the time of writing this report the federal government has launched its proposed second installment of superannuation reforms.

The PFA will continue to lobby the government on this issue.

Member well-being

The PFA Executive is considering options for a nationwide campaign aimed at raising member awareness of mental health issues.

We encourage members who are experiencing mental health issues to come forward and ask for assistance.

The onus is on our employers and police commissioners to develop appropriate strategies for dealing with members who find themselves in these circumstances.

Privilege against self-incrimination

The PFA has sought advice from Mr Arthur Moses SC on the issue of member privilege against self-incrimination.

Mr Moses SC will assist the PFA in identifying a unified legislative outcome.

Branches will then need to lobby their respective governments to obtain legislative amendments that protect members, but also allow due process to occur.

Summary

I would like to acknowledge the work of CEO Mark Burgess and the PFA team. Their work ethic demonstrates a deep commitment to issues affecting police. Their dedication and commitment is first class.

Also, the Industrial Planning Committee and the Women's Advisory Committee continue to provide strategic advice to the executive that is relevant and meaningful.

I also thank my fellow union presidents for their ongoing support and guidance. It is only through

their efforts in their respective jurisdictions that the PFA maintains its status as the national voice of policing.

The *Strategic Plan 2016–21* maps out a number of ambitious tasks over its five year life. I am confident that we have the professionally dedicated officials and staff across the country to meet these challenges.

Mark Carroll
President

Chief Executive Officer's report



It is with pleasure that I present the 2015–16 PFA Annual Report for consideration at the 2016 Federal Council Meeting. As with previous reports, the 2015–16 report will highlight the PFA's priorities over the past 12 months giving a summary of our activities and their outcomes.

Unlike previous years, this report will follow the format of the PFA *Strategic Plan 2016–21*.

The PFA *Strategic Plan 2016–21* was presented and unanimously endorsed at the 2015 Federal Council meeting. The plan's Vision states:

With future success, the Police Federation of Australian 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; and*
- 5. A collaborative approach by a highly skilled, professional team.*

The following *Annual Report* is guided by these five broad headings.

The PFA has developed a scheduling and project management tool to assist in aligning tasks and outcomes with the strategic plan. By using Microsoft Project 2016, the office has the ability to track and manage all tasks and produce timely reports for the Executive.



2016 PFA staff



The Police Federation of Australia Strategic Plan 2016–21

THE VISION

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.

Vision I

Influence and power at the national level

Under this heading the Executive has sought to:

- Increase our engagement with federal and state politicians;
- Influence government policy;
- Develop a coordinated media policy;
- Identify and provide commentary on priority community issues; and
- Make submissions to parliamentary committees and other inquiries on relevant issues.

Political landscape 2015–16

Once again the past 12 months has been notable for the instability of Australia's political landscape. While pundits blame the advent of the 24-hour news cycle, the rise of social media commentary, and the fragmentation of ideology for contributing to a political landscape previously unknown to Australian governments, the fact remains that the country has had five different prime ministers in less than a decade.

For advocates working within the political landscape, leadership instability creates definite challenges within which to work.

What has been evident is that the combination of constant polling, endless media scrutiny and the nature of what is now a continuous campaign, makes poorly performing prime ministers very vulnerable between elections and this vulnerability affects the way they govern, as well as their tenure.

After losing a number of Ministers through retirement and resignation early in 2016, Prime Minister Turnbull announced a new ministry in February. For the PFA, the minister with whom we primarily deal, Michael Keenan MP, remained as Minister for Justice. Meanwhile Kelly O'Dwyer MP joined the Treasurer with carriage over superannuation, while Senator Mitch Fifield is the Minister for Communications with whom the PFA engage over Spectrum. Following the election, Victorian MP Dan Tehan added the responsibility of Minister Assisting the Prime Minister for Cyber Security to his other portfolio responsibilities which includes Minister for Veteran Affairs.

The fractured nature of the 45th Parliament makes dialogue with the back and crossbench a necessity. Prosecuting issues will require relationships to be formed with strange bedfellows. The PFA is

in a strong position to raise issues affecting our membership due to the positive relationships the organisation has built and continues to build across the political divide.

Federal Election 2 July

Following Australia's longest federal election campaign in history, the Turnbull government was returned just one seat shy from forming a minority government; and with arguably one of the most diverse and potentially volatile senates ever elected.

Economic management was one of the crucial policy battlegrounds as the country was lead into the 55 day marathon campaign. The Coalition promoted the need to transition towards a new economy with the government best placed to take advantage of emerging opportunities and to drive innovation. Meanwhile Labor positioned themselves as capable of economic reform, while looking after the little guy.

Meanwhile in the new look Senate, the Coalition holds 30 seats—nine short of the majority it needs to have legislation passed. Across the chamber sits 26 Labor senators, nine Green senators and a further 11 crossbench senators from six different political parties.

In the lower house, police supporter Liberal Russell Matheson lost his western Sydney seat of Macarthur. A former police officer with 25 years' service, Russell has been a strong voice in the federal parliament for police and policing across all states and territories.

In April 2016, NSW Police Commissioner Andrew Scipione presented a National Police Service Medal to the then Member for Macarthur, Russell Matheson MP, thanking him for his unwavering support in championing the country's police—and in particular on the issue of the superannuation concessional cap as pertaining to NSW police.

Other strong police supporters in Parliament—the Member for Fowler Chris Hayes MP from Western Sydney and Tasmanian Senator Stephen Parry—were both re-elected. Chris Hayes has also been re-elected as the Chief Opposition Whip while Stephen Parry has also been re-elected as President of the Senate.

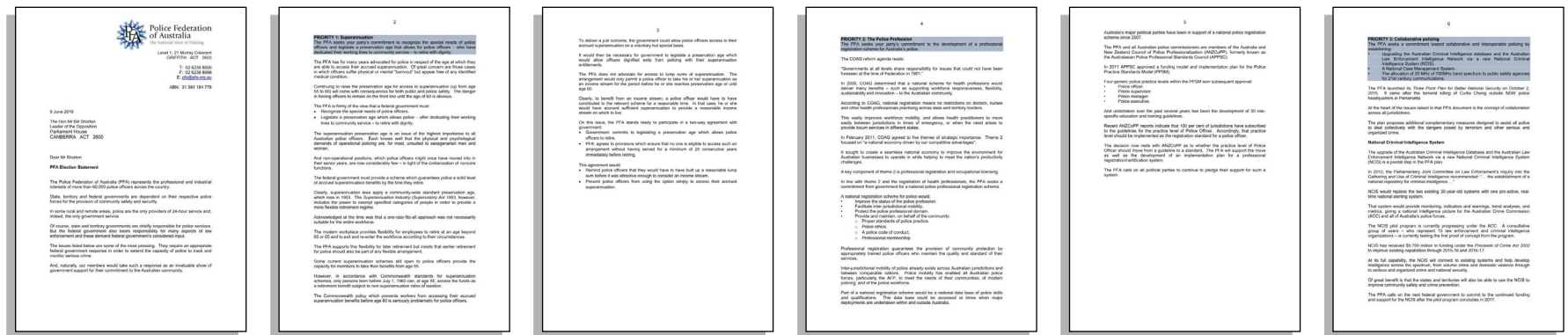
Queensland Senator and former policeman Barry O'Sullivan has been returned. And in the House of Representatives, Victorian MP and former police officer Jason Wood was re-elected to his seat of La Trobe, while in Queensland former policeman now Minister for Immigration and Member for Dickson Peter Dutton MP has been joined in



Parliament by former policeman Llew O'Brien MP who won the seat of Wide Bay for the LNP.

The Member for Batman David Feeney MP while re-elected, lost his position as Shadow Minister for Justice and has been replaced by the Member for Hotham, Clare O'Neill MP, who is on maternity leave until December 2016.

NSW Police Commissioner Andrew Scipione presenting Russell Mattheson with his National Police Medal



PFA submission to parties

The PFA office finalised and sent pre-election letters to the Coalition, Labor, Greens, and Senators Xenophon, Lazarus and Lambie prior to polling day. The letter called for whoever formed government to support the needs of the country's 60,000 police and outlined the PFA's stance on superannuation, professionalisation and collaborative policing. The PFA received responses from both the Coalition and Labor.

Coordinated media policy

As tasked within the Strategic Plan, the PFA developed a media policy that defines the organisation's position as specialists on national policing issues. This policy aims to ensure that information disclosed by PFA is timely, accurate,

comprehensive, authoritative and relevant to all aspects of the organisation. Adherence to this policy is intended to provide an effective and efficient framework to facilitate the timely dissemination of information.

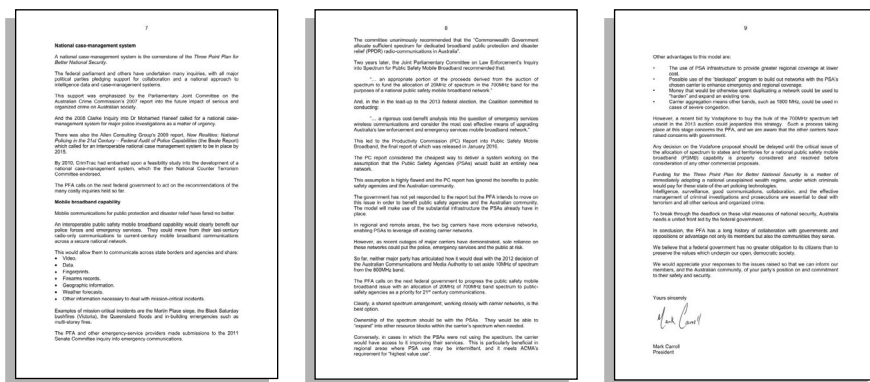
A style guide has been established and a fluid communication strategy, aimed at raising the organisation's profile amongst internal and external stakeholders with an emphasis on increasing the volume of proactive media traffic, has been developed.

The PFA have gently raised their Facebook profile and will engage further with social media tools as the communication strategy progresses.

President's presentation to National Policing Summit

Once again PFA President Mark Carroll was invited to attend the National Police Summit in Sydney held on 16 June 2016 as key note presenter. Here he spoke on *Police Professional Registration: Two decades of debate, are we about to see an outcome?* focusing on

- What will professionalisation mean for Australian and New Zealand Police
- Agreed Education and Training Standards across two countries
- The role of the Australia and New Zealand Council of Police Professionalisation (ANZCoPP)



PFA Election Statement



The speech detailed the history of the professional registration debate that commenced at the Police Ministers' Council meeting in 1997, through to the most recent deliberations by ANZCoPP. Numerous requests have been made to the PFA for a copy of the transcript.

Submissions regarding Fair Work Bills

Due to the suspension of parliamentary business during the election campaign, the number of Bills submitted to the House for debate over the past 12 months were significantly reduced.

The PFA made submissions to two federal industrial Bills, the Fair Work (Respect for Emergency Services Volunteers) Bill 2016 and the Fair Work

(Registered Organisations) Amendment Bill 2014. The PFA did not support either of these Bills.

The Volunteers Bill found its genesis within the CFA—UFU issue in Victoria which was politicised during the federal election campaign. Meanwhile the Registered Organisations Bill was perceived as a thinly disguised attack by the Government on the union movement.

Vision 2

The delivery of enhanced membership benefits and conditions

Under this heading the Executive has sought to:

- Use the PFA participation rate to expand the range of member benefits;
- The development of police-specific superannuation arrangements;
- The development of a national campaign on relevant policing issues;
- Review the working conditions in cross-border and overseas deployments;
- Coordinate and collate data held by branches; and
- Identify taxation issues that impact on members' conditions.

Member benefits

As directed under the Strategic Plan, the PFA have been engaging with a range of suppliers to expand the number of member benefits using our national strength to negotiate on big ticket items. Companies include R.M. Williams, Betta Home Living and Pan Pacific/Park Royal hotel group.

A number of smaller suppliers have also been identified as keen to pursue deals for the membership. The PFA continues to forward details of these suppliers to the Branches for roll out.



Key Issues

Superannuation

Superannuation has long been an issue raised as a concern by our membership. The three critical areas of interest are:

- The adequacy of superannuation for police in retirement;
- Retaining access at the 55/60 year preservation age and/or achieving greater flexibility in access; and
- Measures to improve superannuation savings for female police officers who have had interrupted careers for family reasons.

Consistent with the PFA's Strategic Plan, superannuation expert Mr Deane Prior was contracted to undertake a review of all police superannuation schemes across the country and develop a blueprint of an optimum scheme for police.

Previously a policy advisor to the South Australian government as well as President of the South Australian Remuneration Tribunal, Prior is a highly regarded expert on superannuation issues. His paper *A Model Superannuation Scheme for Australian Police Officers* was presented to the March Executive and served as the framework for

the PFA's pre-election submission. It is intended that the collated information within this report will continue to inform the organisation's advocacy in this area.

While advocating on superannuation and consistent with Prior's paper, the PFA have reiterated previous calls on government to consider the age at which police are able to access their accrued superannuation. Of great concern are those cases in which officers suffer physical injury or are mentally 'burn-out' but appear free of any identified medical condition.

The PFA has argued that if the preservation age for access to superannuation continues to rise (up from age 55 to 60) the potential for negative outcomes for both public and police safety vastly increases. It is obvious that forcing officers to remain on the front line until the age of 60, and potentially longer, is fraught with danger.

The PFA is firmly of the view that a federal government must:

- Recognize the special needs of police officers.
- Legislate a preservation age which allows police—after dedicating their working lives to community service—to retire with dignity.

It is important to note that in neither Prior's paper nor in the PFA pre-election submission, was there a call for our members to have early access to superannuation as a lump sum. Instead the arrangement proposed would only permit a police officer to take his or her superannuation as an income stream for the period before he or she reaches preservation age or until age 60.

Clearly, to receive benefit from an income stream, a police officer should have contributed to the relevant scheme for a reasonable time; thus allowing for sufficient superannuation to be accrued and provide a reasonable income stream on which to live.

The PFA has offered to participate in a two-way agreement with government where:

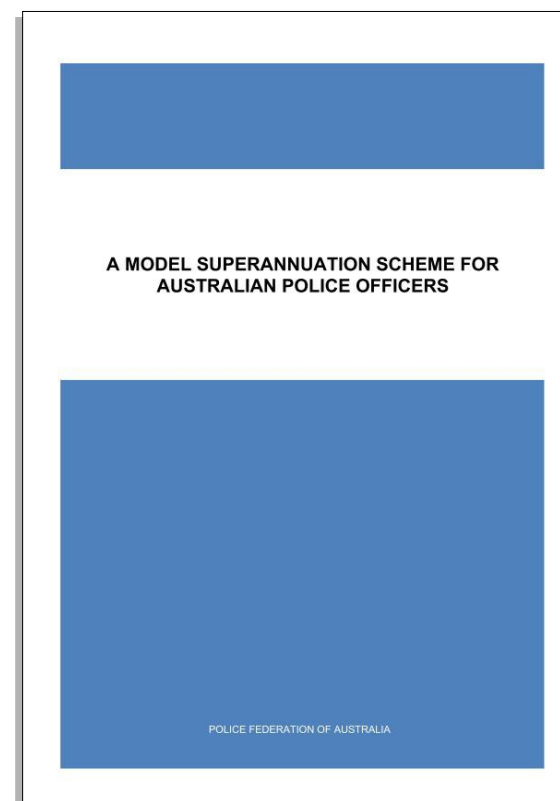
- Government: commits to legislating a preservation age which allows police officers to retire.
- PFA: agrees to provisions which ensure that no one is eligible to access such an arrangement without having served for a minimum of 20 consecutive years immediately before retiring.

The PFA further argues that this agreement would:

- Remind police officers that they would have to have built up a reasonable lump sum before it

was attractive enough to consider an income stream; and

- Prevent police officers from using the option simply to access their accrued superannuation.



Model superannuation scheme by Deane Prior



National Conference on the Mental Health of Australian First Responders

Both major parties indicated their desire to liaise with the PFA. Meetings have been held with the Treasurer and Shadow Treasurer following the swearing in of the 45th Parliament to progress dialogue.

PTSD / Mental Health of Police Professionals

Implementing strategies to address the rising number of PTSD sufferers amongst the membership and concern over the mental health of police professionals has been identified as an imperative by the PFA. The PFA have joined with *beyondblue* in articulating the need for a collaborative approach to what is a complex issue.

On 23 March 2016, representatives from the PFA attended the National Conference on the Mental Health of Australian First Responders held in Sydney. Hosted by *beyondblue*, the conference attracted representatives from each of the major police and emergency service agencies across Australia and incorporated the launch of *A Good Practice Framework for Mental Health and Wellbeing in First Responder Agencies*. The conference served as a forum and 'call to action' for each agency to review the framework and for them to consider how it relates to their specific organisational needs.

The PFA supports the inaugural national survey of first responders, commissioned by *beyondblue*, which will provide a key focus for the future and highlight the need for collaboration in promoting a best practice framework to encourage and promote a strategic and integrated approach to the mental health of our members.

While PTSD is making headway onto the public and thus national political agenda, much more needs to be done.

Early diagnosis and reversing the apparent inherent culture of fear, stigma and silence surrounding PTSD within the workplace has been acknowledged by the PFA as a vital step in providing assistance to the membership.

Consequently the PFA have held preliminary discussions with a view to conducting a nationwide campaign aimed at raising members' awareness about PTSD, in the hope of encouraging members to come forward and seek assistance if they feel they are exhibiting symptoms.



Childcare

Nanny Pilot Program

The PFA was extremely pleased with the high numbers of police officers who applied to participate in the Nanny Pilot Program. Police represented the

largest occupation represented in the Nanny Pilot Program at 17% of those who registered an interest. This clearly illustrates that there is a high demand for a more flexible model of child care.

Unfortunately, the roll out of the pilot has not been so successful. Following the release of the fee schedules, members across the country informed the PFA that the cost of hiring nannies would make the program prohibitive to many families. In February 2016 the PFA wrote to the Minister for Education and Training, the Hon Simon Birmingham, calling for urgent discussions regarding the sustainability of the Nanny Pilot.

Subsequently the PFA has had numerous meetings with the Minister's senior advisors and the Department of Education and Training and have provided member feedback in relation to the pilot. The PFA also provided similar stakeholder feedback to Dr Michelle Brady from the University of Queensland's Institute for Social Science Research (appointed by the Government as evaluator of the pilot).

In response the Department announced increases in the nanny subsidy as part of the government's federal budget package, effective from 1 June 2016. The pilot has also been extended until 30 June 2018.

While the increase in subsidies has been a welcome improvement for some families, it has become apparent that for others, particularly those needing care for one child only, the costs of hiring a nanny still remain prohibitive.

The PFA continues to work with the Minister's Office and the Department of Education and Training to monitor progress and provide further feedback where required.

Privilege against self-incrimination

At the June Executive meeting, it was agreed that an opinion be sought from Mr Arthur Moses SC in relation to:

- The state of common law as to the legality of disciplinary interviews when allegations are criminal in nature;
- The availability of the privilege against self-incrimination in such interviews;
- The legality of the intermingling of criminal and disciplinary investigations in the various Australian jurisdictions; and
- his views on a suggested unified legislative proposal.

At the time of compiling this report the PFA are waiting on that opinion and it is listed on the Agenda for the 2016 Federal Council meeting for discussion.

Industrial Planning Committee

Since last report, the Industrial Planning Committee (IPC) has met three times in Canberra and continues to play a key advisory role to the PFA Executive. The Executive Sponsor of the IPC is John Laird who attends and chairs all meetings and ensures outcomes are relayed to the PFA Executive.

The IPC has been the driving force behind the Awards and Agreements Database and the development of key matrix documents comparing various policing issues across jurisdictions. The committee has also served to provide industrial advice on questions to be included in the *Flexible Working Arrangements for Police Officers in Australia and New Zealand* survey.

During the past 12 months IPC also advised on:

- Clauses in Agreements dealing with Paid Family and Domestic Violence Leave
- Paid Parental leave

- OH&S issues
- Various Inquiry submissions including:
 - Senate Education and Employment Committees Inquiry into—The feasibility of, and options for, creating a national long service standard, and the portability of long service and other entitlements;
 - Fairer Paid Parental Leave Amendment Bill 2015;
 - Economic Security for Women in Retirement Inquiry; and
 - The Senate—Finance and Public Administration References Committee—Domestic Violence in Australia Report August 2015.
- ANZPAA's Inherent Requirements of Policing document:
 - Review of best practice strategies for the management of Police Officers who due to a medical/physical restriction, prevents them from performing full operational duties;
- Police Superannuation issues;
- Childcare;
- The Royal Commission into Trade Union Governance and Corruption; and

- The Productivity Commission Report into the Workplace Relations Framework.

One of the key roles of the IPC has been to provide a forum where industrial 'subject matter experts' employed across police associations and unions can come together to share relevant contemporary industrial information from their jurisdictions.

Another aspect of the IPC is the sharing of key outcomes of EB agreements negotiated within each jurisdiction. This allows any issues that the employer may have pursued in the negotiation process to be highlighted. This reporting process has allowed Branches to leverage off each other for successful outcomes.

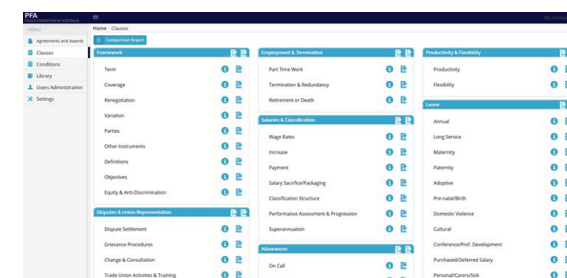
Awards and Agreements database

In 2016 the PFA engaged the services of Mark Cole (ECODA) to undertake the design and implementation of an industrial database. With the first stage of the database now complete, the tool is well on the way to becoming a valuable resource for industrial officers.

Loaded onto the database are all the current police awards and agreements from each jurisdiction. Features include an inbuilt key word search, filters

and various report and printing options. Individual clauses have been programmed and can be viewed in a comparative format.

Work on the database will continue into 2017 with the plan to also develop a library.



Awards and Agreements database

Matrix documents database

The conditions area of the industrial database has been developed and this allows for the editing and updating of key comparative information (matrices) directly onto the system, reducing double handling and improving timeliness and accuracy of content.

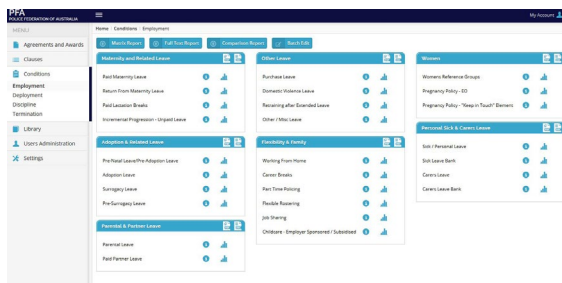
The PFA continues to populate and consolidate existing matrixes into major subject areas for uploading onto the industrial database.

Within the conditions area, the following matrixes are currently uploaded:

- Employment
- Deployment
- Discipline
- Termination.

Industrial officers from around the country can now edit and update content directly onto the database. Other features allow for the production of a variety of comparison reports, and the ability to download and print accurate and up to date content quickly.

These features greatly improve the efficiency of retrieving and updating comparative content which in the past would have been needed to be done manually though a system of worksheets and emails.



Matrix documents database

Comparative data for cross border deployments

The PFA continues to work with the IPC to develop a model template that captures the conditions for future interjurisdictional deployments. The template will 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
 - Overtime
 - 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.

Overseas Workers' Compensation arrangements

The PFA continues to work closely with other organisations, including the United Nations and Overseas Policing Association of Australia (UNPOAA), for the legislation of a stand-alone workers' compensation scheme for Australian police deployed offshore in high risk missions.

Currently those officers are covered by the *Safety Rehabilitation and Compensation Act 1988* (Cth) (SRCA) and an AFP Commissioner's Determination, which is not enforceable in any tribunal setting.

While the Determination provides police with compensation similar to that which would be received under the *Military Rehabilitation Compensation Act 2004* (Cth) (MRCA), the initial intent was for this to be established as an interim measure until the Government's Review into Military Compensation was completed. That Review has now been completed.

PFA has ensured that the establishment of a stand-alone overseas workers' compensation scheme was included in its Strategic Plan and initial discussions have begun with the office of Minister for Veterans Affairs, Dan Tehan MP.

Vision 3

Financial Strength in conjunction with best practice governance

Under this heading the Executive has sought to:

- Conduct a governance review of the PFA;
- Review the PFA rules; and
- Broaden the revenue base whilst acknowledging risk.

Review of PFA policies and procedures

As part of an overall Governance review held in 2014, the PFA developed a new Administration Policy Manual. This Manual is subject to constant review, ensuring the PFA meets best practice governance arrangements.

In early 2016 a review of the PFA's General Policy Manual, which includes comprehensive policies on a range of industrial and professional issues for police, commenced. That review is currently ongoing and is included as a task in the PFA's Strategic Plan.

With a view to becoming an approved Governance Training provider for PFA and Branch delegates, the PFA has begun work on a Police Union Governance Training package for submission to the Fair Work Commission.

Report on Federal Council

The PFA's Federal Council consists of delegates who are elected by the respective Branches from the financial members of each Branch. This constitutes the PFA's 'peak governing body'. Consistent with the above policy and procedures, the PFA continues to review the operations of its Federal Council.

The location of the Federal Council meeting has traditionally rotated around the Branches, including New Zealand, thus ensuring that each Branch hosts the Council once every nine years.

A report to the upcoming 2016 Council, planned for Auckland, New Zealand, will likely see a change to that rotation policy. This is a consequence of the PFA being advised that the Australian Electoral Commission has no legal power to conduct elections outside of Australia. This means that in 2016, the election of office bearers will be held outside of Council.



To facilitate this and as stipulated in the PFA rules at Rule 21(c)(i), a rule change will be required at the 2016 Council to enable the 2016 elections post 2016 Council meeting.

Delegates voting at 2015 Federal Council

The 2015 Council meeting was held in Hobart and key agenda items included:

- Report from the Industrial Planning Committee
- Report from the Women's Advisory Committee
- Presentations on:
 - Member resilience and wellbeing and PTSD
 - Terrorism and member safety
 - Member benefits using the PFA's economies of scale
 - Superannuation and Taxation
 - Police Professionalisation
 - Endorsement of the PFA Strategic Plan 2016-2021.

As with previous years, a PFA Lawyers Network meeting was held in conjunction with Federal Council. This enabled lawyers working for police associations and unions from the varied jurisdictions to share the various legislative issues

and experiences they have encountered with their peers.

The 2015 PFA elections returned Mark Carroll from South Australia unopposed as PFA President, Scott Weber (NSW) and Ian Leavers (QLD) elected unopposed as Vice Presidents and John Laird (VIC) elected unopposed as PFA Treasurer.

Review of PFA rules

The Strategic Plan requires that a review of the PFA rules be undertaken and this has commenced. As many of the rules were developed to support the PFA during a time of transition and growth, a number are now superfluous and need to be rescinded. During the year the first draft of proposed amendments were completed and have been provided to the Fair Work Commission for their assessment of the changes proposed.

It is anticipated that a number of the rule changes will come before the 2017 Federal Council or a future Special Federal Council meeting.

PFA Budget: (also reported on in Treasurer's Report)

The PFA's Strategic Plan identifies the need for *Financial Strength in Conjunction with Best Practice Governance*. Along with conducting a governance review of the PFA through policies and procedures, the Plan also outlines a strategy to broaden the revenue base whilst acknowledging risk. A perusal of the Treasurer's report will show how the PFA have commenced work in this area to strengthen the organization's financial position. This has the full support of all PFA Branches.

Vision 4

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

Under this heading the Executive has sought to:

- Enhance the PFA role on national representative bodies;
- Develop an annual national police week to be staged in Canberra from 2018;
- Develop a national police bravery awards system and event;
- Increase the research capabilities of the PFA;
- Support policies that encourage participation of women in the PFA; and
- Promote the professional status of policing and the introduction of a national police registration scheme.

ANZCoPP

The PFA continues to play a key role as a member of ANZCoPP. PFA President Mark Carroll holds the position of PFA representative on the Board and Greg O'Connor represents the NZPA.

Since last year's Annual Report, ANZCoPP has held two meetings. The first meeting was in February where the scoping paper entitled *Transition to Practice Standards* was discussed in detail.

Whilst no agreement to progress the Education and Training Guidelines to Standards had been reached it was decided that a consensus would be sought to progress the work.

Following the circulation of the first draft of the minutes a proposal from one or more members was forwarded to the Board. This proposal substantially amended one of the key resolutions to include the requirement of a unanimous decision for work to proceed, as opposed to seeking a consensus.

It was the PFA's view that this was not the intended resolution and we supported the initial draft minutes. This set the stage for an interesting second meeting in June.

The June meeting ratified the opinion held by the PFA that the words "...a consensus decision would be sought..." be formally endorsed, as opposed to the words "...a unanimous decision would be required..." as suggested by the out-of-session amendment.

At the meeting it was also unanimously agreed "...to proceed with the transition of the ANZPAA Education and Training Guidelines for the Practice Level of Police Officer to Practice Standards..."

This was a substantial victory and it is the PFA's view that this represents the best way forward; with the practice level of Police Officer being the 'registration' level for a future professional registration scheme.

The meeting further endorsed conducting a workshop on the Australia New Zealand Police Professionalisation Strategy 2013–2018, which contains the issue of professional registration.

That workshop is scheduled for early December 2016.



ANZPAA

Throughout the past 12 months, the PFA has continued its close working relationship with ANZPAA, particularly in the area of the development of education and training products.

Over the years of association with ANZPAA, the PFA established a good working relationship with CEO Jon White, a former New Zealand Assistant Police Commissioner, who retires in December 2016. The PFA wishes Jon well in his return to New Zealand in retirement.

The PFA does not have a formal seat on ANZPAA Board.

Professionalisation forum

As a result of the PFA's close working relationship with ANZPAA and our seat on ANZCoPP, the PFA is also represented on the ANZPAA Professionalisation Forum (APF) by the CEO.

The APF was established to provide advice to both ANZCoPP, and ANZPAA Boards on professionalisation issues of significance to the ANZPAA work program.

The APF oversees and supports the development and implementation of professionalisation activities, aligned to the Australia New Zealand Police Professionalisation Strategy 2013–2018 and provides a strategic focus on innovation and international best practice approaches in education and training.

The APF meetings are scheduled twice yearly, and are prior to the ANZCoPP meetings so that they can provide input to the ANZCoPP agenda.

Public Safety Industry Committee and Public Safety Industry Reference Committee

The PFA and ANZPAA have a seat on both the Public Safety Industry Committee (PSIC) and the Public Safety Industry Reference Committee (PSIRC) as police employer and employee representatives.

While the PFA have been long standing members of the PSIC, the PSIRC has only recently been established under COAG's Australian Industry Skills Committee.

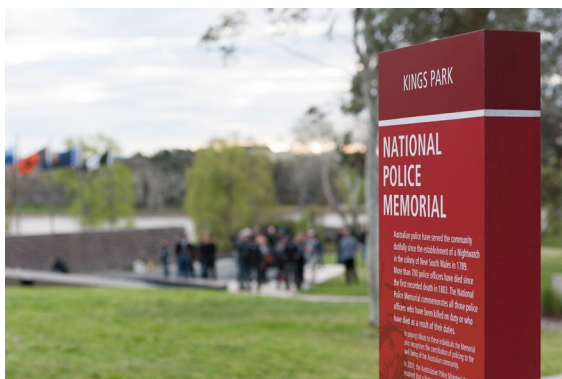
The PSIC is an incorporated association under the Associations Incorporations Reform Act 2012 (Vic) and is a national voice for the public safety

industry on matters related to education and training in this sector. It was also established to provide information and advice to government and industry on matters relating to the education, training, workforce development and professional development needs of the industry. This includes training policy, education product development, research and funding allocation priorities.

The purpose of the PSIRC is to provide a forum for industry engagement across the public safety industry; to review, develop and implement training package content relevant to the public safety industry and to act as a conduit for industry feedback to the Australian Industry and Skills Committee (AISC) and governments on industry trends.

The PFA CEO has been serving as the Chair of both the PSIC and the PSIRC for the past 12 months.

National Police Memorial



National Police Memorial

All Branch Presidents sit on the Board of Directors of The National Police Memorial company. During the construction of the National Police Memorial in 2006, the company held tax deductible gift recipient status. This was removed in 2007.

The Board then proceeded to successfully establish the National Police Foundation as a public ancillary fund thus allowing donors and participants of fundraising events such as the Wall to Wall Ride, to obtain tax deductions. Each November, the Board authorises donations from the Wall to Wall Ride event to be made to each of the Police Legacy Organisations.

Last November, the Board authorised a total of \$140,000 donation with the following breakdown:

Branch	Value
AFP Legacy	\$11,263.03
AUSPOL	\$1,999.97
NSW Police Legacy	\$72,474.85
NT Police Legacy	\$3,709.31
QLD Police Legacy	\$16,838.91
SA Police Legacy	\$9,228.24
TAS Trust Account	\$4,196.25
VIC Police Legacy	\$18,194.63
WA Police Legacy	\$2,094.81

It is anticipated that a similar amount will be authorised for donation in 2016.



*2015 W2W Cheque
Presentation to Legacies*

Wall to Wall Ride 2016





Wall to Wall Ride for Remembrance

Over 2000 serving and retired members (sworn and unsworn), friends, family and supporters of police came from across the country to partake in the largest Wall to Wall Ride for Remembrance held so far.

Addressing the crowd, President Mark Carroll spoke of honoring those whose names are on the Wall and how important it is to keep the memory of every fallen member alive.

"We're here simply out of regard... regard that we want to show... for those of our contemporaries and predecessors who never got to go home to their families at the end of their shifts..."

Assembling here at the National Police Memorial... after a long and strenuous ride from the four corners of our great nation... is an extraordinarily meaningful show of that regard."

Seven new names were added to the Wall. They include:

Senior Constable Henry James Fetherston,
Queensland Police Service –
Died 23 February 1885

Constable Benjamin Ebbitt,
Queensland Police Service –
Died 10 May 1894

Sergeant Thomas James Heaney,
Queensland Police Service –
Died 27 September 1906

Constable Kenneth Walker Shaw,
Tasmania Police –
Died 8 November 1982

Senior Constable First Class Michael Read,
Northern Territory Police –
Died 5 December 2014

Mr Curtis Shu Kei Cheng,
New South Wales Police Force –
Died 2 October 2015

Sergeant Geoffrey Graham Richardson,
New South Wales Police Force –
Died 5 March 2016

2080 registered riders travelled from EPIC, on an incident free journey taking 45 minutes from first till last bike. A green light corridor through the city allowed for all the bikes to travel unimpeded to the National Police Memorial.

Leading the WA contingent and a participant in all rides since its inception, outgoing WA Police Commissioner Karl O'Callaghan believes that the memorial has '...become the spiritual home of police in Australia'.

'It is here that we are all reminded of the magnitude and gravity of what we are called to do on a day to day basis. This place means so much to those who have been called to the vocation of policing. We are here because we know it could happen to any one of us' he said.

Despite clashes with numerous football finals, over 600 attended the post ride event making it the most successful to date.

Once again the Wall to Wall Ride would not have been possible without the assistance and support of our sponsors and the PFA look forward to working with them again in the future.

Sponsors

PLATINUM:

- Bank Vic



- Police Bank



- Yamaha Motorcycles



- Victory Motorcycles



- Southern Cross Group



- Police Federation of Australia



- QBE



GOLD:

- Police Health
- Police Association Of New South Wales
- Queensland Police Union
- The Police Association Victoria
- Australian Federal Police Association
- Maxxia
- Transurban

SILVER:

- Prosegur
- Australian Knights
- Simplicity Funerals
- McDonalds (NSW/ACT)
- Yamaha Commercial Audio

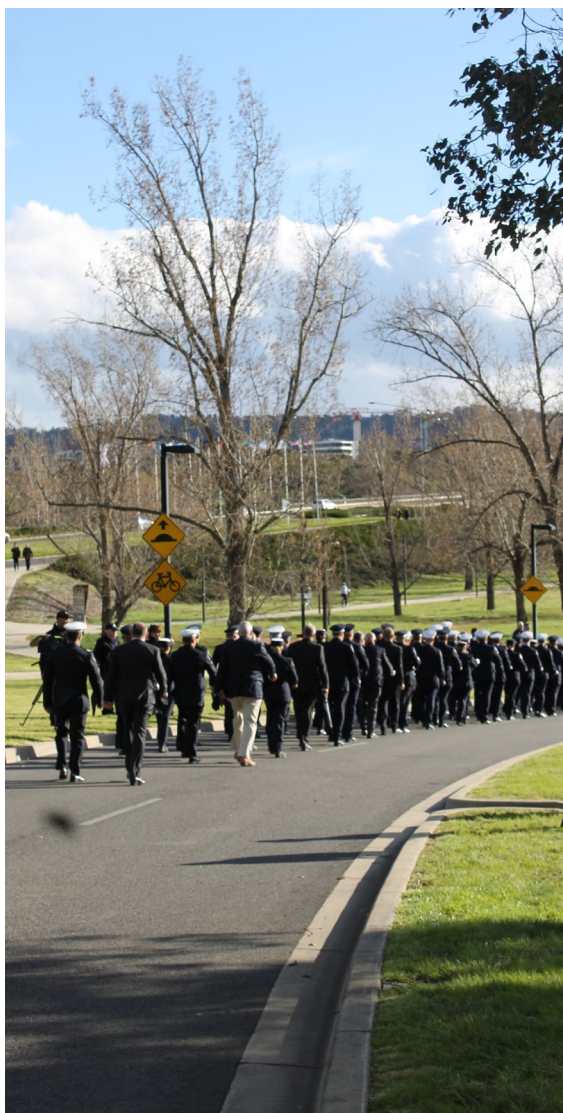
EXHIBITORS:

- Touratech
- AFP Legacy
- Route 66
- Omshanti
- NSW Historical Vehicles
- ACT Police Museum
- Nevermind Adventures
- National Safety Agency
- Motorini Scooters
- Canberra Motorcycle Centre
- Fineprint

Final figures for the 2016 ride are as follows:

	Ride Registrations		Evening Function Tickets Sold	
as at 17/9/16	by chosen legacy	2016	2015	2016
AFP/AUSPOL		159	169	22
NSW		1163	1153	197
NT		33	26	6
QLD		206	195	122
SA		112	107	48
TAS		15	16	7
VIC		362	317	119
WA		31	29	20
total		2081	2012	541

National Police Memorial





National Police Memorial Coordination Committee

The PFA sits on the National Police Memorial Coordination Committee, which includes a representative from each jurisdiction as well as from Police Legacy.

In late 2015, the National Police Memorial Coordination Committee established a working group tasked with planning and coordinating the 10th Anniversary NPRD Ceremony. The PFA was represented at all meetings throughout the year.

In recognition of the 10th anniversary, the NPRD ceremony was preceded by a march from AFP headquarters to the National Police Memorial with representatives from every jurisdiction taking part.

One of the key functions of the coordination committee has been to consider the nominations of police officers killed on duty or who have died as a result of their duties for inclusion on the Memorial.

Following the 10th Anniversary of NPRD, the PFA Executive deemed it appropriate to request the CEO to "...draft a paper for the Executive's consideration on the current criteria for inclusion on the NPM..."

It is anticipated that discussion on such a paper will be held in late 2016 or early 2017.

The Executive has also held important discussions about the structural problems that have been identified at the Memorial. Subsequently, the PFA have been advised by the National Capital Authority that the Memorial will undergo significant re-construction work post the 2017 NPRD service to be completed by the 2018 Wall to Wall Ride and Police Week.

Police Week proposal

Included in the *2016–2021 Strategic Plan*, is the proposal for the PFA to "Develop an annual national police week to be staged in Canberra from 2018".

It is anticipated that events will commence with the Wall to Wall Ride for Remembrance on Saturday 15 September 2018 and conclude on National Police Remembrance Day, 29 September.

A sub-committee has been formed and work has begun on a calendar with plans to include the 2018 PFA Federal Council meeting and the International Council of Police Representative Association Conference. A number of other events are in the planning stages.

Initial branding and logo design has commenced.

Police Bravery Awards proposal

A further strategy with the Strategic Plan is to "Hold an annual police bravery awards event in Canberra". It is currently proposed that the inaugural Australian Police Bravery Awards be held during Police Week in 2018 with the presentation night a focal point of the week's events.

Initial planning has commenced and a draft proposal was presented to the June 2016 Executive meeting.

Research issues

Body Worn Video

The PFA continues to monitor and update what is happening both nationally and internationally regarding body worn video. This is achieved through the compilation of a resource document containing links to national and international articles and reports on body worn video device activity.

National Security issues



PFA presidents and representatives launching three point plan, Adelaide

In October 2015, the PFA launched a three point plan to support the initiatives of state, territory and federal governments in countering violent extremism.

At the heart of the proposal is the concept of collaboration across all jurisdictions. Intelligence, surveillance, good communications and collaboration, and effective management of criminal investigations and prosecutions are essential in dealing with terrorism offences and all other serious and organized crime.

The PFA suggests that there are three initiatives that have had wide support for many years yet are still on the drawing board. This would include

supporting smarter policing and intelligence gathering and sharing through a number of technological initiatives this includes:

1. *A National Case Management System*

A national case-management system is the cornerstone of the *Three Point Plan for Better National Security*.

The federal parliament and others have undertaken many inquiries, with all major political parties pledging support for collaboration and a national approach to intelligence data and case-management systems. The PFA continues to call on government to act on the recommendations of the many costly inquiries held so far.

2. *An upgrading of the 30 year-old Australian Criminal Intelligence Database (ACID) and the Australian Law Enforcement Intelligence Network (ALEIN) via a new National Criminal Intelligence System (NCIS).*

NCIS would replace the two existing 30-year-old systems with one pro-active, real-time national alerting system.

This system would provide monitoring, indicators and warnings, trend analyses, and

metrics, giving a national intelligence picture for the Australian Crime Commission (ACC) and all of Australia's police forces.

While the NCIS pilot program is currently progressing under the ACC, the PFA has called on government to commit to the continued funding and support for the NCIS after the pilot program concludes in 2017.

At its full capability, the NCIS will connect to existing systems and help develop intelligence across the spectrum, from volume crime and domestic violence through to serious and organized crime and national security.

Of great benefit is that the states and territories will also be able to use the NCIS to improve community safety and crime prevention.

3. *The allocation of 20MHz of 700MHz band spectrum to public safety agencies for 21st century communications*

The PFA continues to work with other emergency service agencies in calling on the federal government to progress the public safety mobile broadband issue with an allocation of 20MHz of 700MHz band spectrum to public-safety agencies as a priority for 21st century communications.

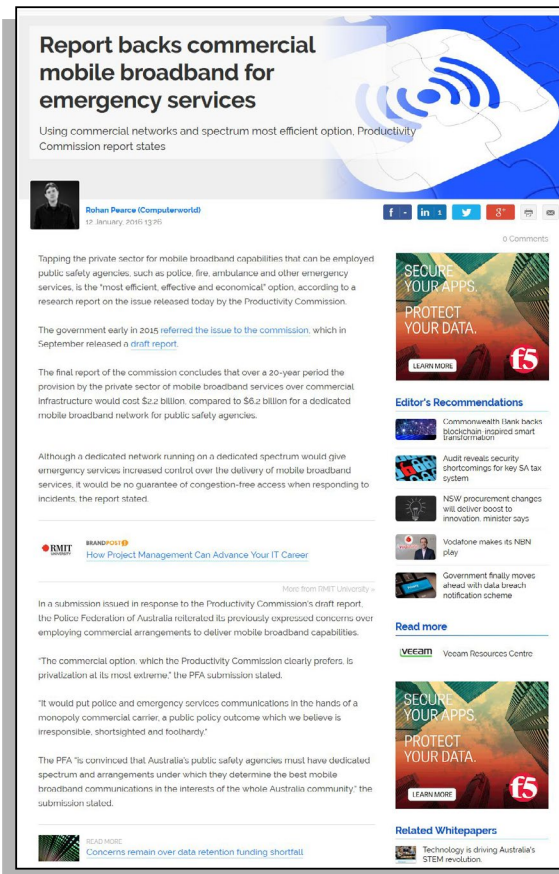
It is important to note that at this time the Government has yet to reply to the Productivity Commission's study into public safety mobile broadband that was publically released in January 2016.

All of these proposals within the three point plan have long been supported by various Parliamentary Inquiries, other Commissions of Inquiry and by senior police and counter terrorism experts.

Public Safety Mobile Broadband Communications

The PFA has continued to monitor progress of the debate around a dedicated mobile broadband capability for public safety.

As reported in the 2014–15 Annual Report, the Productivity Commission's Cost Benefit Analysis into Public Safety Mobile Broadband released a draft report in September 2015. The PFA responded with a further submission in October of that year highlighting the lack of a 'cost benefit analysis' and the lack of consideration of benefits to the Australian public, and their police and emergency services, over the 20-year period stipulated in their report.



12 January 2016
<http://www.computerworld.com.au/article/592006/report-backs-commercial-mobile-broadband-emergency-services/>

The PFA articulated that the report offered a cost only view, which in itself was misleading on many fronts. This submission was followed by a number of public comments criticising the report.

The Productivity Commission released its final report in January 2016, which contained no surprises and stuck very close to the draft report outcomes. As previously stated, at the time of writing the Government has yet to respond to the Productivity Commission report.

Public Safety Mobile Broadband remains an important issue for the PFA and has been endorsed by the Executive. As such this issue was a priority pursued in the lead up to the 2016 federal election and figured prominently in the PFA pre-election submissions.

Alcohol and drug related issues

In February 2016, the then independent Queensland Senator Glen Lazarus moved for a parliamentary inquiry into a nationally-consistent approach to alcohol-fuelled violence.

While public hearings were condensed due to the calling of the federal election, the PFA's written submission focused on the occupational health and safety risks facing our members when dealing with

alcohol-fuelled violence and the serious violence often aimed at police officers and ambulance paramedics working in the vicinity of entertainment venues. The same situation is also experienced by doctors and nurses working in hospital emergency departments.

The PFA attended a seminar conducted by Katherine Brown, Director of the London-based Institute of Alcohol Studies. At the seminar, hosted by the Foundation for Alcohol Research and Education (FARE) Brown spoke of a recent survey of emergency workers done in the UK that found alcohol is placing a significant and unnecessary strain on essential services, with up to half of police, paramedic, emergency department and fire services time is spent dealing with alcohol-related incidents.

Relationship with New Zealand Police Association

Throughout the past 12 months the PFA has maintained a strong working relationship with the New Zealand Police Association (NZPA). Many of the issues dealt with at ANZPAA, ANZCoPP the Professionalisation Forum not only affect Australian police, but also New Zealand Police.

Invitations to all PFA Executive, IPC and WAC meetings as well as to Federal Council are extended to representatives from the NZPA annually, and underpins a strong and healthy alliance that both parties are keen to see continue.

Long serving NZPA President Greg O'Connor will retire at their Conference in October 2016. Greg has not only been a strong advocate of policing across New Zealand and Australia, he was also Chairman of the International Council of Police Representative Associations (ICPRA) for 10 years; leading an organization that represents in excess of 1.5 million police officers worldwide.

The PFA wish Greg well in his retirement.

International Council of Police Representative Associations (ICPRA)

The 2016 ICPRA Biennial conference was held in Malaga, Spain. For the first time it was hosted by the European Confederation of Police (EuroCOP), which serves as the umbrella organization for 35 police unions and staff associations across Europe.

PFA Vice President Ian Leavers and PFA CEO Mark Burgess represented the PFA at the meeting. They were joined by Executive Member Geri

Porter from the Victoria Police Association who was on a police study tour of Europe.

ICPRA represents approximately two million members. In attendance were:

- EuroCOP
- Danish Police Union
- Fraternal Order of Police (FOP)—US
- Federal Law Enforcement Officers Association (FLEOA)—US
- Canadian Police Association (CPA)
- South African Police Union (SAPU)
- Scottish Police Federation
- Police Federation of Northern Ireland
- British Transport Police
- Civil Nuclear Police Federation
- New Zealand Police Association
- Police Federation of Australia.

Items on the Agenda included:

- Civilianisation and privatisation in policing
- Moves to legalise cannabis in some countries

- ICPRA's relationship with the ILO and potential areas of work together
- Terrorism and its implications for police unions
- Member wellbeing – “Policing our people—looking after those looking after the public”.

In the ICPRA business session Greg O'Connor stood down as Chair after 10 years and Canada's Tom Stamatakis was elected unopposed.

Greg O'Connor and
Tom Stamatakis



Mark Burgess was re-elected as the Australasia representative on the Executive committee, and Australia was confirmed as the host for the 2018 Conference.

A full report was presented to the June Executive meeting.

Women's Advisory Committee (WAC) report

The principle objective of the WAC is to promote greater participation by female members in police associations and unions and to advise the PFA Executive on women and policing issues. Scott Weber is the Executive Sponsor of the WAC.

The WAC has met twice since the last report. The first meeting held in conjunction with the PFA 2015 Federal Council in Hobart as endorsed by the Executive. The second meeting was held in conjunction with the Police Association of Victoria's Network of Women meeting.

In early 2016 the PFA Executive sanctioned the updating of the *Police Part Time Workers' Survey* of 2008. Now titled *Flexible Working Arrangements for Police Officers in Australia and New Zealand Survey* this has been extensively driven by the WAC whose subcommittee informed the questions and

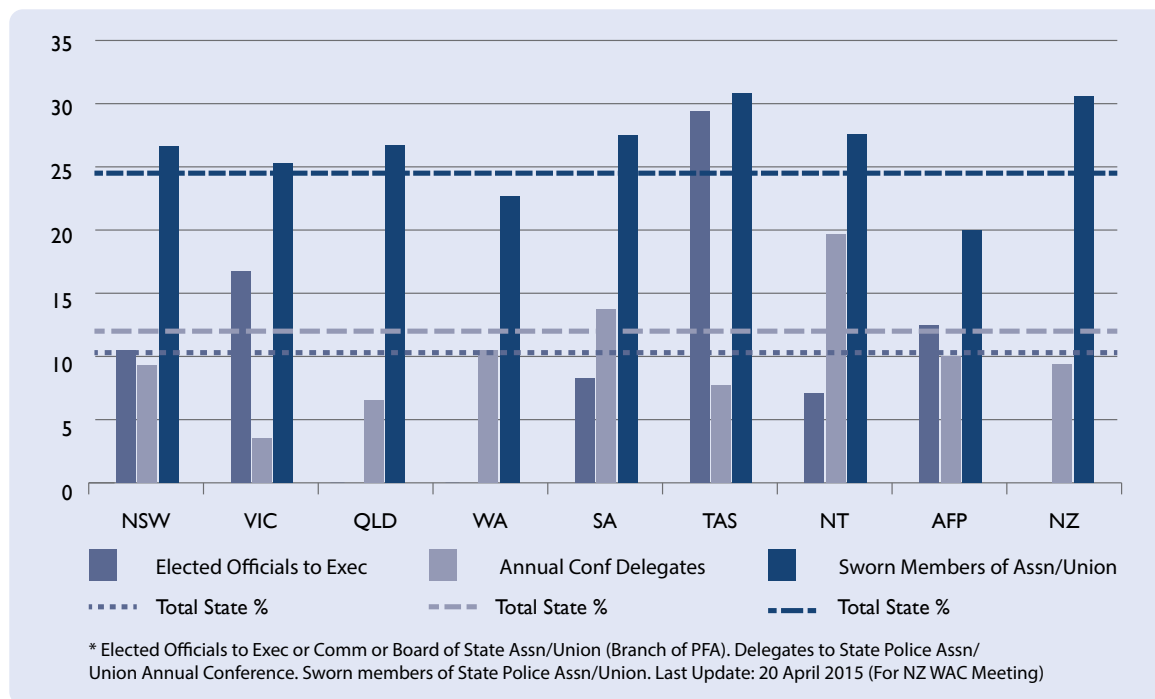
design of the survey. The PFA engaged the services of Mark Cole (ECODA) to manage the technical aspects of survey design, distribution and analysis.

The aim of this survey is to update and capture the experiences and perceptions that relate to flexible working arrangements and investigates work place culture and morale across all members.

At the time of writing this report, a successful pilot of the survey has been undertaken across the jurisdictions and the PFA is on target to commence the *Flexible Working Arrangements for Police Officers in Australia and New Zealand Survey* by mid-October 2016.

During the past 12 months the WAC also advised on:

- Childcare and nanny trials
- Various Inquiry submissions including:
 - Fairer Paid Parental Leave Amendment Bill 2015
 - Economic Security for Women in Retirement
 - Australian Institute of Family Studies and Early Childhood Education in Australia
 - Family and Domestic Violence Leave
 - Domestic Violence in Australia Report.



The PFA believes that professional registration is too important to continue being put on hold. It is a vital step for the future of policing and we are hopeful of progressing it in conjunction with commissioners. However, as outlined in the President's report, the PFA Executive have endorsed a 'going it alone' approach if commissioners determine not to proceed on the issue.

Therefore the PFA have instigated the development of an implementation plan and a member communication package.

Police Practice Standards Model (PPSM)

The PFA continues to maintain its funding support for the Police Practice Standards Model (PPSM). As outlined earlier in this report both in the ANZCoPP section and above, the PFA have been successful in encouraging police commissioners to sanction the transition from practice guidelines, developed through the PPSM process, to practice standards for the Practice Level of Police Officer.

This was a vital step forward and justification for the significant cash and in kind outlay the PFA has contributed to the PPSM process.



PFA WAC Meeting in Hobart November 2015

Professional registration

Earlier sections of this report give a detailed update on the position the PFA has taken in the professional registration debate.

The upcoming December meeting of ANZCoPP will be crucial to advance this issue. The agreement to transition from practice guidelines to practice standards made earlier this year provides a benchmark on which to commence with registration.

The PFA continues to support and meet our financial obligations and encourage police commissioners from all jurisdictions to do likewise. This is despite several commissioners challenging the value of what is being achieved through this process.

The PFA believe that having a nationally consistent practice standard for police officers is a significant step forward and well worth the time, money and effort taken.

Outsourcing

As reported in the *2014–15 Annual Report*, the PFA has continued to pay close attention to developments in privatisation/outsourcing/civilianisation of policing across Australia and internationally. This includes speaking to this issue at the ICPRA meeting in Spain earlier this year.

Following that meeting, the PFA in conjunction with the Canadian Police Association, have been asked to develop a discussion paper on civilianisation/privatisation/outsourcing of policing services and to develop a strategy that affiliates may be use in their respective jurisdictions.

The PFA are also in the process of developing a submission for the *People's Inquiry into Privatisation* at which we will be appearing. This will be occurring in Canberra in late October 2016.

ACTU

In March 2016 the Executive made the difficult decision to cease our affiliation with the ACTU.

Subsequent to this, the PFA has met with the ACTU Secretary and Assistant Secretary to discuss the decision and to explore opportunities by which the PFA could continue having a professional dialogue with the ACTU and its affiliates.

Vision 5

A collaborative approach by a highly skilled, professional team

Under this heading the Executive has sought to:

- Ensure that the PFA has sufficient resources to implement the strategic plan;
- Deliver a professional development program;
- Improve the PFA's communication capability; and
- Ensure that the PFA is the national repository for police research papers and submissions.

PFA Website

Aimed at improving the PFA's communication capability as outlined in the Strategic Plan, the PFA have been in discussion with website developers with the intention of upgrading the four sites of which the organisation has carriage. The websites include www.pfa.org.au; www.walltowallride.com; www.npm.org.au; www.icpra.org and potentially includes the website for Police Week 2018.

The PFA have chosen to engage Mark Cole—who is doing the Awards and Agreements database for the PFA—to assist in the design and development of the four sites. It is anticipated that there will be a

staggered roll out of the sites to commence by the end of this calendar year.

All costs associated with the website developments are within the proposed 2016–17 budget.

Staff changes

Dianne Gayler, a valued employee at the PFA for nine years, retired at the end of 2015. A presentation to Dianne was made at the 2015 Federal Council meeting.

Following Dianne's retirement, the PFA welcomed Fiona Wade as the organisation's new Senior Advisor. Fiona has already proven her value to the PFA with her vast array of contacts both in the political and media environment in Federal Parliament having previously worked as an advisor and chief of staff to different members of parliament.

Fiona will attend her first Federal Council meeting in 2016.

Skills audit

Another initiative within the Strategic Plan was the development of a skills audit survey which has now been developed for circulation to Branches. The survey will help identify particular skills and resources located within each branch, allowing

the PFA to ensure that the organisation has access and when needed can draw upon the in-house expertise that exists.

PFA ENews

The PFA ENews continues to be disseminated to Branches. Items of interest in previous editions include a report on the May Federal Budget, professionalisation, the National Police Summit and a comprehensive report on the ICPRA conference.

A Word from the Hill

In order to improve communications between the federal office and the state branches an e-newsletter has been developed. Coinciding with parliamentary sitting weeks, *A Word from the Hill* is disseminated by the PFA via email to Branch presidents. These newsletters contain information on upcoming legislation before the House, recent ministerial announcements or other information deemed to be of importance.

ICPRA ENews

The PFA continues to collate and distribute a regular e-newsletter on behalf of the international policing community.

Conclusion

As the foregoing would attest, the 2016–21 *Strategic Plan* has set the PFA an ambitious but achievable set of goals. It has formalised work already being undertaken into identifiable visions, strategies, goals and tasks. It has also allowed PFA staff to set achievable time lines for the endorsement of the Executive and allow us to track the comprehensive list of tasks. Our previously mentioned development of a scheduling and project management tool assists us in aligning tasks and outcomes with the Strategic Plan. While the project management document can look quite daunting at times, staff have adapted well to its use and we are therefore confident that important issues cannot 'slip through the cracks'.

I have pointed out in previous reports the importance of our ability to tap into subject matter experts in the various branches. It was pleasing that the Executive and Federal Council also sought to formalise such an arrangement through the Strategic Plan, committing their organisations to assist the PFA in the plan's delivery. So whilst the PFA only has four dedicated staff in our Canberra office, we have over 100 professional experienced staff across the country ready and willing to assist the PFA.

Another important aspect of the plan articulated within the body of this report, is the commitment by branches to fund the plan. This was demonstrated early in the year with consensus to fund the great work done by Deane Prior on superannuation. We have used the information he provided on a number of occasions; dealing with the government, opposition and minor parties in relation to this important issue.

Of course, the delivery of the plan would not be possible without the hard working, professional dedicated staff in the PFA office. As we reported last year, Dianne Gayler retired as our Senior Advisor at the end of 2015 after nine years dedicated service and we were pleased to be able to attract Fiona Wade, who commenced with us in mid-January. Fiona brings a wealth of experience having previously worked as a senior political advisor on both sides of politics as well as in the media and has fitted in very well to the PFA office.

Naturally we continue to be well serviced by long term Office Manager Debbie Martiniello who we all concede is the backbone of the organisation and Kath Potts our Project Manager.

Kath has had carriage of several of the PFA's major projects over the past 12 months including:

- Childcare and the Nanny Pilot

- the Awards and Agreements data base, and
- the flexible working arrangements for police across Australia and New Zealand survey which will be rolled out in late October 2016.

Likewise we could not deliver on anything in this report without the support and guidance of the PFA Executive and their Branches. They are the strength of the PFA and what makes us the 'National Voice of Policing'.

As detailed earlier in the report, we have also maintained a strong, close working relationship with the NZPA and I take this opportunity to congratulate the newly elected NZ president Chris Cahill and know that the professional working relationship we had with his predecessor Greg O'Connor will continue to be enjoyed.

I commend the 2015–16 Annual Report to you and I look forward to presenting it to the Federal Council on 14 November 2016 in Auckland, New Zealand.

Mark Burgess
Chief Executive Officer

Affiliates' Reports

South Australia Branch



It has been another eventful year for the branch marked by the resolution of several key issues.

Enterprise bargaining

The Branch received a formal offer from the government in respect of a seventh enterprise agreement, which the committee of management and delegates unanimously endorsed.

The branch carefully navigated its way through many months of negotiations with the government to deliver the agreement.

Members' overwhelming endorsement of the enterprise agreement offer came via a SAPOL ballot.

The agreement positioned South Australian police wages at their highest-ever point in comparison to interstate police jurisdictions.

Wage increases will apply from the first pay period on or after July 1, 2015, 2016 and 2017.

A midpoint adjustment will apply on January 1, 2018, if applicable, and the branch has secured a guaranteed payment date for the next agreement

from the beginning of the first pay period commencing on or after July 1, 2018.

The offer also includes adjustments to allowances on July 1, 2015 and 2017.

Particularly important is that the offer satisfies the branch's claim regarding injury and income protection for injured police.

Other improved conditions include:

- Payment of a one-off allowance that equates to 1% of the employee's gross salary as at end of financial year ending June 30, 2015.
- Creation of a minimum 145 new brevet sergeant positions which are designated second-in-charge (2IC) of patrol teams, traffic teams, Passenger Transport Safety Branch and communication group teams.
- In situ progression to senior sergeant first class when completing 10 years' service at the rank of senior sergeant.
- Trial of an extended-hours roster.
- New allowance strategy for brevet sergeant, prosecutors, detectives and STAR/Water Ops to operate from July 1, 2016.

- Officer of police—increased flexibility allowance.

No conditions were sold off to achieve this offer.

In a difficult economic environment, the enterprise agreement represents a highly competitive package to retain police.

Protect our Cops campaign

The high point of this campaign, which the branch launched against the government, was a protest march of members along King William St to the steps of Parliament House. It was necessitated by the loss of workers' compensation entitlements under the *Return to Work Act*.

The injustice of the act was the most serious issue serving police were ever likely face in their careers.

Society assumes that police will pursue their critical role fearlessly and prioritize the well-being of others above their own, and that is what police do. We are shot at, stabbed and murdered. We rightly expect our parliament and the government of the day to protect us. We expect to go to work and not to have to worry about financial ruin.



The branch and its members voiced strong opposition to the return-to-work legislation. More than 2,000 of us marching along King William St, in 40-degree heat, with our families and members of the community, clearly indicated how unjust we considered the legislation.

For serving as the public faces of our campaign, I acknowledge the bravery and generosity of senior constables Brett Gibbons and Alison Coad and Senior Constable First Class Brian Edwards.

They had agreed, without hesitation, to be those faces, and to open themselves up to the scrutiny of the media, the public, the parliament, and any other observer or critic.

I had the privilege to stand beside them on the steps of Parliament House on the day we marched there from Victoria Square. I could sense their embarrassment and discomfort with the attention but also their willingness to endure those burdens for the sake of their colleagues.

A fourth member who wished to remain anonymous gave his story to the *Sunday Mail*. His support and his compelling story were equally critical to the *Protect our Cops* campaign.

The toll his injuries have had on him and his family is the best evidence to show that policing is a truly shared experience.

To Brett, Alison, Brian and others I simply say thank you, because their input, their contributions and their sacrifices were the keys to our victory.

For the courage they showed as the public faces of the *Protect our Cops* campaign, the committee of management bestowed the Police Association Service Award on each of them.

Police Complaints Bill

The branch is currently in negotiations with the government regarding the *Police Complaints and Discipline Bill*. This bill is a result of the ICAC review of the police complaints system.

We argue that certain aspects of the bill are completely draconian, require amendment and should, in their current form, be resisted.

We have written to every parliamentarian to urge him or her to assess this bill thoroughly as it is simply too important to our members to be passed in its present form.

The branch is a major stakeholder in the police complaints and discipline system. As a trade union, which represents 4,600 members of SA Police, we engage in the discipline process every day.

The serious concerns the branch holds in respect of this bill must be addressed. Almost 20 years have passed since the current system underwent a comprehensive review by former District Court Judge Stevens in 1998.

Investigative or preliminary decision-making bodies must apply the principles of natural justice and procedural fairness. This is particularly so when the exercise of power plays a critical part in the final decision-making process, which impacts on the individual concerned.

Adverse findings or comments made in police complaint assessments have the potential to cause irreparable damage to a police officer's status, reputation and livelihood.

Therefore, in respect of police officers, the onus is on the parliament to strike the right legislative balance between equity and fairness and disciplinary proceedings.

Recruit 313

The branch rebuked the government over the delay it intended to apply to the recruitment of the extra 313 police for active duty—until 2020. The government had made an announcement to this effect in its July 2016 state budget.

Accordingly, the branch advised all members it would campaign against the decision.

In August, I wrote to Premier Weatherill to put on record our extreme disappointment in his decision to renege on his publicly stated commitment to recruit 313 extra police for active duty by 2017–18.

It was the third time in his premiership that he had broken this promise.

The delivery of extra police for active duty by 2017–18 is paramount for particularly obvious reasons. One is the volume of threats our community faces: domestic violence, drugs, terrorism, cybercrime, organized crime, and outlaw motorcycle gangs.

And the extent of legislative change has increased police workloads significantly.

Branch secretary Tom Scheffler and I met Premier Weatherill on August 17 and informed him in the strongest possible terms of the crucial need to maintain his election commitment.

A meeting of delegates on August 19 endorsed the decision of the committee of management to initiate a campaign against the Weatherill government were it to fail to rescind its third and latest decision to delay R313 until 2020.

In recent meetings, the government has rescinded its decision and provided the funding for SAPOL to meet its recruitment target by 2017–18.

Member survey

In April 2016, the branch commissioned an independent member-wide survey of SAPOL officers to gauge member feedback on SAPOL's announced policy changes.

With an extraordinary level of engagement—well above industry average—the survey's key findings came from members' responses to specific questions on job satisfaction, workload, gender equality in the workplace, changes in leadership and support, and flexibility.

A snapshot of some of the key findings showed that:

- 76% of respondents felt their workload had increased in the last three years.
- 26% of respondents felt the workload was quite unmanageable.
- 66% of respondents felt there were insufficient numbers of staff in their workplace.
- 67% of respondents disagreed that SAPOL had conducted an adequate assessment of the workplace before proposed changes.
- 75% of respondents did not have trust and faith in the consultation process.
- 90% of respondents believed that proposed changes were to achieve budget cuts.
- 66% of women disagreed that SAPOL made it easy to apply for and access part-time work.
- 54% of respondents disagreed that SAPOL was an organization that supported officers suffering psychological injury arising from work.

Particularly significant in the findings was that nearly two thirds of respondents were concerned or extremely concerned about the number of first-response patrols in the new district policing model.

They were concerned that response times would increase and that there would be fewer members to cover greater areas of responsibilities. Our discussions with SAPOL have reinforced that point.

Each member is an important stakeholder in the process and outcome of the organizational review. As it is implemented, the branch will continue to advocate on behalf of members adversely affected by its outcomes.

Branch delegate's survey 2016

In July this year, the branch sent a survey to all 59 delegates asking for their feedback on how various industrial and workplace issues affect them.

The survey also asked delegates to identify any training needs or other concerns they might have in respect of undertaking their important role in the workplace. The response rate was extraordinary.

A few of the results were that:

- More than 90% of delegates enjoy their role as a delegate and nearly all written responses revealed the same theme as the reason: assisting, representing, guiding and actually helping members in times of need.

- More than 79% of delegates feel adequately trained to undertake their role as a branch delegate.
- 92% of delegates have, in the previous year, assisted a branch member with an issue.
- More than 94% of delegates, in the past year, referred a member to branch staff for further advice.
- 94% of delegates are interested in continuing their role as a branch delegate at the expiration of their current term.
- 90% of delegates support the manner in which representation of members is arranged through the current format of workgroups with overarching branches.

Anna Stewart Memorial Program

SA Unions conducts a two-week (split) training program each year specifically for women to give them an insight into how unions operate and how they (women) can be more active within their unions.

The branch has supported this program for the past 16 years. The commissioner of police has also supported our members by permitting time away from their workplaces to complete the program.

The branch's 2016 participant was Kayt Howe, a current delegate who is based at Business Support Unit.

The program has enabled Kayt to interact with elected officials and staff and has provided a significant insight into the day-to-day workings of the branch.

Industrial meetings

Over the past year, industrial staff have attended a higher-than-usual number of industrial meetings with members in their respective workplaces.

Many of these have occurred owing to the nature of the organizational review which, through its review papers, caused considerable consternation to a number of members.

Many member concerns related to a reduction in the number of staff required at various locations and changes:

- In hours (especially affecting those with childcare responsibilities).
- To job descriptions.
- To job type (office to operational, for example).
- Of work location.

- To income earning potential.
- To span of control.

A dispute was notified in the Industrial Relations Commission in respect of the traffic restructure. Negotiations the branch undertook on behalf of its members resulted in fewer losses to promotional positions and general positions within the traffic branch as compared to what was first touted in review papers.

A similar result was also achieved in respect of intelligence officers and station officers.

Other meetings industrial staff attended to during the past year related to workload issues which a number of different work groups were experiencing. The branch continues to progress these matters in support of its members.

Recruitment

During the past year, the branch has recruited 152 new members (68 female and 84 male officers).

Most of these members were drawn from recruit courses based at the police academy.

Staff

Branch staff members continue to play integral roles in the industrial success and reputation of the organization.

In all areas in which the branch operates—including industrial, legal, administration, publishing, and media and communications—our staff have excelled.

I am grateful for their support of me, the secretary and the committee of management.

Committee of management

The term of the current committee of management expires in 2017. The secretary has informed the Australian Electoral Commission of the need to conduct an election for all committee of management positions.

The new committee will be in place by April 1, 2017.

I acknowledge the support of both Tom and me from the current committee of management, particularly Deputy President Milne and Vice President Cannon. Their loyalty, strength and support have been a key to our success.

I also acknowledge longstanding committee member and treasurer David Reynolds, who will retire from SAPOL and the branch in the coming months. He will not seek re-election.

I thank him for his loyalty and support over many years. Along with Jim Tappin and Allan Cannon he is a worthy recipient of life membership at this year's conference. I wish David a long and prosperous retirement.

Conclusion

I congratulate branch delegates for standing up to a hard but successful 12 months.

We have drawn great satisfaction from the enterprise agreement, the victorious Protect our Cops campaign, and persuading the government to reverse its decision to delay R313.

This illustrates just how much we can achieve when we approach the critical industrial issues as an impenetrable wall of unity.

Mark Carroll
South Australia Branch President



*Mark Carroll Branch
President with the press*

Western Australia Branch



The WA Police Union has tackled a number of key issues this past year as we strive to act in our Members' best interests.

The year to date has been dominated by challenges in the legal and political arenas. We have successfully challenged the powers of the Corruption and Crime Commission, ensured mandatory sentences have been applied and are busily preparing our Pre-Election Submission.

WAPU successfully challenges CCC powers

WAPU funded and supported an action from a Member to challenge the authority of the CCC to commence prosecutions.

This landmark decision will have far-reaching ramifications for anyone, including police officers, investigated by the CCC.

I am extremely pleased that we have been instrumental in the outcome handed down by the Court of Appeal. This was the first opportunity WAPU had to test the CCC Act during my term and we applaud the three Supreme Court Justices for ruling that the CCC overstepped the

mark by finding it had unlawfully commenced the prosecution of our Member.

In light of this result and the Attorney General's subsequent comments, we vehemently oppose any changes to the CCC Act that authorises the CCC to commence prosecutions.

The extensive and wide-ranging powers conferred on the CCC mean that it is absolutely essential there is an independent review of the outcome of any CCC investigation, where criminal charges are recommended. Any outcome of a CCC investigation must be determined by the appropriate prosecutorial authority; either the DPP or WA Police.

The CCC cannot be judge, jury and executioner. Independent oversight is imperative.

The Joint Standing Committee on the CCC has called for submissions for its inquiry into the CCC's ability to prosecute its own charges. WAPU has formulated a comprehensive submission with assistance from Barrister Karen Vernon. We now await the public hearings into this matter.

It's Tough Enough

Last year, we officially launched our *It's Tough Enough* campaign.

This campaign exposes the general public to some of the realities of policing and I hope it will build support for the work police officers do in our community.

One of the stark realities of policing in Western Australia is that we are not covered by workers' compensation and we are the only ones in Australia not to have this protection.

Police officers are looked after while they're working, but if they're injured in the line of duty and then medically retired, they are thrown on the scrapheap. This must change!

The launch video for *It's Tough Enough* is a warts and all presentation and I make no apologies for demonstrating a small portion of the confrontations some police officers regularly encounter.

This is the first time we have ventured into this space and it has been a massive hit with more than two million views.



We are currently working on more material to continue the campaign throughout the year before another major “activation” in November to coincide with our Annual Conference and Pre-Election Submission.

State Election and Industrial Agreement

WAPU will present its Pre-Election Submission at Annual Conference in November.

We want the submission to be evidence based, particular in relation to police numbers. WAPU has already engaged with Deputy Commissioner Brown to get on the same page in terms of the numbers of officers required.

We will be more publicly active over the next 12 to 18 months to boost resources and gain meaningful commitments from all sides of politics.

WAPU and all Members will need to work together and get on board to get the commitments we need. It's important we think bigger picture and not take things personally.

Ryan Marron

The State Government has offered injured police officer Ryan Marron \$5.5 million in the form of an ex-gratia payment which includes approximately \$1.3 million in trustee fees.

Ryan's legal team gave the Attorney General Michael Mischin the opportunity to revise the offer with the State to cover the trustee fees to maximise Ryan's payment. He refused.

WAPU took this issue to the media and received great support and placed significant pressure on the Attorney General and the State Government.

The Marrons have had meetings with the Public Trustee to discuss what can be done in relation to the fees. However, out of all quotes attained, the Public Trustee's was the most expensive at \$1.3 million.



Ryan Marron and his father Tom

WAPU will continue to work extremely hard to ensure Ryan and his family receive the best possible outcome.

WAPU Network of Women (NOW)

In an effort to better organise, support and represent our female Members and to increase their participation in our Union, WAPU has created the WAPU Network of Women (NOW).

Earlier this year, the Network had its first meeting where the Members formally adopted a Charter and a plan of action was developed.

In addition to the appointment of Kim Travers as inaugural chairperson, the group also elected a Committee of Management.

WAPU NOW will provide guidance for WAPU Representatives on the Police Federation of Australia's Women's Advisory Committee and is a great opportunity to engage with those of our Members who are underrepresented in WAPU positions.

Government uses WAIRC to delay PAO outcome

With the State Government refusing to alter its Offer, or accept our Counter Offer, the WA Police Union has taken the first steps to resolve the PAO Industrial Agreement negotiations via arbitration.

WAPU has made an application to the WA Industrial Relations Commission (WAIRC) seeking a declaration that bargaining has ended, which would clear the way to commence arbitration proceedings.

Even though the parties have been negotiating to resolve the matter for many months and Offers have been exchanged, and ultimately rejected by each side, Government have now actively sought to delay the commencement of arbitration.

By raising objections based on procedural grounds, Government has clearly shown that it is not prepared to offer more than 1.5 per cent per year, an Offer affected Members consider inadequate.

According to Government estimates, our Members' Counter Offer, which was given to Government on 23 June, would have exceeded the State Wages Policy by a mere \$60,000 to \$70,000 in the first year.

On 30 June, Government advised it was unwilling to bear the additional cost of the Counter Offer, formally rejected our Members' proposal and confirmed it would not accept any Offer that exceeded its draconian wages policy.

This left us with little option other than to proceed with arbitration and WAPU is extremely disappointed Government has chosen to employ delaying tactics when bargaining, in our opinion, has clearly ended.

Given Government are deliberately holding up resolution of the dispute, we are now awaiting guidance from the WAIRC before our application to resolve the matter via arbitration can proceed any further.

Staskos assault police officer matter

This ongoing saga has finally come to a successful conclusion after Staskos was sentenced to the minimum mandatory six month's imprisonment for her assault on Senior Constable Kelly Robinson back in 2013.

I attended the sentencing at Fremantle Magistrate's Court and conducted a media conference after Staskos was sent to jail.

Magistrate Steven Malley said his hands were tied and that he must sentence Staskos to an immediate term of imprisonment, despite wanting to impose a lesser alternate sentence.

This is one of the reasons we lobbied Parliament to introduce mandatory sentencing legislation. Some Magistrates are very reluctant to impose terms of imprisonment when our Members are assaulted, so we are very pleased the perpetrator is finally facing the consequences for her serious actions.

We are closely scrutinising all assault public officer charges and the apparent downgrading of prescribed circumstances, which triggers mandatory imprisonment. We have already had some responses to the Newsletter, where Members have told us of matters being administratively downgraded.

This follows on from a letter I sent to the Commissioner of Police in February asking him to clarify some points relating to the Assault Police Officer Prescribed Circumstances Panel and the process of downgrading charges.

Workers' Compensation

WAPU has received correspondence from WA Police Executive Director Kannis seeking our views on a workers' compensation scheme.

In a meeting with the Minister for Police, she indicated Government is keen to progress this matter "as quickly as possible" and her view now is that "other systems in Australia are not appropriate for us". It was a very positive discussion (our *It's Tough Enough* Campaign has definitely garnered a lot of political interest) and Government (through WA Police) are now seeking confirmation on "what we actually want", so that they can move forward and plan accordingly.

WAPU is currently working on a preferred model to present to WA Police.

Twelve months ago we launched *Project Recompense* which made 14 recommendations and the response from the State Government and WA Police to our research has thus far been underwhelming. The research conducted for this project will assist us to develop a model.

Police officers need a tailored workers' compensation scheme, in addition to our current conditions, because unlike other public sector and

emergency services workers, we are excluded from a range of legislative protections.

The Minister also informed me that the Medically Retired Police Officers' Association had sent a letter to the Premier (which has been redirected to her) seeking inclusion and retrospectivity in a scheme.

Parliamentary hearing into methods of evaluating WA Police performance

WAPU gave evidence to the Parliamentary Inquiry into the methods of evaluating WA Police performance.

This was the final phase of the inquiry which has been rather broad reaching.

Once again our submission and evidence was well received. We spent the first 45 minutes of the hearing answering questions about Reform, which wasn't actually one of the terms of reference for the inquiry.

The terms of reference we covered were:

- How recruitment practices are managed, in particular in relation to developing ethnic and cultural diversity within the force.
- How training is managed, both for recruits and on an ongoing basis.
- How police misconduct is managed internally.
- How employment-acquired medical issues, such as post-traumatic stress disorder, are managed.

Our submission and evidence cited recruitment issues relating to Police Auxiliary Officers transitioning to Police Officers and the troubles former Police Officers faced when trying to re-engage with WA Police.

Our survey of Members informed our views on training and that more resources were required to provide appropriate training for our Members.

We told the Committee that WA Police had committed to using Section 23 again and we explained the issues faced when operating under the Managerial Intervention Model (MIM).

Finally, we focused on our research project, *Project Recompense*, in relation to the medical issues terms of reference and sought the Committee's

endorsement for the report's recommendations. We also told the Committee of the underwhelming response we had received from WA Police and the State Government.

Equipping senior patrol staff at response teams with long arm rifles

We have received requests from Members to be equipped with long arm rifles whilst performing their duties in the Metropolitan Region.

I wrote to the Commissioner asking that a review and assessment take place to ascertain whether the current environment justifies further force options being deployed.

While WA Police currently disagrees with our stance, Deputy Commissioner (Operations) Stephen Brown has confirmed that the Operational Resources Group will research potential options. WA Police's current position is that due to the distance a projectile travels from an AR-15 Patrol Rifle there is an unnecessary risk in a metropolitan environment, unless utilised by highly trained officers for specific situations.

Accoutrements in court complexes

Chief Justice Wayne Martin has confirmed concessions for police officers to carry certain accoutrements in court complexes.

While our ultimate goal was for officers to be armed at all times, it is important to note that this concession is a good starting point.

After the release of our #ArmedInCourts newsletter, we received numerous emails from Members. Some offered views that the new changes did not amount to any real tangible change for officer safety.

However, we asked that they put this in context. For the first time, police officers across the State will now be able to wear their baton, handcuffs and radio in all courtrooms.

What seems logical to us and imperative to ensure officer safety doesn't necessarily resonate with those who have the power to restrict force options inside court complexes.

Some would say that many of the Judiciary still hold 19th Century views, so any progress is a good step in the right direction.

Police officer safety—Landgate

After several months of lobbying Landgate and the Police Minister, we have added another layer of protection for Members.

We are proud to say we instigated this change, which allows Members to suppress their names from the Landgate Register without paying the \$164 fee, which has now been waived for eligible police officers, police auxiliary officers and cadets.

The effect of a Landgate name suppression application is similar to that of a silent phone listing or electoral role listing.

This is a major win for the safety of Members and their families.

Conclusion

This past year has certainly been challenging at times but it has also been rewarding as we have achieved significant results, which will give our Members real rewards.

I am looking forward to releasing our Pre-Election Submission in November, which will influence the law and order agenda in the lead up to our State Election in March.

I would like to thank the Board of Directors, WAPU Staff and our Members for their support and assistance over the last 12 months and I know they are all looking forward to new and existing challenges that we will face over the next 12 months.

George Tilbury
Western Australia Branch President



*George Tilbury Branch
President and member*

Queensland Branch



Overview

The Queensland Police Union (QPU) finished 2015 with a celebratory bang as we commemorated the 100 year anniversary of our organisation. Meanwhile 2016 saw us hitting the ground running as we geared up for our latest enterprise bargaining process to begin.

We had high hopes we would be able to actually negotiate with the Anastacia Palaszczuk Labor Government—unlike during the difficult process we experienced with the Campbell Newman LNP Government last time around—and our hopes were realised with a positive and efficient enterprise bargaining negotiation.

This year we have continued our proud history of working, negotiating, and at times fighting with the Queensland Police Service (QPS), both Government and Opposition representatives, and all other relevant stakeholders to ensure the rights and conditions of our members are always recognised and upheld.

State Government

The QPU has worked hard to maintain a good working relationship with the Palaszczuk Labor Government, while simultaneously maintaining relationships and working with the LNP Opposition.

The Palaszczuk Labor Government has fulfilled many of their pre-election commitments that were important to our members. They have returned the industrial relations system in Queensland to the pre-Newman Government conditions so that we are able to seek adjudication on decisions in the Industrial Relations Commission. They have rejected recommendations made in the Keely Review and Costello Audit to privatise and outsource some policing functions, and dismantled the unpopular Public Safety Business Agency (PSBA) where some sworn police were no longer employed by the QPS. They have maintained police recruitment rates and have reduced trading hours and implemented other restrictions to help in the fight against alcohol fuelled violence. The Government has remained strong on their stance against serious organised crime, and have delivered a record budget of approximately \$2 billion to the QPS.

At the invitation of Premier Palaszczuk, the QPU has been involved in many of the taskforces, reviews, and committees that have led to these changes, ensuring that our members' rights are represented through every step of the process. We are pleased with many of the developments that have resulted from our work in these areas, and will continue to be a force to be reckoned with at the discussion table.

Enterprise Bargaining

Our latest enterprise bargaining negotiations reached Agreement in Principle with the Palaszczuk Labor Government, with acceptance by the membership hoped by late 2016. It has been noted by many involved in the negotiations that the process was the smoothest in memory; from the outset, the Government's and Queensland Police Service's position was that neither would seek any reduction in entitlements.

Our Agreement in Principle is one of the most comprehensive Enterprise Agreements ever negotiated by the Union, with over 40 new provisions. We believe our negotiated wage increase of 2.5% per annum, plus a 0.5% per annum 'restructure adjustment', is suitable given the current financial environment in Queensland, especially when coupled with our paypoint





Ian Leavers with
Queensland premier
Annastacia Palaszczuk

restructure and increases to Officer in Charge and Area allowances. All ranks gained a benefit.

The Union also negotiated for no rostering of rest days or PDOs on public holidays, which should result in an extra week's leave each year for most of our members. Our members will have access to three days paid 'critical incident leave' when they have been involved in a critical incident, in addition to their other leave entitlements. Some members in particular sections—such as in Dignitary Protection, the Dive Squad, and Surveillance

Operations—received improvements to their particular allowances.

A raft of other provisions are included in the Agreement in Principle, and will be explained in full by the team of Union representatives travelling around the state in late 2016. All members will then be invited to vote in an electronic ballot, and if approved, the Agreement will be certified in the Queensland Industrial Relations Commission.

'Bikie' laws

Before Queensland's last state election, the then Labor Opposition committed to a review of the *Vicious Lawless Association Disestablishment Act* 2013 (otherwise known as the bikie, or VLAD, laws). This legislation was drafted, passed, and implemented in a short timeframe following a 'bikie brawl' that occurred in late 2013 on the Gold Coast. The legislation was popular with police and envied in other jurisdictions as the toughest legislation in the country.

Unfortunately, the legislation failed to lead to an increase in convictions, and once elected, the Palaszczuk Labor Government implemented a legislative review, hoping to secure more convictions by strengthening all stages of the criminal justice system. The Union was given a seat

at the table on the Taskforce that reviewed the legislation, and was widely consulted on proposed updates. Although the Government asserted that they maintained zero tolerance for outlaw motorcycle gangs, there was some concern among members that they would 'water down' the new police powers put in place by the VLAD laws.

However, as a whole, the Union is pleased with the proposed updates to the legislation, and after consultation with frontline officers, is confident the proposals will be effective. The Government has adopted some suggestions and proposals that the Union put forward, and that they are also broadening the scope of the laws.

Banning outlaw motorcycle gang colours altogether in Queensland is a move of which we are proud, and we believe other states may follow our lead.

The Government has agreed to an appropriate sunset period and transitional arrangements, and Premier Palaszczuk has given me her personal reassurance that the legislation will again be reviewed if needs be, because the Government does not want to see the menace of outlaw motorcycle gangs return to Queensland.

Alcohol fuelled violence

Since 2009, the QPU has pushed for greater resources and legislation for police to deal with alcohol fuelled violence, and also the reduction of trading hours across Queensland. I have united with other stakeholders to campaign on this issue; this includes an invitation to sit on the Royal Australasian College of Surgeons' Trauma Committee. I have also personally campaigned on this issues for the past seven years.

The Union has contributed numerous submissions to a myriad of parliamentary inquiries and taskforces. We have waged this campaign in an effort to protect those who are at risk from alcohol fuelled violence: not just those who are out socialising in entertainment precincts, but police as well, who are regularly assaulted as a result of alcohol fuelled violence. We have also sought to gain increased deterrent penalties for those who assault police.

Early in 2016, I was briefed by both the Palaszczuk Labor Government and the Katter Party and was advised they had reached agreement to allow the passage of legislation that led to earlier cessation of alcohol service times for nightclubs, among other measures, in a bid to combat alcohol fuelled violence. I was informed that \$8 million had been

made available, and we as a Union indicated our hope that a large proportion would go into funding overtime in Safe Night Precincts, our late night entertainment areas in Queensland.

Although these laws have not been in effect for long, we are already hearing reports that patrons are better behaved and less likely to assault one another and police. The QPU is gratified by these early results after our long-running support of measures to combat alcohol fuelled violence, and we hope the flow-on impact of reduced trading hours and more police at peak periods will lead to a societal change in the behaviour of patrons in our late night precincts, thus leading to a safer night out for the public and for our members.

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. It is the Union's view that its establishment was purely a money-saving venture, and a move towards outsourcing, privatising, and civilianising some policing roles.

Some of our members were unceremoniously removed from the QPS without their consent, and abruptly placed in this new Government department, which the Union believed was unconscionable.

The Union campaigned against this displacement and actively pushed to have police officers and employees returned to the QPS. We were involved in the review that took place in line with the election commitment we sought and received from the Palaszczuk Labor Government.

Early in 2016, the Union had a great win in seeing the majority of PSBA dismantled and returned to the QPS. The Government further gave a commitment that those who did not have their sections returned to the QPS would have the option to return in another role. The QPU's ongoing involvement in the process and facilitation of members' access to attend review workshops played a large part in this great result.



*Ian Leavers campaigning
in the Valley*

The year ahead

The Queensland Police Union has been buoyed by its robust enterprise bargaining process with the Palaszczuk Labor Government, and by the Government's fulfillment of many of the election commitments made to the QPU. We hope our current effective working relationship continues to bring about good results for our members and for all those in our Queensland communities.

In the coming year, the QPU will continue to provide information and advice and bring our members' voices to the numerous Government and QPS taskforces and reviews in which we are involved. We will also continue to provide our members with first class support and advocacy in whatever situations come our way.

The QPU looks forward to continuing to work, negotiate, and—if needs be—fight with the Queensland Police Service, the Government and Opposition, 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.

Ian Leavers
General President and CEO
Queensland Branch

Victoria Branch



The most important issue that the Victorian Branch has dealt with since last Federal Council has been the pursuit of an enterprise agreement that was fair and reasonable for our members and which recognised the increasing difficulties associated with the policing profession. During the enterprise bargaining (EB) negotiations with Victoria Police our clear focus, as directed by our members, was to obtain a penalty rate regime that recognised the issues associated with working weekends and public holidays.

Whilst there were a number of issues associated with the log of claims served on Victoria Police, our main objective was to achieve an overall salary increase and improve the penalty regime that had left police significantly behind other emergency services workers.

Our emphasis on weekend and public holiday rates came directly from members, and it was clear that a satisfactory enterprise agreement outcome would address this issue. As we are all aware, working on weekends and public holidays means our members are denied the ability to attend their children's

sporting events and to engage in social activities with their families and friends that other members of the community take for granted.

Public holidays and weekends are often the busiest times for police officers, with an increase in the number of incidents involving offenders affected by alcohol and other drugs, family violence incidents and road trauma.

And our members, while understanding that working on weekends and public holidays is an integral part of their duties, have a realistic expectation that they be financially recompensed.

Between 22 September and 16 October 2015, more than seventy workplace meetings took place aimed at updating our members on the progress of EB negotiations. This particular round of statewide visits was the fourth in a series undertaken by the Branch since it began preparing for the EB 2015 campaign four years ago.

Due to an overall lack of progress in the EB negotiations at that time, the Branch called a General Meeting of members for Thursday, 22 October, 2015, held at Festival Hall in West Melbourne.

The Branch encouraged all members to attend this critical meeting which was intended to send a strong message to both Victoria Police and the Victorian Government signalling that our members were serious about a fair pay outcome in our EB 2015 negotiations.

The initial offer from Victoria Police was an insulting 2.5% salary increase. They also demanded changes to the expression of interest transfer system, the abolition of the commuted overtime allowance, the reintroduction of specific leading senior constable positions and a Professional Development Assessment system that would wind our profession back decades. This included reintroducing the requirement to provide evidence of performance in order to achieve incremental increases to salary.

As we approached the General Meeting, we remained hopeful that a settlement might be reached, but our negotiators were becoming increasingly frustrated by in-principal positions being reached only to be later abandoned by the employer, which resulted in a series of inconsistent positions being reached on a regular basis.

Last year, we produced two videos under the banner *Pay Our Police What They Deserve* which highlighted many of the reasons why our profession is becoming increasingly more difficult. These



video clips provided an insight to the average day experienced by police and PSO members, who are often required to deal with violent offenders, stressful situations and lingering images that exist long after the end of each shift.

At the General Meeting on 22 October, a resounding vote was taken for industrial action in support of a new enterprise agreement. We were very pleased that over 3,000 members attended this meeting and unanimously voted to reject the pay offer of 2.5%. The meeting also endorsed the industrial action strategy and further authorised an application to Fair Work Australia for the conduct of a protected industrial action ballot in support of our claim. The meeting proposed that the industrial action strategy commence in December 2015.

The result of the protected industrial action ballot was an outstanding success, with 98.9% of our members who voted recording a 'yes' vote. This placed the Victorian branch in a strong position in the ongoing and frustrating enterprise bargaining negotiations that were still taking place.

However, a breakthrough on our pay deal was finally reached on 10 December, 2015 where an in-principal agreement with Victoria Police that will deliver a substantial pay increase, as well as the long awaited penalty rates for our members

was decided. The features of what we were able to achieve for our members included a base salary increase of 12% over four years, a new and vastly increased penalty rate for working weekends and key public holidays, an increase to expense related allowances, as well as compensation for municipal emergency response co-ordinators, inspectors and prosecutors. We were equally pleased that we were able to secure the commuted overtime allowance for detectives, as well as preserving the health and safety protections which are outlined in the then current agreement.

The in-principle agreement negated the need for industrial action and included an operative date of 1 December 2015, which enabled members to be back paid to the end of the previous agreement. This included the new payments for weekend and public holiday penalties. Our members were further assisted by the Victorian Branch with the provision of a salary calculator on our website, as well as a penalty rate estimator. Both the Victorian Branch and Victoria Police were required by the Fair Work Act to conduct a postal ballot of members to vote on the proposed EB agreement. This ballot opened on Monday, 15 February 2016, closing on Monday, 29 February.

The outcome of the ballot, which saw over 78% of our members who voted endorsing the proposed

four year agreement, was formally announced to members on Friday, 4 March this year.

Shortly after this very pleasing outcome, we lodged the agreement with the Fair Work Commission for formal approval, which ensured that the back pay, the payment of the new penalty rates and the new salary increases would start to appear in members' pay packets as soon as possible.

The formal fair work commission approval was granted on 21 March with increases to their base salary and back payment to commence on Thursday 14 April 2016, with members receiving increases to their weekend and key public holiday penalties on 28 April and 12 May pay dates.

On a separate issue, senior office bearers and representatives from every state and territory affiliated with the PFA met in August 2015 to develop a Strategic Plan.

It was our objective to place priority on national industrial relations matters. We hope that the PFA will, as a result of planning and other measures undertaken by the PFA, drive positive and sustainable achievements for police across Australia and New Zealand.

A significant objective of the PFA is to pursue legislation that will enable police officers across the country to maintain a superannuation preservation age of sixty years. It is important that the PFA uses the collective strength that comes from a membership of 60,000 police officers to achieve this objective. It is also important that we use that collective strength to achieve the best possible terms and conditions for our members on issues that are within the province of the federal government.

For some time, the Branch has worked hard to lobby governments of all political persuasions with regard to the importance of providing police families with affordable childcare options that take into consideration the varying shift patterns worked by our members. The branch has done this work in conjunction with the PFA and its other affiliates.

Late last year, the federal government announced the pilot program that will enable eligible members to obtain a subsidy for the cost of engaging childcare. Commencing in January 2016, this initiative supports families who are either experiencing difficulties accessing childcare because of shift patterns or who live in remote or rural areas and who have children who have additional needs. The trial, which was the subject of increased subsidies as of 1 July 2016 will proceed until the end of 2017.



The Victorian Branch and the PFA will continue to look for opportunities to lobby federal parliamentarians from all political persuasions, as well as the independents, to ensure the best possible outcomes for our collective membership can be achieved; doing the best we can on behalf of all police officers throughout Australia and New Zealand.

Advocating on behalf of our membership for improved terms and conditions will continue to be our principle objective well into the future.

John Laird
Victoria Branch President

*Ian Leavers campaigning
in the Valley*

New South Wales Branch



This has been an extremely busy year for the Branch with the 2016 Biennial Conference, submissions to a number of Parliamentary enquiries, continued engagement with NSW Police Force on a number of issues affecting our membership, and the introduction of a number of exciting new member benefits.

2016 Biennial Conference

The 2016 Biennial Conference was held over 2½ days in early May and contained a very full agenda, tackling a number of issues identified to be of importance and relevance to our membership. Arising from the Conference were a number of directives, via motions, from our delegates on issues including:

- Award 2017
- First Response Policing Agreements
- Work health and safety
- Training
- Uniform and equipment
- Superannuation
- Concessional Cap.

These issues will form the focus of much of the Branch's activity over the next two years and progress will be reported back to our membership in regular updates.

Award 2017

In 2017, the PFA NSW Branch will once again enter into negotiations with the State Government for the 2017 Award, which expires on 1 July 2017. The Branch is currently gathering information, both on a national and international level, on Award trends to prepare for these negotiations, and have discussions / workshops on the agenda.

In our last Award negotiations we were able to successfully achieve:

- **2.5%** (2.27% salaries and related allowances, 0.25% increase employers' superannuation contribution) from 1 July 2014
- **2.5%** (comprising 2.04% salaries and related allowances, 0.5% increase employer superannuation contribution) from 1 July 2015
- **2.5%** from 1 July 2016.

Remote and isolated work IRC dispute

The PFA NSW Branch engaged in a lengthy dispute with the NSW Police Force (NSWPF) in the Industrial Relations Commission (IRC) in relation to the NSWPF document titled, draft Remote and Isolated Work Procedures also known as Single Unit Policing (SUP).

Our Branch attended the IRC on nine occasions, and held a HWP Forum in July 2015 that involved HWP officers from across the state. The forum focused on RBT and backup and served to garner information which will assist during those conciliations at the IRC.

Unfortunately, the tragic shooting of Curtis Cheng outside NSW Police Headquarters on 2 October 2015 significantly affected NSW Police Officers and the way business is conducted. Following this event, an urgent hearing was held at the IRC before President Walton on 8 October 2015 where a statement was issued.

Whilst the parties continue to hold different positions, the position of the IRC President was clear that the new policies and procedures are a significant step forward in increasing officer safety,



and WILL assist those officers who usually work on their own; creating safer work practices.

The outcomes of the dispute were:

- NSWPF have confirmed there will be NO expansion of any single unit policing in metro or country; these amendments are designed to make the current practices safer.
- Stationary RBT should be performed with a minimum of two officers. Only when this is not practical, and where it was previously carried out as single unit, can it be performed as a Single Unit. There is now a list of mandatory equipment and criteria required for performing RBT as a single officer. There will be no expansion of single unit stationary RBT.
- CAD Supervisor access is being enabled for the HWP who work on their own during daylight hours to provide access to the CAD Map function, identifying other vehicles for available backup.
- It has been confirmed that traffic management taskings e.g. free flow can be performed between the hours of 5am–7pm when backup is known and identified on CAD.
- A one page checklist has been developed for completion for all first response jobs when attending as a remote or isolated worker (Single Unit), identifying when additional control measures are required, such as a second officer/ backup, giving officers comfort when requesting such measures.
- Pairing up should occur during the hours of darkness in all areas, including country areas.
- A newly established Remote and Isolated Worker panel has been formed to assess submissions from Commands/branches requesting the installation of counter screens and associated works.
- Specialist units, who would usually work on their own, need only apply the Remote and Isolated procedures document when responding on their own as a first responder.

The NSW Branch is committed to continuing to work with the NSWPF and the Government to secure funding for safety improvements for our members.

Citizenship documentation

Early this year, the PFA NSW Branch was alerted to an issue within NSWPF from a number of our members in relation to the NSW Police Force (NSWPF) Nemesis message concerning the requirement for officers to provide evidence of 'Australian Citizenship or residency'. As result of enquiries, we undertook representations on behalf of our members.

Following an exchange of correspondence between our Branch and NSWPF, in mid-March we wrote to NSWPF providing three days' notice of our intention to lodge an Industrial Dispute at the Industrial Relations Commission of NSW based on the demand being placed upon the employee and the costs associated with obtaining the requested documents. This dispute was lodged in relation to a breach of Clause 2.1 of the Crown Employees (Police Officers 2014) Award "No Further Claims clause".

Before the expiration of the three days' notice, NSWPF responded to our concerns advising they had considered our submissions and were now prepared to accept Statutory Declarations from officers "who did not have access to the documents".

This was a good outcome and ensured that officers were **not required to pay** to obtain these documents with the inclusion of the Statutory Declaration option.

Concessional cap

In late April this year, the PFA NSW Branch welcomed the joint announcement by the Turnbull and Baird Governments of a four year transitional arrangement to ensure New South Wales Police officers can make voluntary superannuation contributions towards their retirement.

We first raised this issue on behalf of members in the lead up to the 2013 election and secured a firm commitment from the former Government to exempt Police Death and Disability insurance payments from the superannuation concession cap and a promise from the new Government to examine the issue.

We have been working with the Government for three years to get this fixed and the new Treasurer is to be thanked for his commitment and for sending a strong message of support to police who work to keep our communities safe.

It should be recognised that this outcome was also due to the tireless work and advocacy by the

former Member for Macarthur, Russell Matheson MP who worked consistently on this issue to ensure a fair outcome for NSW Police officers and their families.

During the long and often frustrating process of lobbying various Ministers, former NSW Police officer Russell Matheson understood what it is like to work on the front line, and his support was crucial in convincing the Government to act.

We also acknowledge the NSW Treasurer, the Hon. Gladys Berejiklian, NSW Deputy Premier and Police Minister Troy Grant and NSW Police Commissioner Andrew Scipione for their role in this decision and for supporting all NSW police officers.

Subject to the fine detail, this decision will bring police into line with all other workers and allow them to put money aside for their retirement.

It is essential that police have every opportunity to save for their retirement, in order to ensure their own and their families' financial security. We will continue to work with all key decision makers to achieve this.

Death and disability improvements

The PFA NSW Branch has continued to pursue improvements to member benefits under the Police Blue Ribbon Insurance and Workers' Compensations schemes since the bitter 2011 D&D dispute.

These benefits have included:

- Exemption from workers' compensation cuts in June 2012;
- Increases to income protection periods from 5 to 7 years from October 2013;
- Improved TPD benefits for members aged 38 to 51 from October 2013;
- A 67% subsidy for automatic Death & Total and Permanent Disability, (TPD) cover for Police members of First State Super paid by the government as part of 2014 Award outcomes.

As of October 2015, members injured at work will see income protection payments indexed to inflation instead of remaining dormant for the duration of their benefit period.

Additionally, members who suffer a recurrence of their injury six months after returning to work

will no longer have to serve another nine month waiting period—this has been reduced to one month.

All of these benefits have been secured without any increase to the 1.8% contribution paid by members. At the same time, costs to the Government have reduced dramatically making the scheme sustainable in the long-term.

Critical to the ongoing viability of the scheme is the continuing focus of the NSWPF on health and wellbeing programs, recovery@work and the provision of meaningful, ongoing suitable employment for injured police.

Deployment of injured officers

The PFA NSW Branch has recognised that amendments need to be made to the current deployment of maximum medical improvement officers in order to maintain the Death and Disability arrangements that are in place. Delegates at the 2016 Conference and the Executive discussed the development of a “Best Practice model for the deployment of injured officers” which provides for a greater focus on an officers pre-injury position and understanding each of the tasks and duties involved in that role that could still continue to be performed by an injured

officer. This is to coincide with amendments to the weapons training accreditation process permitting a graded approach to weapons training and access to arms and appointments. The focus is on an officer's ability rather than their disability and being able to equip them with the necessary equipment and appointments to undertake those duties.

This approach will see injured officers having access to some forms of equipment enabling them to be meaningfully deployed in more duties than are currently being offered. Discussions are taking place with NSW Police Force to further advance this approach developed by the NSW Branch.

Police legacy initiative

The PFA NSW Branch proudly supports NSW Police Legacy in the development of a new initiative.

At a function at Parliament House held in August, NSW Police Legacy launched a joint NSW Government / NSW Police Legacy initiative designed to focus on the management and promotion of post service programs for former NSW Police Officers and their immediate families to assist in the broad range of challenges when transitioning into a civilian lifestyle.

NSW Police Legacy have established a Reference Group of former officers and family members to provide a solid foundation of consultation and representation and assist in the development of appropriate services and initiatives, while heightening Legacy's understanding of the needs within the community of our former officers.

The work achieved on both a State and National level by the Reference Group and other key stakeholders, has resulted in three program initiatives.

1. **BACKUP for Life Counselling & Referral Program 1800 4 BACKUP (1800 422 258).**

This is a confidential and nationwide free service for former NSW police officers and their immediate families

2. **BACKUP for Life Mentoring Program**

Consists of former officers and immediate family members volunteering to act as a mentor. In this role the Mentor, who is an experienced and trusted advisor with live experience: will:

- provide mental health first aid,
- provide empathy and support,
- will refer, refer, refer; and
- facilitate pathways to professional help.

Mentors will also engage in regular professional supervision and attend annual professional development.

3. **BACKUP for Life EXPO 2016**

Held on 28 October 2016 at Rosehill Racecourse's Grand Pavilion, the EXPO provides a range of information to former NSW Police Officers and their immediate families about support services and systems to assist in the transition to civilian life. Over 50 exhibitors will be at the EXPO and information provided will cover areas such as:

- Career Development
- Financial Advice
- Counselling Services
- Physical fitness
- Social Connectivity
- Vocational education courses available and recognition of prior learning opportunities
- Volunteering opportunities.

NSW State Budget / future of policing

In June, we welcomed Budget announcements by the Government to fund improvements to police stations, upgrade station security, build new facilities, and the roll out of 14,000 Integrated Light Armour Vests, (ILAVs).

The Government allocated six million dollars to fund the new super-light, load bearing vests which are bullet and stab-resistant and can be worn concealed under uniforms while remaining undetected to the naked eye. An issue our Branch has pursued on behalf of members for some time, this decision was welcome news and comes at a time of increased threats against police and the people of NSW.

Police are a large part of the frontline of Australia's fight against terror. Recent terror attacks, both here and internationally, serve as a sobering reminder of the ever present risks associated with policing, and that police are not immune from being targeted by those who seek to do serious harm.

The PFA NSW Branch lobbied Government to deliver greater protection for police and better tools and infrastructure to help them do their jobs,

and this budget has started this process with the dedication of \$57 million in 2016–17 for new or upgraded police stations throughout the State and also money for important security upgrades to several stations.

It is pleasing to see the Government recognising that there have been police working in dilapidated stations and putting up with sub-standard conditions over a number of years.

Capital spending includes \$13 million this year to increase the NSW Police Force's aerial surveillance and response capability, \$29 million to replace the majority of the NSW Police Force's ageing marine fleet, and \$15 million for a new home for the Police Dog Unit in Sydney's West.

The Policing for Tomorrow technology fund received a \$36 million injection to continue the \$100 million, four-year program to fund items such as body-worn video cameras. Anti-domestic violence funding of \$44 million over four years, which includes GPS tracking of high-risk offenders, will help police to change behaviours of higher-risk offenders and boost NSW Police Domestic Violence High Risk Offender Teams across the state.

A previous announcement by Police Minister, Deputy Premier Troy Grant confirming no 1.5% Efficiency Dividend would be applied to the NSWPF Budget was a positive step. A 1.5% 'dividend' would have seen over \$40 million slashed from the NSWPF Budget. We welcome the leadership the Deputy Premier has shown by quarantining the Police Budget from cuts.

This Budget was a win for local communities and adds an additional layer of protection for police in the current climate of terrorism risk, and the strong direction of law and order in NSW.

In August we welcomed the announcement from the Commissioner and Deputy Premier and Minister for Justice and Police, Troy Grant in relation to the reengineering of the New South Wales Police Force (NSWPF), including the implementation of an objective police allocation model.

The first phase of the enhanced executive structure will see the creation of five Executive positions reporting directly to the Commissioner, expanding Deputy numbers from the current three to:

- Deputy Commissioner for Metropolitan Field Operations;
- Deputy Commissioner for Regional NSW Field Operations;

- Deputy Commissioner for Investigations and Counter Terrorism;
- Deputy Commissioner for Specialist Support;
- Executive in charge of Corporate Services.

These Deputies once appointed, will be in charge of leading further reform in their areas of responsibility.

Reengineering the force is aimed at delivering police on the ground where they're needed and when they're needed—this means our communities will reap the safety benefits.

We have been calling for a transparent and objective resource allocation model that takes into account changing demographics and population growth, and allocates resources accordingly, across not only Sydney, but the entire state.

We have secured an undertaking from the Deputy Premier that we will be properly engaged every step of the way to ensure our members have significant input into the reengineering for a better Police Force and to protect the interests of our members.

Review of police oversight in NSW

Following an election commitment in 2015, 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.

In November 2015, we welcomed the announcement of the Review commendations and the creation of a single police oversight body, replacing the Police Integrity Commission and the Police Division of the NSW Ombudsman.

The new Law Enforcement Conduct Commission (LECC) will be in two divisions, Integrity and Oversight. The key points of the new arrangements include:

- Headed by a Commissioner who is a serving or retired judge.
- Each division will be headed by a Deputy Commissioner.

- The NSWPF will continue to have primary responsibility for managing police officer complaints under the Police Act, but the LECC will be able to conduct its own investigations into police complaints and they will have access to the NSWPF complaints system.
- Critical incidents will continue to be investigated by the NSWPF, with investigations monitored by LECC in real time as part of its oversight, however, they should not be empowered to control, supervise or interfere with investigations.
- Complaints will still be able to be made through the NSWPF.
- A new Commissioner's Council which will consider which matters are to be investigated, which will go to a public or a private hearing, as well as a number of other functions.
- Deputy Commissioner for Integrity will be responsible for the functions currently exercised by the PIC.
- Deputy Commissioner for Oversight will be responsible for the functions currently exercised by the Police division of the Ombudsman.
- Former NSW Police Officers would not automatically be excluded from working at the LECC.

- The new LECC Inspector will have more powers and resources than the current PIC Inspector.
- The Review recommends the NSW Government consider exempting disclosures in connection with oversight investigations to allow police officers to seek medical help. Please note this requires legislative amendment that would not occur until next year if it does happen.
- Operation Prospect will remain with the Acting Ombudsman.

Our Branch has long campaigned for a transparent and streamlined approach for a professional, effective and fair police oversight system that abides by the principles of procedural fairness and natural justice and that better uses scarce funding and resources.

The PFA NSW Branch worked in consultation with Mr Tink and the Government during the review process, and the outcome is a highly significant step in the right direction. This is a great step forward and will deliver improved outcomes for all police across the State and for the people of NSW.

Career and Resilience Education Program (CARE)

The C.A.R.E. program is a module-based program designed to align with the preventative notion of injury management and professional development and to assist members in having 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 and available on the PANSW website for members to access at any time.

Gwen Martin Scholarship

The PFA NSW Branch is proud to have launched the inaugural Gwen Martin Scholarship (GWS). The Award, launched at the PANSW Biennial Conference in May is in honour of Gwen Martin, a retired Detective Inspector, who was the first female elected to the Executive of the Police Association of New South Wales in 1979.

The purpose of this scholarship is to allow a female PANSW Executive Member, branch official, delegate to Conference or activist the opportunity to complete the approved course, *"Balance — Women Leaders in Public Safety"* undertaken through the Australian Institute of Police Management (AIPM) in Manly. The awardee will be an ambassador of the PFA NSW Branch / PANSW and will attend and represent the Branch at the Australasian Women and Policing Conference in Brisbane. This year member and delegate, Ellen Kasserman, is to be congratulated on winning the scholarship.

Women's Forum

Our first Women's Forum was held in August 2015. The residential forum allowed metropolitan and regional members to attend, running over two days. The Forum 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 & General Division) and Linda Everingham, Organiser with the AMWU.

Plans are currently underway to host a 2016 Women's Forum in November.

Lindt Café

Our Branch has provided full support for all officers involved in the operation. The Police involved acted with little to no regard for their own safety, including the Highway Patrol Officer who was first at the scene who put himself in jeopardy with nothing but his Glock, all police who attended, right through to the Tactical teams, Negotiators and the Commanders, who had to make life and death decisions in a dynamic operational environment dealing with a criminal who was presumed to be armed with a bomb.

Their sole focus was a peaceful and safe resolution—this is what has been lost in all the side-line commentary.

Our Mission Statement includes *"Provide outstanding advocacy and organisational skills for the advancement of our profession and the wellbeing of our members, their families and the wider community."*

The murder of Tori Johnson, and the death of Katrina Dawson, were tragedies caused entirely by the actions of Man Haron Monis, armed with a shotgun and presumed to be carrying a bomb, and these facts appear to have gone astray in the feeding frenzy of public comment.

There are always lessons to be learned from any police operation. However it will be two years from the siege before we have any answers and the adversarial nature of this inquest has not assisted, nor has the ill-informed commentary from self-appointed experts and some politicians.

There has to be a better way for these incidents to be reviewed, as is the case in the recent terrorist events in France and Germany. We are calling for the Government to appoint a specially trained Supreme Court judge to conduct inquiries into any future terror-related attacks.

On behalf of the NSW Branch and our entire membership, I publicly thank all of those involved. Despite what has been written and reported, your efforts ensured that there was minimal loss of life—and the safety of all involved was the focus.

Alcohol related violence— last drinks campaign

The PFA NSW Branch remains a committed member of the Last Drinks Coalition and the Last Drinks campaign in an effort to reduce alcohol related crime.

Statistics released by the NSW Bureau of Crime Statistics Research (BOSCAR) earlier this year, provide unequivocal evidence that the current suite of alcohol measures are working to reduce violence.

The statistics show a huge decrease in assault rates in both the Kings Cross Precinct and the Sydney CBD Entertainment Precinct and is further proof that the NSW Government must leave the current measures in place in the greater Sydney CBD area—and extend the successful measures to other areas of the state.



Kings Cross alone has seen a 59.2% decrease of alcohol related violence and assaults between 6pm and 1.30am and a 93.9% decrease between 3am and 6am.

Whilst those opposed to the alcohol measures will do everything they can to skew the figures, the evidence clearly disputes critics' claims and backs up the success the current measures are having to reduce violence.

Most recently, our thoughts and heartfelt condolences go to the Kelly family following the tragic death of their second son, Stuart. Stuart was

the younger brother of Thomas Kelly, who was killed in a cowardly one-punch attack in Kings Cross in 2012. Stuart was a vocal advocate for the Kelly Foundation and for Sydney's lock out campaign.

His brave stance made him, along with his family, a target of harassment by some sections of the community who saw them as being partly-responsible for earlier closing times in central Sydney and the death of Kings Cross as a nightspot.

Scott Weber
New South Wales Branch President

*Scott Webber NSW
Branch President and the
media*

Tasmania Branch



Another busy year is coming to an end for the Tasmania Branch of the PFA, or as we are better known, the Police Association of Tasmania (PAT). It is my pleasure to provide the following report on behalf of the Members, Executive and Staff of the PAT.

18+ years of negotiations completed

I am very pleased to report that at long last the PAT finally reached agreement with Tasmania Police earlier this year in relation to long running negotiations over the old Single Member Response Model. I have reported on this matter over the previous two years.

For many years, the PAT has maintained that Tasmania Police were failing to comply with Work, Health, Safety Legislation with the Single Member Response Model. This, in our view, places all responsibility on attending members while at the same time abrogating any responsibility that management should carry.

On September 1 this year Tasmania Police introduced the Operational Response Policy, and

the Radio Despatch Services (RDS) Response Model. A training video was released prior to the implementation of the Policy and Model with Commissioner Hine and myself addressing members in relation to the agreement.

In the words of Commissioner Hine, *“Although police officers have legislated responsibilities and duties to protect people and property, these do not require us to knowingly place our lives at risk. In performing your duties, your safety and the safety of your fellow members is paramount.*

The Operational Response Policy, along with the Radio Despatch Services Response Model, provides a structured and rigorous process for assessment of risk factors to determine the most appropriate and safe operational policing response.

The Policy is based on a risk management process, which recognises risk is dynamic and mitigation of risk must be supported by training, information, intelligence and procedures.”

I fully supported the Commissioner's comments and added, *“As the union representing police in this State, the PAT is always cognisant of the safety of our members and will address safety issues with the employer.*

The history regarding debate surrounding the safety of police and obligations of various stakeholders has been ongoing for many years, and not only in Tasmania. The issue took on new meaning in 2012 when the Gillard Federal Government introduced harmonised work, health, safety legislation throughout Australia—AND, THERE ARE NO EXEMPTIONS FOR POLICE.

To assist us in properly understanding the WHS legislation the PAT engaged 2 experts in that field to help us with our endeavours (one a former Regulator, and the other a Legal Practitioner).

*Please understand that this is **NOT** about telling you how to do your job and it is **NOT** about stopping you from being a police officer. It **IS** about safety, both for you and those who work with you. Please understand that it is a matter of law that this occurs. The employer is meeting their obligations in relation to your safety, and by law you are obliged to comply.”*

The above comments are excerpts from the video. Policing is recognised as a dangerous occupation, and as such the expenditure of significant funds cannot be used as an excuse to not provide a safe workplace. The responsibility for a safe workplace under legislation lies with the Commissioner, Deputy Commissioner and the two Assistant Commissioners in Tasmania. The financial responsibility sits fair and square with Government.



There will be some restructuring around the State, but we have not opposed single person patrols or single person stations. A safe response to high-risk incidents can still be achieved without abolishing those practices, it is just a matter of refining them.

It is a significant cultural change and members will have to play their part. The PAT is confident that this is a major step forward in providing a safer working environment for our members.

Use of force review

Unlike many other jurisdictions, Tasmania Police frontline responders do not have access to force options between striking (including spray) and lethal force. Tasmania does not have a full-time SOG capacity nor a full time Public Order Management Team. Members have expressed concerns regarding the rise in assaults on police, the rise in drug related violence and the jump to use of lethal force.

Following an incident in the North-West of the State this year, the PAT called for a review of force options. Tasmania Police has agreed to that review and terms of reference are now in place. Tasmania Police also agreed to the PAT taking part in the review. The review is due to be completed by the end of December.

There has always been a reticence to activate specialist squads who can access other less than lethal options to assist frontline police dealing with violent offenders. There has been a marked change in that attitude and there have been recent incidents successfully resolved by calling on such squads to use their equipment and training in less than lethal options not carried by other members. Hopefully this trend will continue until the review is finalised.

Perhaps it is about time Tasmania Police moved with times and caught up with the rest of the nation in relation to specialist squads such as the SOG. They need to be full time and issued with up to date equipment. This is 2016 and not the 1970's. There is more than enough work available to keep them gainfully employed and supporting our frontline members.

Police numbers

Police numbers continue to steadily increase following the cutbacks of the previous State Labor/Green Government. The Liberal Government has stuck to their promise of restoring numbers and are definitely on track to achieve this by the end of their 4 year term in March 2018.

Life goes on and the PAT has met with the now opposition Labor Party to clear the air and hopefully move on from the fractious relationship of the past. Having said that, it was extremely disappointing to hear comments made by Senior Members of the Opposition Labor Party recently in Parliament when the Minister for Police announced the graduation of a Course from the Rokeby Academy. Comments questioning what they will be doing and whether they are needed shows that there is a long way to go and perhaps old habits die hard.

It is certainly very hard to understand a Labor Government that has no concept or understanding of Work, Health, Safety Legislation and the safety of workers. The concept of police officers being workers like any other occupation appears lost on them. I get the feeling that old habits die hard as after all, a Labor/Green Government has been involved in cutting police numbers in Tasmania on two occasions in the past, and it now appears that some within that party are not beyond doing it again.

Police properties

The PAT has been instrumental in obtaining money from the Government to upgrade police housing throughout the State. Housing has long been neglected for too many years. Even when money is put aside, other budget priorities seem to take over. Members in isolated areas have had to live with their families in sub-standard accommodation for far too long.

It is pleasing to see that this situation has, and continues to improve. Once housing is back up to standard, this organisation would expect that the Police Service will receive ongoing funding to continue to maintain the properties at an acceptable standard.

Unfortunately, the same cannot be said for Police Stations throughout the State. Whilst some major stations have been rebuilt and refurbished, smaller premises have largely been neglected through lack of funding. There have been rumours that ghosts inhabit the New Norfolk Police Station in the Derwent Valley west of Hobart. I find that impossible to believe as no self-respecting entity of any form would be caught 'alive' in such a disgraceful premises.

Smaller stations have gone the same way as housing due to budget restraint over the years. There has also been the typical Government/Treasury/Public Service lack of forethought regarding the funding of maintenance to avoid major costs into the future. Security is just a joke.

Funding for improvements to such stations will be a priority for the PAT both now and into the future.

The disciplinary system/police service act

I know that every jurisdiction has issues with disciplinary matters and the Acts that govern them. Tasmania is no different.

Tasmania Police has conducted a review of the model governing conduct and complaints management, formerly known as the Graduated Management Model (GMM). The draft model is called ABACUS (*A Balanced, Accountable, Complaints, Conduct & Compliance Unification System*). Long winded I hear you say, I got tired typing it, but it's nothing compared to reading the draft consultation paper.

However, it has to be said that there are some positive steps forward in relation to ABACUS

in relation to changes that would be welcome by members. Many lower level matters under the GMM would end up with sanctions such as counselling. This has caused many issues between members and management, to the stage that the PAT and Police Service are spending too much time and money attending Judicial Review hearings in the Supreme Court (as there is no other independent method apart from an internal grievance process to deal with disputed findings on lower level matters).

ABACUS will provide a process for informally dealing with these lower level matters without any adverse findings recorded against members. This will also reduce the inordinate amount of time taken to finalise such matters by Professional Standards, an area that is understaffed and can do without dealing with petty issues that can be dealt with at supervisory level.

There are other positive changes throughout the draft. The PAT Solicitors have assisted with our response to the draft consultation document. We have asked for changes including additional existing matters to be dealt with by the Police Review Board should there be a dispute. This will also hopefully lessen the amount of trips taken to the Supreme Court.

The Police Service Act is to be reviewed next year, and the PAT can see this as an opportunity for both this organisation and the Police Service to improve the way business is conducted.

The right to silence and having matters finalised by Senior Officers on the balance of probabilities remains an issue of fairness and equity to this organisation as I am sure it does with other jurisdictions. The PAT will continue to lobby for legislative reform and support the PFA and other jurisdictions in relation to these matters.

Mental health & wellbeing

We are all aware of the emergence of reports across the country in relation to the mental health and wellbeing of first responders. Tasmania is no different to any other State in this regard and had to deal with the tragic loss of a member earlier this year. The effect on family, friends and work colleagues was devastating.

A couple of months after his death I had cause to question the whole issue when it was suggested that the PAT were telling people that they would eventually suffer from PTSD and other mental health issues, when in fact the vast majority of police officers never will. I have also had it suggested that such issues are not a matter for a

union to deal with, and it is the responsibility of the employer.

The PAT deals with more injuries involving mental health issues than any other form of injury to our members. They are now making up the majority of worker's compensation claims that are dealt with by this organisation.

There is no doubt that it is the responsibility of the employer to assist members and I am confident in saying that Tasmania Police have vastly improved in dealing with this issue. Much more can still be done and while it is ultimately the responsibility of the employer we obviously cannot avoid the fact that members will often seek out the union for help. The PAT is working with the Police Service in relation to these matters, and has a part to play with referring members to the right areas for assistance or even making contact with those areas on behalf of a member.

The PAT will have to develop a plan sooner rather than later for dealing with these issues, and to do it with the cooperation of the Police Service to ensure the best outcome for members.

Enterprise bargaining agreement—2018

The next EBA is not due until 2018. The PAT has already begun the process of preparing our claim. In December 2014 the members of the PAT agreed to an 18 month pay freeze which ended on 1 July 2016. The pay freeze was to assist the Government with its budget bottom line and ensure that the police numbers would continue to be restored to previous levels. No other public sector union agreed to the freeze and numbers were cut from many areas of the public service.

9 months after the beginning of the pay freeze, the Government announced that they were back in surplus. A great result for everyone except our members who were still in a pay freeze. It would be fair to say that our members are owed at least 9 months catch-up, and even more than that due to the good will and faith displayed by them through the hard times.

The PAT will be prepared to begin negotiations for the EBA as early as December this year, and members expect a return on the investment that they have made out of their own pockets into the financial well-being and stability of this State. As always we will negotiate in good faith and with

good will. We expect that to also be the case for the employer and the Government.

From 2011 our numbers were cut by 11%. Workload increased, expectations remained the same, and our members continued to try and provide the same service despite the cuts. Now that numbers are increasing, efforts have not decreased and we are seeing a reduction in crimes across the board. The State is much safer place due to the efforts of our members who continue to perform at a high level no matter the barriers placed in front of them. We do the same job as other jurisdictions throughout Australia and expect to be treated fairly when it comes to pay and conditions.

It has been famously said that chance favours the prepared mind. We are preparing early so we will test that theory with the upcoming EBA.

Other ongoing issues

The PAT continues to push publicly for legislative changes in many areas. We have been involved in a public campaign regarding the death of pregnant mother Sarah Paino when she was struck late at night by a stolen car driven at high speed through a red light in Hobart. Her child in the rear of the vehicle survived, and they managed to save her

unborn child. The stolen vehicle was driven by a youth and was not being pursued by police.

The PAT is pursuing new laws and harsher penalties for actions by drivers of stolen motor vehicles that cause death or injury to others. The Government appears willing to support legislative change in this area due to public backlash.

There is a push in general terms by the public for harsher sentences involving stolen motor vehicles, evading police, motor vehicle manslaughter, causing death by dangerous driving and causing death by negligent driving. The public perception is that Tasmania is weak on sentencing for such matters, and in fact weak on sentencing generally.

The PAT is also preparing a legislative agenda to present to Government on a raft of changes to improve the situation for investigators and frontline personnel.

This report is just a snapshot of some of the issues that we confront. Like all other affiliates we continue to juggle the many balls that are in the air at one time. The PAT remains a committed affiliate of the PFA and whilst we may not agree with everything on the national agenda we fully support the excellent work that is being done by the national office and other affiliates.



In closing I thank the hardworking and ever vigilant Executive and Staff of the PAT for their efforts over the last 12 months. I thank Mark Burgess and his staff at the PFA for their ongoing support to the Tasmania Branch. I also sincerely thank the PFA President Mark Carroll, and all the Presidents of the other PFA Branches for their efforts and support over the last year.

As we are getting close to the festive season, I wish every member of the PFA and their loved ones all the best for Christmas and the New Year. Stay safe throughout the holiday season.

Pat Allen
Tasmania Branch President

President Pat Allen and PFA's Debbie Martinello working on the Wall to Wall registration desk

Northern Territory Branch



The Northern Territory (NT) has only just come out of election mode with back to back election campaigns for the Federal Government and the NT Government finally over.

In a somewhat unprecedented result, the first term Country Liberal Party (CLP) was savaged by the NT public, losing the August election in a landslide. The Adam Giles led CLP was defeated by the Michael Gunner led Australian Labor Party in one of the worst defeats of a sitting government in NT history, and one of the worst defeats of a sitting government since Federation.

When elected in 2012, the CLP held 16 seats and went to the election with 11 after several members abandoned the party. At the conclusion of the election, the CLP holds just two seats, with Independents claiming five and Labor 18. Adam Giles lost his own Alice Springs seat of Braitling, a previous CLP stronghold prior to the election, and only one member of his cabinet was reelected. Now sworn in as Chief Minister, Michael Gunner leads the third largest majority government in Territory history.

The election ends four years of ongoing frustration at attempts to engage government in key policing

matters by the NT Police Association (NTPA). Former Chief Minister Adam Giles regained the police portfolio part way through the term of government, however disappointingly, continued to make decisions on policing with little or no communication with key stakeholders.

Most significantly, poor alcohol policy throughout the NT resulted in a failure to understand and implement long term strategies to address the negative impacts of alcohol abuse in the community; which is one of the most important issues facing police in the NT.

Whilst the new Labor government has committed to addressing this key issue, its success will be measured by their willingness to sign up to the consultative framework upon which they campaigned.

As I look back over the last year, and my first full year as NTPA President, I am proud of what the NTPA has been able to achieve for police from a welfare and support network perspective. Seemingly overlooked at times, the wellbeing and health of police must be prioritised for the longevity of officers on the frontline.

Pleasingly, over the last 12 months, the NTPA has been instrumental in value-adding to current

services for members, while lobbying strongly for the Commissioner of Police to increase external and internal assistance.

With the mental health of police becoming more at the forefront of thinking, it is pleasing to report the NT now have three full time sworn Wellbeing and Health Officers (welfare officers), chaplains in both Darwin and Alice Springs, and a Peer Support Program which has been reinvigorated after falling off the radar under the previous Commissioner.

The reinstatement of these services is no fluke and the NTPA has played a significant role over many years in lobbying to have this take place. The Commissioner of Police has made some positive decisions in this field, and recently announced the 12-month engagement of not for profit external provider, *Alongside*, to help promote support systems for members and importantly, their families and partners.

This announcement came after the NTPA worked with *Alongside* on a needs analysis visit to many regional and remote areas, conducting a survey of not only members, but their partners. The survey discovered some important information in what members and partners felt was needed to support them in their role as a police officer or a partner of a police officer. The support of the needs analysis,



and the subsequent engagement of *Alongside* by the Commissioner of Police is viewed by the NTPA as a significant step in providing a suite of services to members and families, both internal and external, to improve the mental wellbeing of police.

The internal Employee Support Service (ESS) continues to play a vital role in this space, with support services available 24/7, and the instigation of Mental Health First Aid training to many of our members.

Before I report on current matters within our branch, I will report back on some matters raised in the report in 2015.

Administrative and legal

Our newly created Communications Officer role has proved to be very successful, with communication to members continuing to be a critical factor in members' satisfaction.

As current generational expectations increasingly pick up pace, the NTPA have implemented significant database upgrades to track and monitor member contact with our office. In addition to this, the additional administrative officer assists our small office with the day to day functions, and we

continue to look at ways of improving our service capability to members.

Our partnership with respected South Australian legal firm Tindal Gask Bentley (TGB) continues to grow as we move toward the end of our second year. TGB continue to be available to our members in our offices while also having set up their own Darwin based office for a soon to be permanent presence. In addition to this, TGB undertake regional visits to locations including Alice Springs, Katherine and Tennant Creek and other remote areas of the NT.

Board Composition

In May 2016, our Executive elections were conducted and we welcomed to the table two new board members including our third female elected official. This brings the NT to three female board members on a fourteen board Executive (21.43%), something we are proud to have achieved.

Housing and housing allowance

Members of the NT 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.

As reported last year, the ongoing viability of providing free housing to police in Darwin has 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 median house prices in Australia, for both purchase and rental, although a correction on these prices has now been underway for some time. As a result of discussions, a Housing Working Party (HWP) was formed, inclusive of the NTPA who entered into the HWP in good faith.

Extreme instability within the NT Government resulted in the NTPA withdrawing from housing negotiations after some months of progressive negotiations. We are now waiting on correspondence from the newly elected Labor government who have committed to HWP negotiations remaining separate from the next Consent Agreement negotiations.

Review of Police Administration Act

The review of the discipline, retirement and appeal provisions of the *Police Administration Act* (PAA) is ongoing and despite the lengthy timeframe of the review, early indications are a more managerial based discipline system will be implemented.

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 and work completed in this area in the last 12 months has been encouraging.

Blood legislation

It is pleasing to report that despite some extraordinary objections from certain elements of the community, blood testing of persons who may have exposed our officers to blood or other bodily fluid borne viruses and diseases passed through Parliament early this year.

This important Work, Health and Safety step in the ongoing mental and physical wellbeing of police in the NT is a significant one, given effects the previous lengthy testing regime were having on members and their families. Members can now know with some certainty, and within a few days,

of the likelihood of infection, and in the unfortunate event of a positive return, early intervention treatment can now take place.

Current matters

In the lead up to the recent election in the NT, our Association sought commitment on some important matters for our members.

The introduction of the *Return to Work Act 2015* placed our officers at real risk of not being protected in the long term in the event they are injured at work. A commitment was sought and accepted from the new Labor government to repeal changes to workers' compensation laws under the former CLP government, and reinstate long term protection for police.

With the ongoing rhetoric relating to police numbers in the NT reaching the point of farcical under the CLP, Labor have committed to fulfilling the failed promise of the CLP to complete the recruitment of an additional 120 police, and review police resourcing overall; a welcome announcement.

In light of the heightened security alert nationwide, Aboriginal Community Police Officers (ACPOs) have now been trained in, and carry firearms.

Previously, despite responding to calls for assistance as first responders, and assisting in social order issues, ACPO's were not armed. Most of the 70 ACPO's are now trained or are attending training in firearms, increasing their protection in the workplace.

The ongoing use of police to stand alone at takeaway liquor outlets in Alice Springs, Tennant Creek and Katherine continues to cause significant impacts on policing across the Territory. As a result of a policy expanded under the CLP government, some 70 officers across the Territory are now tied to masquerading as security guards at takeaway outlets to assist in controlling alcohol abuse in the NT. Whilst a short term solution, which had some initial impact, increasing crime rates demonstrate this unsustainable and unsafe form of policing is no longer having the desired effect, not to mention the significant cost to tax payers.

This Association has lobbied for some time now to remove officers in favour of a more sustainable long term solution to what is a whole of community problem. The new Labor government have committed to reintroducing a Banned Drinkers Register (BDR), a form of control in place for just over 12 months until they lost government to the CLP in 2012. The BDR required all members of the community to produce their drivers licence to

purchase alcohol, and placed some responsibility back on the licensee.

A reintroduced BDR will form part of what will need to be a larger solution to the ongoing issue of alcohol abuse in the NT and this Association continues to request the Commissioner of Police discuss the development of a sustainable Single Officer Patrol policy, a request outstanding since February 2015. Currently, no policy protections exist for officers conducting duties alone, whether mobile or static, a situation that in our view exposes work health and safety risks in the workplace.

The recent NTPA conference passed several motions on this concerning practice of policing and will continue to lobby both government and the Commissioner to deliver on an alternative and sustainable solution.

The NT Police case management system, known as PROMIS, has been in existence for almost two decades. Ongoing patch ups to the system have enabled it to remain usable. A complete failure of the PROMIS system, including attempted backups, in June of this year lasted for 5 days, a situation that exposed the safety of police and the community. The NTPA continues to advocate for a

replacement system, in keeping pace with modern policing needs.

Our Association has also sought to have a full review of all police stations undertaken in terms of safety to members. In the current environment, and with random attacks having already taken place interstate this year, a register must be developed to upgrade facilities as a priority.

Conclusion

I thank police associations and unions across the nation for the hard work being undertaken. I also thank my colleagues on the Police Federation Board who continue to work together to achieve our strategic goals, and the hard working staff at the PFA office.

The policing environment for all of us has changed dramatically over recent years, with challenges both internally and externally. The NT Branch continues to advocate for change which can benefit police nationally, in order protect those who protect the community.

It is an honour to work as a representative of all police in the NT, and nationally, to continue to provide the best possible industrial and legal

support and continue to provide increasing options for the health and wellbeing of our members and their families.

Paul McCue
Northern Territory Branch President



*Paul McCue Northern
Territory Branch President
with members*

Australian Federal Police Association



The past 12-months for the Australian Federal Police Association have been a period of consolidation and rebuilding after some unprecedented challenges. With a new Executive team in place and dedicated and enthusiastic staff on board, the AFPA has refocussed itself on delivering exceptional services for our members.

During the past year we have seen a complete renewal of staff in the national office, with the current team working hard to build stability and capacity within the organisation. The Industrial/Legal Team is a particular focus and efforts continue to develop policies and processes to ensure this important work meets the needs and expectations of our members.

One of our principal undertakings has been representing member interests during EA bargaining negotiations. The Federal Government Workplace Bargaining Policy has placed significant constraints upon the bargaining process. The maximum salary increase permissible under the policy is 2% per annum, with no enhancements to entitlements or the granting of new conditions. We brought a comprehensive log of claims to bargaining, with many items intended to clarify

the application of current provisions. Our baseline position was for composites to be continued, no reduction to annual leave entitlements and ultimately for no employee to receive lower pay upon commencement of the new agreement.

Our Enterprise Agreement shapes the operational capability of the AFP and enables a flexible and deployable workforce. The AFP only gets one opportunity every few years to shape operations into the future and it appears increasingly likely constraints imposed by the Workplace Bargaining Policy will prevent this from being achieved. We have called upon the AFP to seek exemptions from the Bargaining Policy and will lobby government ourselves to achieve the best possible outcome for our members.

Despite the challenges, the AFPA has delivered a new Executive Level Enterprise Agreement this year, with a new salary spine ensuring incremental advancement and 2% salary increases per annum. So it can be done.

Across all areas of the AFP, decreasing budgets mean fewer people trying to deliver the same operational outcomes. Indeed, the budget papers this year indicated the AFP's budgetary position will continue to deteriorate, with the number of affordable full time equivalent (FTE) to potentially

reduce by several hundred into the forward estimates. This situation is clearly unsustainable and it is surely time for the Federal Government to decide what level of capability they require the AFP to maintain. Such a significant reduction in staff can only result in whole areas of operation being discontinued.

The Australian Capital Territory (ACT) election provided an opportunity for the AFPA to lobby the parties about issues of importance to our members in ACT Policing. We are particularly pleased by the bi-partisan commitment to roll-out Tasers to all frontline police in the ACT and we believe this will be an important safety enhancement for all these members. We presented a 12-point wish list to all parties prior to the election and will continue working hard to see as many of these items as possible delivered upon during this term of government.

Looking forward, our priority is to continue reshaping the AFPA into a dynamic and responsive organisation, singularly focussed upon delivering the services our members require. An election process for workplace delegates has recently concluded and one of the principal tasks for these Delegates will be to consider changes to the rules of the Association. One of the clear learning outcomes from our recent challenges is the rules did not



serve the organisation well and indeed exacerbated and prolonged our difficulties.

The AFPA Executive have engaged experts in the fields of governance and registered organisations law, to contribute to a process of modernising our rules. Structurally, this will see the organisation transition from having an elected Chief Executive Officer who must be an AFP employee and AFPA member, to employing an appropriately qualified General Manager with the experience to properly run the business of the AFPA. The position of Vice President will also be created, to work with and support the President in the effective operation of the Association. We believe these changes will be an overwhelming positive for the organisation and deliver significant benefits to our members.

So whilst the past year has presented some significant challenges we believe the organisation is now on a strong footing moving into the future. We thank our members for their continued support and look forward to working with them into the new year.



Australian Police Rugby Union team captain and AFP member Andy McCoola presenting a UK tour jersey to Angela Smith

Angela Smith
AFPA National President

Financial Statements

Police Federation
of Australia
ABN 31 384 184 778

Treasurer's report

Once again I am pleased to be able to provide my Treasurer's Report for the PFA Annual Report.

This years' report has followed the format of the 2016–21 PFA Strategic Plan. Within the plan are number of issues that are relevant to the financial future of the PFA. Specifically, Vision Three, talks of the PFA's "*Financial strength in conjunction with best practice governance*".

This section of the Strategic Plan elaborates on important issues such as the governance arrangements that underpin the PFA's structures. Within this framework our policies and rules are constantly updated and modernised, broadening the revenue base of the PFA to ensure its long term financial viability. We are committed to identifying complementary commercial arrangements, to maintain sufficient income to support delivery of the Strategic Plan, while endeavoring to ensure that we have sufficient budgetary reserves. In parallel there is a requirement to continually conduct ongoing assessment of any potential risks to the financial stability of the PFA as well as developing appropriate mitigation strategies.

I am pleased to report that in conjunction with the Executive and the PFA staff we are well advanced in each of those strategies.

At the 2015 Federal Council, I reported that the PFA's Net Assets stood at \$1,126,692. After a very prudent trading year and the revaluation of our PFA office at 21 Murray Crescent Griffith in the ACT, our Net Assets as at 30 June 2016 now stand at \$1,537,311. I thank my Executive colleagues and the PFA staff for the diligent way in which they have monitored the accounts over the past 12 months to get to this outcome.

Members will note that we have gone from a \$7,805 operating loss last financial year to a \$60,619 net surplus this financial year. This can be mostly attributed to our change in affiliation status with the ACTU as reported in the CEO's section of this document.

However, it is also prudent to note that following the advent of the strategies contained within the Strategic Plan, the Executive unanimously endorsed an increase in members' subscriptions from 1 July 2016, by \$1.49 per member to \$18.00 per member for the 2016–17 financial year. I am anticipating that this decision will be endorsed by the Federal Council at our 2016 meeting and as such will enable

us to meet all of the tasks we have set ourselves under the Strategic Plan.

I encourage you all to peruse the financial statements that have once again been presented by the PFA Auditor Mr Loi Kah Tsia. I take this opportunity to thank Mr Tsia and our Office Manager Debbie Martiniello and accounts consultant Ms Karen Roves, for the diligent way in which they keep the PFA's financial accounts and records.

I have pleasure in commending the financial report to you.

John Laird
Treasurer



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Operating report

For the period ended 30 June 2016

The Committee of Management presents its report on the reporting unit for the financial year ended 30 June 2016.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

The PFA's principal activities throughout the year were determined by the 2015 Federal Council Meeting and have been coordinated by the Federal Executive.

A full detailed report on the PFA's 2015–16 activities will be published in the PFA's Annual Report and presented to the PFA Federal Council delegates at the meeting taking place in New Zealand on 14 & 15 November 2016.

The Annual Report, in which the PFA's full financial statement is also published, will be available after the Federal Council meeting on the PFA website www.pfa.org.au.

Significant changes in financial affairs

There have been no significant changes in the financial affairs of the PFA during the past year.

Right of members to resign

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).

Officers or members who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee

No officers of the PFA hold any position in relation to Superannuation entities.

Number of members

At 30 June 2016 the PFA had 60,168 members.

Number of employees

At 30 June 2016 the PFA had four (4) employees.

Names of Committee of Management members and period positions held during the financial year

Committee of Management 1/7/15–30/6/16

Mark Carroll	(South Australia)
Paul McCue	(Northern Territory)
Angela Smith	(Australian Federal Police)
John Laird	(Victoria)
Pat Allen	(Tasmania)
George Tilbury	(Western Australia)
Scott Weber	(New South Wales)
Ian Leavers	(Queensland)
For Committee of Management	



Mark Carroll
President

Dated this 5th day of October 2016

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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
2016 referred to in S268 of the Fair Work
(Registered Organisations) Act 2009; and
- b. that the full report was provided to members
on the 4th of October 2016; and
- c. that the full report was presented to a general
meeting of members and meeting of the
committee of management on the 4th of
October 2016 in accordance with S266 of the
Fair Work (Registered Organisations) Act 2009.

A handwritten signature in black ink, appearing to be 'John Laird', with a stylized flourish at the end.

John Laird
Treasurer

Date: 4th of October 2016

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Committee of management's statement

On the 4th of October 2016, 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 2016.

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:
 - i. meetings of the committee of management were held in accordance with the rules of the Federation including the rules of a branch concerned; and
 - ii. 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
 - iii. the financial records of the reporting unit have been kept and maintained in accordance with the R O Act; and
 - iv. 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
 - v. 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
 - vi. there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the R O Act.
- f. In relation to the recovery of wages activity
 - vii. There were no recovery of wages activity for the Police Federation of Australia for the year ended 30th June 2016.

For Committee of Management:



Treasurer John Laird



President Mark Carroll

Date: 4th of October 2016

Police Federation
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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 2016 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.

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 4th day of
October 2016



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*

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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 2016, 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 Chartered Accountants Australia and New Zealand, FCA with the registration number 17835; and
- iv. I hold a current practising certificate issued to me by the Chartered Accountants Australia and New Zealand.

SIGNED AT CANBERRA this 4th day of
October 2016



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
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Statement of financial position

As at 30 June 2016

	Notes	2016	2015
Accumulated Funds			
Retained Earnings		\$ 1,033,560	\$ 972,941
Reserves		503,751	153,751
		<u>\$ 1,537,311</u>	<u>\$ 1,126,692</u>
Represented by			
Current Assets			
Police Bank Easy Access account		148,932	98,747
Police Bank Market Link account		7,000	6,865
Police Bank Savings Plus account		58,990	47,895
Police Bank membership fees		10	10
Cash on hand	3	15	28
Other Receivables	4	3,377	20,516
		<u>218,324</u>	<u>174,061</u>
Non-Current Assets			
Property – 21 Murray Crescent			
Griffith ACT – At Independent Valuation	5	1,500,000	1,150,000
Plant, Equipment & Furniture	6	57,863	
Less provision for depreciation		36,912	20,951
Motor vehicle	7	44,054	26,029
Less provision for depreciation		11,013	33,041
		<u>1,553,992</u>	<u>1,215,678</u>
Total Assets		<u>1,772,316</u>	<u>1,389,739</u>
Less Current Liabilities			
Trade creditors and accruals	8	62,955	75,197
Provision for annual leave	9	22,177	27,864
Provision for long service leave	10	127,438	129,620
Other payables	12	22,435	30,366
Total liabilities		<u>235,005</u>	<u>263,047</u>
Net Assets		<u>\$ 1,537,311</u>	<u>\$ 1,126,692</u>

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Statement of comprehensive income

For the year ended 30 June 2016

	Notes	2016	2015
Income			
Trust distributions received	17	17,254	3,777
Compulsory and voluntary levies		-	-
Grants and donations		-	-
Affiliation fees received	13	1,010,224	1,004,990
Capitation fees received	14	-	-
Membership fees received	15	-	-
Interest received	16	1,376	1,984
		<u>\$ 1,028,854</u>	<u>\$ 1,010,751</u>
Less expenditure			
Audit and accounting fees	18	25,500	21,000
Annual leave	9	21,117	31,479
ACTU affiliation fees	19	15,685	97,433
Bank charges and duties		395	903
Capitation fees		-	-
Compulsory levies		-	-
Computer and website design		51,655	49,610
Consideration to employers payroll deduction		-	-
Delegation expenses	20	267,483	235,238
Depreciation	21	11,686	11,342
FBT		24,959	22,809
Fees / allowance—conference and meeting		-	-
General office expenses	22	34,173	28,599
Grants and donations	23	1,000	-
Insurances		11,353	17,664
Legal fees	24	9,991	3,979
Long service leave	10	-	-
Loss on disposal of asset	25	-	11,443
Motor vehicle expenses		7,585	9,241
National Foundation expenses	26	6,629	2,441
Penalties via R O Act or R O Regulations		-	-
Property expenses	27	62,239	78,260
Salary & packaging		319,722	305,945
Superannuation		91,438	84,352

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Less expenditure (continued)

Telephone

Total Expenditure

Net Surplus/(Loss) for the year

Accumulated funds at beginning of year

Accumulated funds at end of year

Notes	2016	2015
	<u>5,625</u>	<u>6,818</u>
	<u>\$ 968,235</u>	<u>\$ 1,018,556</u>
	60,619	(7,805)
	<u>972,941</u>	<u>980,746</u>
	<u>\$ 1,033,560</u>	<u>\$ 972,941</u>

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Statement of changes in equity

For the year ended 30 June 2016

	Retained Earnings	Asset Revaluation Reserve	Total
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
Net Surplus for the year 2016	60,619	350,000	410,619
Balance as at 30th June 2016	\$ 1,033,560	\$ 503,751	\$ 1,537,311

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Statement of cash flows

For the year ended 30 June 2016

	2016	2015
Cash from Operating Activities		
Receipts from members	1,108,932	1,106,773
Interest received	1,376	1,984
Other income	17,254	3,777
Payment of other expenses	(589,488)	(509,869)
Payment of ACTU affiliation fees	(17,254)	(106,799)
Payment of FBT	(24,959)	(22,809)
Payment of employees' entitlements	(434,459)	(416,388)
Cash from other reporting unit	-	-
Net cash provided by operating activities	<u>\$ 61,402</u>	<u>\$ 56,669</u>
Cash from Investing Activities		
Proceeds from sale of motor vehicle	-	14,545
Purchase of motor vehicle	-	(44,054)
Purchase of Plant, Equipment & Furniture	-	-
Net cash provided by investing activities	<u>\$ -</u>	<u>\$ (29,509)</u>
Cash from Financing Activities		
Repayment of borrowings	-	-
Net cash outflow from financing activities	<u>\$ -</u>	<u>\$ -</u>
Net increase / (decrease) in cash held	61,402	27,160
Cash at the beginning of the financial year	153,545	126,385
Cash at the end of the financial year	<u>\$ 214,947</u>	<u>\$ 153,545</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.

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	2016	2015
<i>Cash with financial institutions</i>		
Police Bank Easy Access Account	148,932	98,747
Police Bank Market Linked Account	7,000	6,865
Police Bank Savings Plus Account	58,990	47,895
Police Bank Membership Fees	10	10
Cash on Hand	15	28
	<u>\$ 214,947</u>	<u>\$ 153,545</u>
Cash Flow		
Cash Flow Reconciliation		
<i>Reconciliation of cash and cash equivalents as per</i>		
<i>Statement of Financial Position to Cash Flow Statement</i>		
<i>Cash and cash equivalents as per:</i>		
Cash flow statement	214,947	153,545
Statement of financial position	<u>214,947</u>	<u>153,545</u>
	\$	\$
Difference	<u>-</u>	<u>-</u>
Reconciliation of profit / (deficit) to net cash		
from operating activities		
Profit / (deficit) for the year	60,619	(7,805)
Adjustments for non-cash items		
Depreciation / amortisation	11,686	11,342
Loss on disposal of assets	-	11,443
Changes in assets / liabilities		
(Increase) / decrease in net receivables	17,139	(20,516)
Increase / (decrease) in supplier payables	(12,242)	46,683
Increase / (decrease) in other payables	(7,931)	10,134
Increase / (decrease) in employee provisions	(7,869)	5,388
Net cash from (used by) operating activities	<u>\$ 61,402</u>	<u>\$ 56,669</u>

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Cash flow information

Cash Inflows

Australian Federal Police Association
Police Association of NSW
Police Association of NZ
Police Association of SA
Police Association of TAS
Police Association NT
QLD Police Union
Police Association of VIC
WA Police Union
Other receipts

Total cash inflow

Cash Outflows

ACTU affiliation fees
Other expenses

Total cash outflow

	2016	2015
Australian Federal Police Association	74,410	76,983
Police Association of NSW	300,581	296,661
Police Association of NZ	23,147	23,065
Police Association of SA	85,122	86,616
Police Association of TAS	21,498	21,312
Police Association NT	25,166	26,424
QLD Police Union	207,269	210,801
Police Association of VIC	261,087	251,820
WA Police Union	110,652	109,496
Other receipts	18,630	5,761
Total cash inflow	\$ 1,127,562	\$ 1,108,939
<i>Cash Outflows</i>		
ACTU affiliation fees	17,254	106,799
Other expenses	1,048,906	974,980
Total cash outflow	\$ 1,066,160	\$ 1,081,779

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Notes to the financial statements

For the year ended 30 June 2016

I. 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. 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.

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d. Revenue

Revenue is recognised upon the issue of invoices to all branches of the Federation. Membership incomes have been accounted for on an accrual basis. Membership fees outstanding at balance sheet date have been brought into account as amount due from branches. Membership 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).

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

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f. Property, Plant and Equipment (continued)

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.

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. Financial Instruments

Financial assets and financial liabilities are recognised when the Federation becomes a party to the contractual provisions to the instrument.

Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in the profit or loss as expenses.

Financial Assets

Financial assets are classified into the following specified categories: financial assets at fair value through profit or loss, held-to-maturity investments, available-for-sale financial assets and loans and receivables. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

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i. Financial Instruments (continued)

Financial Assets at Fair Value through Profit or Loss

Financial assets are classified at fair value through profit or loss when they are of the following nature:

- a. They are acquired for trading for the purpose of short term profit taking.
- b. They are derivatives not held for hedging purposes.
- c. They are acquired and determined by the Committee of Management and measured at fair value with changes in carrying amount being included in profit or loss. The net gain or loss recognised in profit or loss incorporates any dividend or interest earned on the financial asset and is included in the Statement of Comprehensive Income.

Held to Maturity Investments

These are financial assets that have fixed maturity dates, fixed or determined payments and the reporting unit with the intentions to hold these investments to maturity. They are measured at amortised cost with gains or losses recognised in profit or loss when the financial asset is derecognised.

Available for Sale Financial Assets

These comprise principally investments in the equity securities with no fixed maturities and fixed or determinable payments, are non-derivatives that are either not capable of being classified into other categories of financial assets due to their nature or they are classified as such by the Committee of Management.

Available for Sale Financial Assets are classified as non current assets when they are not expected to be sold within 12 months after the end of the reporting date.

All other available for sale financial assets are classified as current assets.

When the assets are sold, the accumulated fair value adjustments recognised in equity are included in the income statement as gains or losses from investment securities.

Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets except for those with maturities greater than 12 months after the balance date which are classified as non-current assets. Loans and receivables are included in trade and other receivables in the Statement of Financial Position.

Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

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i. **Financial Instruments (continued)**

Financial Liabilities

Financial liabilities are classified as follows:

- a. Financial liabilities at fair value through profit or loss; or
- b. Other financial liabilities

Financial liabilities at fair value through profit or loss are stated at fair value, with any gains or losses arising on remeasurement recognised in profit or loss.

The gain or loss recognised in profit or loss incorporates any interest paid on the financial liability.

Derecognition

Financial assets are derecognised when the contractual rights to receive cash flows from the financial assets have expired or the assets were transferred to another party whereby the entity no longer has any significant continuing involvement in the risk and benefits associated with the assets. Financial liabilities are derecognised where the related obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability which is extinguished or transferred to another party and the fair value of consideration paid is recognised in the income statement as gains or losses from investments.

Impairment

At balance date, the Federation assesses whether there is objective evidence that a financial asset has been impaired. A financial asset will be deemed to be impaired if there is a significant or prolonged decline in the fair value of the asset below its cost. Impairment losses are recognised in the Statement of Comprehensive Income.

Fair Value

The determination of fair value is based on the current bid prices of quoted market prices at the end of the reporting period. These relate to publicly traded derivatives and trading of available for sale securities.

The fair value of financial instruments that are not traded in an active market is determined by using valuation techniques. These involve the use of available market data.

j. **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.

k. **Reserves**

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

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l. 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.

m. Comparative information

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

n. Accounting Judgements and Estimates

When preparing the financial statements, the Committee of Management undertakes a number of judgements, estimates and assumptions about recognition and measurement of assets, liabilities, income and expenses. These judgements may differ from the actual figures. The procedures taken by the Committee of Management are listed hereunder:

Impairment

An impairment loss is recognised if the amount by which the asset's or cash generating item's carrying amount exceeds its recoverable amount. To determine the recoverable amount, the Committee of Management estimates future cash flows from each cash-generating item and uses a suitable interest rate to calculate the present value of those cash flows. In the process of accessing the future cash flows, the Committee of Management makes assumptions about future operating results. These assumptions relate to future events and circumstances. The final outcomes may differ and may cause significant adjustments to the Federation within the next financial year. In most cases, determining the applicable discount rate involves estimating the appropriate adjustment to market risk and the appropriate adjustment asset specific risk factors. No impairment losses have been recorded in the financial year just ended.

Useful Lives of Depreciable Assets

The Committee of Management reviews the useful lives and the asset's residual values. Adjustments are made if appropriate at each reporting date.

Provisions

The Federation currently provides for long service leave and annual leave. Estimates are made based on their terms of employment and the length of service. Provisions are calculated with reference to their current salary rate.

o. Fair Value Measurement of Assets and Liabilities

The Federation measures its assets and liabilities at fair value on either a recurring or non-recurring basis.

Fair value is the price the Federation would receive to sell an asset or would have to pay to transfer a liability in an orderly (i.e. unforced) transaction between independent, knowledgeable and willing participants at the measurement date.

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o. **Fair Value Measurement of Assets and Liabilities (continued)**

As fair value is a market based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustment to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from either the principal market for the asset or liability (i.e. the market with the greatest volume and level of activity for the asset or liability) or in the absence of such a market the most advantageous market available to the entity at the end of the reporting period (i.e. the market that maximises the receipts from the sale of the asset or minimises the payments made to transfer the liability after taking into account transaction cost and transport cost).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best or sell it to another market participant that would put the asset in its highest and best use.

The fair value of liabilities and the entity's own equity instruments (excluding those related to share-based payment arrangements) may be valued where there is no observable market price in relation to the transfer of such financial instruments by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and where significant are detailed in the respective note to the Financial Statements.

p. **New Australian Accounting Standards**

Adoption of new Australian Accounting Standards Requirements.

No accounting standard has been adopted earlier than the application date stated in the standard. The accounting policies adopted are consistent with those of the previous financial year except as follows.

Future Australian Accounting Standards Requirements

New standards, amendments to standards or interpretations that were issued prior to the sign off date and are applicable to the future reporting period that are expected to have a future financial impact on the Federation include:

AASB 9 Financial Instruments (December 2010) and associated Amending Standards (applicable for annual reporting period commencing on or after 1 January 2018).

This standard will be applicable retrospectively (subject to the provisions on hedge accounting) and includes revised requirements for the classification and measurement of financial instruments, revise recognition and de-recognition requirements for financial instruments and simplified requirements for hedge accounting.

AASB 15 Revenue from Contracts with Customers (applicable to annual reporting periods commencing on or after 1 January 2017).

The new standard is based on the principle that revenue is recognised when control of a good or service transfers to a customer. This new standard provides users of Financial Statements with comprehensive information about the nature, amount, timing and uncertainty of revenue and cash flows arising from the entity's contracts with customers.

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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).

	2016	2015
3. Cash on Hand		
Petty Cash	\$ 15	\$ 28
4. Other Receivables		
Various Outgoing Receivables	3,377	20,516
Receivables from another reporting unit	-	-
	<u>\$ 3,377</u>	<u>\$ 20,516</u>
5. Property at Independent Valuation		
21 Murray Crescent Griffith ACT		
Settled on 24.1.2003 – cost	996,249	996,249
Year to Date Valuation Increment by Independent		
Valuer Herron Todd White on 17.3.2016	503,751	153,751
	\$ 1,500,000	\$ 1,150,000
Land and Building		
Carrying amount at the beginning of the year	1,150,000	1,150,000
Valuation Increment	350,000	-
Carrying amount at the end of the year	<u>\$ 1,500,000</u>	<u>\$ 1,150,000</u>

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	2016	2015
6. Plant, equipment and furniture		
Carrying amount at the beginning of the year	26,029	31,109
Additions	-	-
Depreciation	(5,078)	(5,081)
Write off	-	-
Carrying amount at the end of the year	<u>\$ 20,951</u>	<u>\$ 26,028</u>
7. Motor vehicle		
Carrying amount at the beginning of the year	39,649	27,844
Additions	-	44,054
Proceeds from sale	-	(14,545)
Loss from sale	-	(11,443)
Depreciation	(6,608)	(6,261)
Carrying amount at the end of the year	<u>\$ 33,041</u>	<u>\$ 39,649</u>
8. Creditors and accruals		
Audit & accounting fees	28,050	23,100
Deposits held – advance payments	-	37,457
Various expenses	34,905	14,640
	<u>\$ 62,955</u>	<u>\$ 75,197</u>
9. Provision for Annual Leave		
Balance as at 1.7.2015	27,864	16,212
Add additional provision for the year	<u>21,117</u>	<u>31,479</u>
	48,981	47,691
Less paid during the year	<u>26,804</u>	<u>19,827</u>
Balance as at 30.6.2016	<u>\$ 22,177</u>	<u>\$ 27,864</u>
10. Provision for Long Service Leave		
Balance as at 1.7.2015	129,620	135,884
Less paid during the year	<u>2,182</u>	<u>6,264</u>
Balance as at 30.6.2016	<u>\$ 127,438</u>	<u>\$ 129,620</u>
11. Provision for Separation & Redundancy		
Balance as at 1.7.2015	<u>\$ -</u>	<u>\$ -</u>
Balance as at 30.6.2016	<u>\$ -</u>	<u>\$ -</u>
No payment for separation or redundancy during the year.		

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	2016	2015
12. Other payables		
PAYG re staff wages due to ATO	8,796	5,672
GST due to ATO	5,632	17,194
Superannuation	8,007	7,500
Consideration to employers for payroll:		
Deductions	-	-
Legal costs	-	-
Payables to another reporting unit	-	-
	<u>\$ 22,435</u>	<u>\$ 30,366</u>
13. Affiliation Fees Received		
Australian Federal Police Association	67,645	69,985
Police Association of NSW	273,255	269,692
Police Association of NZ	23,147	23,065
Police Association of SA	77,384	78,742
Police Association of TAS	19,544	19,375
Police Association NT	22,878	24,022
QLD Police Union	188,426	191,638
Police Association of VIC	237,352	228,928
WA Police Union	100,593	99,543
	<u>\$ 1,010,224</u>	<u>\$ 1,004,990</u>
14. Capital Fees Received		
Capitation fees received from other reporting units	<u>\$ -</u>	<u>\$ -</u>
15. Membership Fees Received		
The Police Federation of Australia does not receive any membership fees from members.	<u>\$ -</u>	<u>\$ -</u>
16. Interest Received		
Police Bank	<u>\$ 1,376</u>	<u>\$ 1,984</u>

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	2016	2015
17. Trust Distribution Received		
ACTU John Curtin House Trust	11,249	239
ACTU Building Canberra Trust	6,005	3,538
	<u>\$ 17,254</u>	<u>\$ 3,777</u>
18. Auditor's remuneration		
Audit fees	9,000	8,500
Other services	16,500	12,500
	<u>\$ 25,500</u>	<u>\$ 21,000</u>
19. ACTU Affiliation Fees		
Normal affiliation fee	<u>\$ 15,685</u>	<u>\$ 97,433</u>
The Committee of Management decided to cease affiliation with the ACTU during the year.		
20. Delegation Expenses		
Media Consultancy fees	25,878	300
Conference expenses	52,724	28,047
Executive expenses	66,123	70,130
IPC	33,339	25,833
WAC	6,264	20,957
ANZCOPP	53,354	52,085
Federal Council	29,801	37,886
	<u>\$ 267,483</u>	<u>\$ 235,238</u>
Delegates are not paid any fees or allowances to attend conferences or executive meetings		
21. Depreciation		
Plant, Equipment & Furniture	5,078	5,081
Motor Vehicle	6,608	6,261
	<u>\$ 11,686</u>	<u>\$ 11,342</u>

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	2016	2015
22. General Office Expenses		
Filing fees	301	264
Printing, stationery & postage	12,383	9,726
Sundry office	17,290	15,919
Promotional Merchandise	2,044	2,690
Police Super Administration Fee	2,155	-
	<u>\$ 34,173</u>	<u>\$ 28,599</u>
23. Grants and Donations		
Sydney University Scholarship	<u>\$ 1,000.00</u>	<u>\$ -</u>
24. Legal Fees		
Litigation expenses	-	-
Other legal matters	9,991	3,979
	<u>\$ 9,991</u>	<u>\$ 3,979</u>
25. Loss From Disposal of Asset		
Loss on sale of Motor Vehicle	<u>\$ -</u>	<u>\$ 11,443</u>
26. National Police Foundation Expenses		
Executive expenses	<u>\$ 6,629</u>	<u>\$ 2,441</u>
27. Property Expenses		
Cleaning & waste disposals	5,677	4,969
Council rates	32,852	30,398
Insurance	7,295	175
Security	982	1,078
Light & power	3,581	4,065
Repairs, maintenance & partitions	10,150	35,920
Water rates	1,702	1,655
	<u>\$ 62,239</u>	<u>\$ 78,260</u>

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	2016	2015
28. Employees Benefits		
<i>Employees benefit to holders of office</i>		
Wage and salary	-	-
Annual leave paid to employees	-	-
Annual leave provision	-	-
Long service leave paid	-	-
Long service leave provision	-	-
Superannuation	-	-
<i>Employees benefit to employees (other than holders of office)</i>		
Wage and salary	319,722	305,945
Annual leave paid to employees (see note 9)	26,804	19,827
Annual leave provision (see note 9)	21,117	31,479
Long service leave paid	2,182	6,264
Long service leave provision (see note 10)	-	-
Superannuation	91,438	84,352
29. Employee Provision		
<i>Office Holders</i>		
Annual Leave	-	-
Long Service Leave	-	-
Separations and Redundancies	-	-
Other	-	-
Total Holders of Office	-	-
<i>Employees other than Office Holders</i>		
Annual Leave	22,177	27,864
Long Service Leave	127,438	129,620
Separations and Redundancies	-	-
Other	-	-
Total other than Office Holders	<u>\$ 149,615</u>	<u>\$ 157,484</u>
Total Employee Provisions	<u>\$ 149,615</u>	<u>\$ 157,484</u>

The Police Federation of Australia
does not have paid Office Holders

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30. 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 2016.

31. Contingent Liabilities

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

32. Related Parties Transactions

There are no related parties transactions during the year.

33. Financial Risk Management

a. General Objectives, Policies and Processes

This note describes the Federation's objectives, policies and processes in managing those risks. The material financial instruments are:

- i. Cash at Bank
- ii. Receivables
- iii. Trade Creditors and Accruals
- iv. Other Payables

There have been no substantive changes in the Federation's exposure to financial instrument risk, its objectives, policies and processes for managing those risks or the methods used to measure them from previous periods until otherwise stated in this note.

The Federation does not have any derivative instruments and does not speculate in any types of financial instruments.

The activities of The Federation expose it primarily to the financial risk, associated with its financial instruments, of market risk relating to interest rate risk and other price risk, credit risk and liquidity risk. The Committee of Management is responsible for the monitoring and managing the financial risks of the Federation. These risks are monitored by quarterly meeting by the Committee of Management where management accounts are presented and analysed. Any issues of concern are discussed. Actions are taken and changes are made and implemented.

Market Risk

The risk exposure in relation to interest rate changes on financial assets and financial liabilities recognised at the end of the reporting period is minimal. The financial instruments that exposure the Federation to interest rate risk are limited to Cash at Bank.

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33. Financial Risk Management (continued)***Price Risk***

The Federation is not exposed to price risk in relation to the risk that the fair value or future cash flows of a financial instrument may fluctuate because of changes in market prices of securities held as the Federation has no direct or indirect investments in such securities.

Credit Risk

Credit risk is the risk relating to financial assets from the contracting entity not able to fulfil its obligations to repay the Federation and thus causing the Federation to make a financial loss. Credit risk of the Federation is minimal as receivables are always paid on time.

Liquidity Risk

Liquidity risk is the risk that the Federation will not be able to meet its financial obligations as they fall due. The Federation manages liquidity risk by maintaining adequate cash reserves by monitoring forecast budget cash flows which reflect Committee of Management's expectations of the settlement of its financial liabilities.

Fair Value Financial Instruments

The carrying amounts of financial assets and liabilities approximate their fair value.

34. Fair Value Hierarchy

The Police Federation of Australia uses various methods in estimating the fair value of a financial instrument by level of the fair value hierarchy which categorises fair value measurements into one of three possible levels.

Level 1 – The fair value is calculated using quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2 – The fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability either directly (as prices) or indirectly (derived from prices).

Level 3 – The fair value is estimated using inputs for the asset or liability that are not based on observable market data

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34. Fair Value Hierarchy (continued)

	2016				2015			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Financial Assets								
Cash	214,947	-	-	214,947	153,545	-	-	153,545
Receivables	-	3,377	-	3,377	-	20,516	-	20,516
	<u>214,947</u>	<u>3,377</u>		<u>218,324</u>	<u>153,245</u>	<u>20,516</u>	<u>-</u>	<u>174,061</u>

	2016				2015			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Non-Financial Assets								
Property	-	1,500,000	-	1,500,000	-	1,150,000	-	1,150,000
Plant & Equipment	-	20,951	-	20,951	-	26,029	-	26,029
Motor Vehicles	-	33,041	-	33,041	-	39,649	-	39,649
	<u>-</u>	<u>1,553,992</u>	<u>-</u>	<u>1,553,992</u>	<u>-</u>	<u>1,215,678</u>	<u>-</u>	<u>1,215,678</u>

Property – This is based on an independent valuation completed on the 17th of March, 2016.

Plant, Equipment & Furniture, and) Valuation techniques

Motor Vehicle) Using cost method

	2016				2015			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Financial Liabilities								
Borrowings	-	-	-	-	-	-	-	-
Payables	-	85,390	-	85,390	-	105,563	-	105,563
	<u>-</u>	<u>85,390</u>	<u>-</u>	<u>85,390</u>	<u>-</u>	<u>105,563</u>	<u>-</u>	<u>105,563</u>

Payables – All payables are expected to be settled within 3 months.

There were no transfers between Level 1 and Level 2 during the year.

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35. Other Information

i. ***Going Concern***

The Federation's ability to continue as a going concern is not reliant on financial support from another reporting unit.

ii. ***Financial Support***

No financial support has been provided to another reporting unit to ensure that it continues as a going concern.

iii. ***Acquisition of Assets and Liabilities Under Specific Sections***

The Federation did not acquire any asset or liability during the financial year as a result of:

- a. An amalgamation under Part 2 of Chapter 3 of the ROACT
- b. A restructure of other entities
- c. A determination by the General Manager under s245(1) of the ROACT
- d. A revocation by the General Manager under s249(1) of the ROACT

iv. ***Cash Flow to/from Another Reporting Unit and/or Controlling Entity***

This is not applicable to the Federation.



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Items	Original Cost	Opening WDV	Disposal Date	Disposal Proceeds	Profit (Loss)	Addition Date	Addition Cost	Total Value for Depreciation	Rate %	P.C. Method	Closing WDV
Laser printer	918	-						-	-	-	-
Filing cabinet	275	-						-	-	-	-
Cupboard	504	-						-	-	-	-
3 door cabinet	250	-						-	-	-	-
Shredder	759	-						-	-	-	-
Laptop board room	2,192	-						-	-	-	-
Coat cupboard	370	-						-	-	-	-
Banner	1,270	-						-	-	-	-
Chairs (18)	7,445	1,880						1,880	13	968	912
Furniture	1,640	-						-	-	-	-
Desk	520	39						39	8	39	-
Chair	370	25						25	8	25	-
Board room table	4,006	1,271						1,271	13	521	750
Digital camera	888	-						-	-	-	-
Light projector	4,800	-						-	-	-	-
Hot water boiler	830	-						-	-	-	-
Visitor chair	1,212	196						196	8	91	105
Bookshelves	1,200	345						345	8	90	255
Lectern	1,335	552						552	8	100	452
Air conditioner	5,966	4,251						4,251	15	895	3356
Downstair TV	5,454	4,193						4,193	15	818	3375
Bar Fridge - Board Room	326	271						271	15	49	222
Bar Fridge - Conference Room	326	271						271	15	49	222
		13,294						13,294		3,645	9,649

Furniture & Fittings	Original Cost	Opening WDV	Disposal Date	Disposal Proceeds	Profit (Loss)	Addition Date	Addition Cost	Total Value for Depreciation	Rate %	P.C. Method	Closing WDV
Boardroom Blinds	706	530						530	15	106	424
Carpets & Tiles	9,118	7,599						7,599	10	912	6687
Cupboard	5,182	4,605						4,605	8	415	4190
		12,734						12,734		1,433	11,301
Motor/Vehicle											
Holden Station Wagon	44,054	39,649						39,649	15	6,608	33,041
TOTAL		\$65,677						\$65,677		\$11,686	\$53,991



Police Federation of Australia

Telephone: +61 6239 8900

Facsimile: +61 2 6239 8999

Email: pfa@pfa.org.au

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

John ADAMS Peter John ADDISON William Cochrane ADIE James AFFLECK Victor Donald AHEARN Robert S R ALEXANDER William John ALLEN Norman Thomas ALLEN Laurence ALPEN Bryson Charles ANDERSON Ashley P ANDERSON David ANDERSON Ernest ANDREWS
William A ARMSTRONG George Robert ARMYTAGE Laurence Trevor ARNEY William ARUNDELL Gregory Malcolm ASHWORTH Garth Elvin ATKIN Kenneth John ATKINS Cecil Robert BAGLEY Eric George BAILEY Paul John BAINES Magnus BAKER Peter S BALL Graham BALL
Risto Vic BALTOSKI Frederick James BANNEAR Edward BARNETT David Thomas Hill BARR Patrick BARRETT Christopher I BARWISE Mark Anthony BATEMAN Victor Ernest BATEMAN Stephen BATES Lionel Stanley BAUM James BEATTY Robin I BELL Owen Edwin BELL William George BENBOW
Ty Benjamin BENNETT William BENNETT Mark BERESFORD Harold F BIDNER Robert John BISHOP William Edward BISHOP Thomas M BLACK Casey BLAIN Henry Charles BLAIR Ernest BLENCOVE Clement Kitchener Wharton Wallis BLOOMFIELD Darrel BLYTHE Brian James BOADEN
George Frederick BOORE Herbert BOSVILLE Clare Frances BOURKE David Christopher BOURKE Geoffrey L BOWEN William BOWEN Albert Leslie BOWLEY Ian Graham BRADFORD James BREMMER John Aloysius BRENNAN James Norman BREWIS Ann Jane BRIMBLECOMBE
Michael BRODERICK Jim BROOKS Robert Edwin BROTHERSON Graham BROWN Colin Wesley BROWN Arthur William BROWN James P BROWNING Francis BRUCKNER Robert BRUNTON William Edward BRYANT Thomas BUCKMASTER John Irving BURGESS Francis Laurel BURKE
Ronald James BURLEY Paul BURMISTRIW Mark John BURNS Warren Dennis BURNS Hamish B BURNS Clifford James BUSH Denis BUTCHER Frank T BUTTLE Laurence BUZZA Thomas BYRNE Philip CABOT Patrick CAHILL Patrick W CAHILL Thomas J CALLAGHAN Allan R CAMBAGE
Hugh CAMPBELL William CAMPBELL Gavin A CAPES Horace Maxwell CAREY Patrick William Matthew CARMODY Cornelius CARROLL John CARROLL Peter William CARTER John Dunning CARTER David Andrew CARTY Mervyn George CASEY Claude Edward CASTREE Thomas CAVANAGH
William Frederick CAWTHORN Harry CHANCE Thomas CHARLESWORTH Curtis CHENG Colin CHESTERTON John CHRISTIANSEN James CLARE Anthony CLARKE William G CLARKE William Thomas CLARKE Cyril Fletcher CLAYTON James Thomas CLIFTON Neil Francis CLINCH
Robert CODRINGTON John Thomas COLBERT Brian COLEMAN John Sanford COLLINS Joseph COLLINS Thomas COLLINS Patrick CONARTY William Bryan CONDON John CONNELL Matthew CONNOLLY William CONROY William CONSIDINE Stewart COOK Andrew MacBorough COPELY
William COSGROVE Michael COSTIGAN Kevin John COULSON Daniel James COURTNEY Kenneth Desmond COUSSENS John William CREBER Ronald Albert CREUSOT William Arthur George CREWS Ian James CRILLY Edmund CRIMMIN John CROCKETT Arthur J L CRUST John CULLEN
Stanley C CUPPLES Arthur Roy CURRIE Charles Norman CURSON Patrick J CURTIN Patrick Francis CURTIN Archibald John CURVEY Colin T CUSACK Harry CYGAN Paul Bernard DALEY Geoffrey Joseph DALEY Owen Lesley DALEY John DALTON Shelley Leanne DAVIS Ernest J DAWSON
Andrew Robert DAY Simon DEWINNE James DEACON Leonard Graham DEAN Thomas DEDMAN Joseph DELANEY Ray DENMAN Edward Victor DEVINE Patrick DEVINE David A DEWAR George DEWHURST Alan Geoffrey DICKENS Unknown DICKEY David DIGBY Edward Henry DILKS
Edgar William DIPROSE Andrew Thomas DIXON Ramsay DOBBIE Trevor William DODDS Daryl J James GILCHRIST DODDS George DODDS Robert Thomas DOMINISH Unknown DONG Edward James DORE Arthur J DOUGLAS Roy DOYLE George DOYLE William J DOYLE Nathan K DUCKHAM
John Alexander DUFF Richard Noel DUFTY Walter William DUMBRELL Donald Gordon DUNCAN George Joseph DUNCAN John Edward DUNN Luke DUNN Adam DUNNING William DWYER George DYAS Gregory John EARLE Grant Charles EASTES Douglas Ronald EATON Benjamin EBBITT
Colin John ECKERT William EFFE Allan Bernard EISENHUTH Cecil William James ELLIS Theophalus T ELLIS Harold James EVANS Clifford Laurence EVANS Donald R EVERETT Damian Jeffrey EYRE Edward FALLON Michael FARRALLEY Leonard FAWSETT Henry FETHERSTON
Peter Allen FIGTREE John FITZGERALD Kenneth T FLATT Phillip Gordon FLEMING Bertram H FLETCHER James Phillip FLYNN Victor Sommerville FORREST John FORSAYTH Peter Justin FORSYTH Lindsay James FORSYTHE John FOY William FREEBODY Brian G GABRIEL David E GAUNT
Walter GEE Wayne Raymond GEORGE Joseph Edward Matthew GIBB Maxwell Clifford GILBERT Lindsay Vincent GILFEATHER Shayne W GILL John Thomas GILL Trevor John GIVEN John Thomas GLEN John Joseph GLYNN Kym Andrew GODFREY Ashley B GODFREY William H GOLDWYER
Oswald Horatio GOODRICH Mark L GOODWIN Douglas George GORDON John GRAHAM John GRAHAM Edmund H GRAY Edward GRAY Anthony L GREAVES Nevin A GREEN William Thomas GREEN James Alfred GREGORY Douglas GREGORY Thomas GRIFFIN William GRIFFIS
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