



Annual Report 2012–13

Police Federation of Australia



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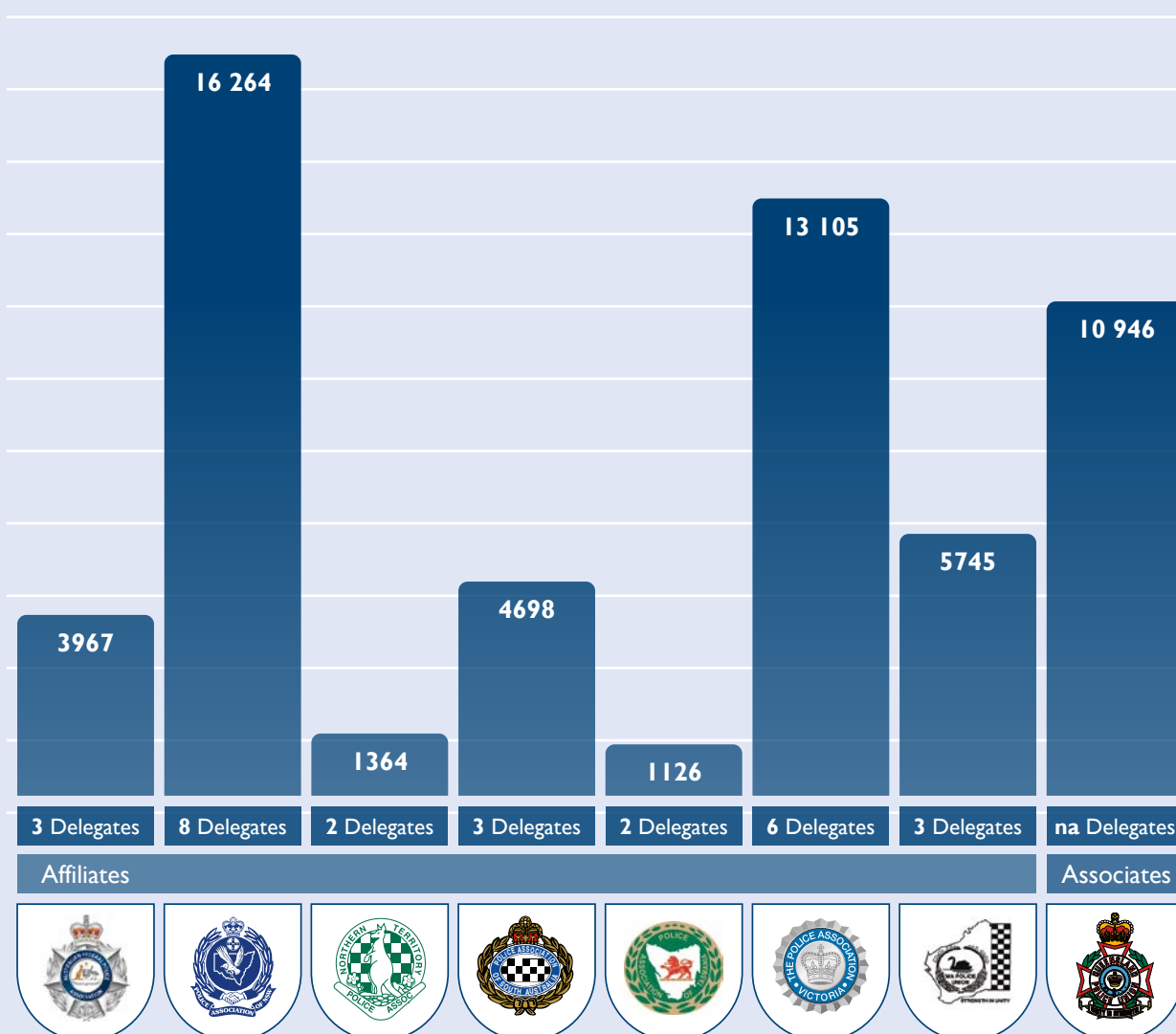
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AFFILIATES AND ASSOCIATES

Membership Numbers at 31/12/12—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

Vince Kelly
(Northern Territory)

Vice President

Jon Hunt-Sharman
(Australian Federal Police)

Vice President

Mark Carroll
(South Australia)

Treasurer

Scott Weber
(New South Wales)

Executive Members

Phil Pearson
(Victoria)

George Tilbury
(Western Australia)

Randolph Wierenga
(resigned 31 December 2012)

Pat Allen
(appointed 1 January 2013)

Associate Members

Queensland

LIFE MEMBERS

Leon Kemp

Peter Alexander

Mark Burgess

STAFF

Chief Executive Officer

Mark Burgess

Office Manager

Debbie Martiniello

Senior Policy and Research Officer

Dianne Gayler

Project Officer

Angus Skinner
(resigned 28 February 2013)

Kathleen Potts
(appointed 11 February 2013)

MEETINGS CONDUCTED

Federal Council:

- 12 & 13 November 2012
Adelaide, SA

Special Federal Council:

- 18 June 2013
Canberra, ACT
- 16 September 2013
Canberra, ACT

Executive:

- 11 November 2012
Adelaide, SA
- 18 & 19 March 2013
Canberra, ACT
- 18 June 2013
Canberra, ACT
- 16 September 2013
Canberra, ACT

Special Executive Meeting:

- 10 October 2013
Teleconference

Industrial Planning Committee:

- 28 & 29 November 2012
Canberra, ACT
- 25 & 26 February 2013
Canberra, ACT
- 16 & 17 July 2013
Canberra, ACT

Women's Advisory Committee:

- 27 & 28 November 2012
Canberra, ACT
- 17 & 18 June 2013
Canberra, ACT



PRESIDENT'S REPORT



It is again my privilege to provide an Annual Report as the elected President of the Police Federation of Australia. The 2012-13 reporting year has again seen a very busy schedule for the PFA and its branches. This Report highlights a range of issues that the PFA has been dealing with over the past 12 months and the importance of maintaining a strong cohesive national body with a presence in our nation's capital.

During a time of continued global financial uncertainty, police numbers across Australia continued to grow and as this report indicates, we had a membership of 57,215 as at 1 January 2013, an increase of 594 in the past 12 months. While these numbers alone may be encouraging it is evident that our profession will be under pressure from private security multinationals offering a 'cheaper' service due to budgetary pressures in all jurisdictions. The debacle in the lead up to the London Olympics proves beyond doubt that cheaper is not better.

The current approach to public policing being rolled out in the United Kingdom should be anathema to elected officials and our citizens. All governments in Australia should make a clear and unambiguous commitment to professional policing as a public institution. There is no place for privatisation or contestability when people's lives and safety are at risk.

As we are compiling this Report a new federal government has been elected. I take this opportunity to congratulate the Tony Abbott led Coalition government on their election victory and trust that we will enjoy the close working relationship with the coalition that we enjoyed under Labor.

I wish to pay tribute to outgoing Minister for Home Affairs Jason Clare and his staff for their open door policy over the past two years and congratulate Michael Keenan for his appointment as Minister for Justice. We

have worked closely with Michael and his staff over the past four years and I am very confident that this strong working relationship will continue during Michael's time as Minister.

We are also pleased to see our strong parliamentary supporters Chris Hayes, Russell Matheson, and Steve Parry returning to the new parliament. The Federation is grateful for the leadership shown by Chris, Russell and Steve in a number of areas, most particularly the ongoing effort for an appropriate allocation of spectrum in the 700MHz or 800MHz band.

We also welcome back Mr Jason Wood for the parliamentary term. We look forward to the strong advocacy of this group on behalf of all Australian Police Officers during this parliamentary term.

There was a great deal of criticism of the minority government that was in place until 7 September 2013. While Mr Abbott has won a clear majority in the lower house, the new Senate takes its place in July 2014 and it will be very interesting to see how things are managed with a group of minor parties likely to hold the balance of power in the Senate.

There is also the possibility of wall to wall coalition governments by mid-2014 much like the labour domination in 2007. We hope if that is the case the governing parties avoid hubris and policy positions based on ideology as opposed to public interest.

Regardless, the PFA and its Branches are well placed to deal with whatever the outcome of any election - state, territory or federal. We are a-political and not aligned to any party. We represent the professional and industrial interests of Australia's police officers, and have done so for many years as one of the most recognised professional lobbying groups in the country.

We are confident that each party and individual will deal with us on a professional basis.

As this report shows, the national issues that the PFA is pursuing on behalf of our membership, continues to grow and become more complex. Those issues are outlined in great detail in the CEO's section of the Report and I encourage you to read them closely.

The 2013 Wall to Wall Ride for Remembrance was once again an inspirational and outstanding success attracting over 1500 riders, including an international contingent from Texas, USA and Canada. This event takes an enormous amount of planning and coordination. I thank the National Organising Committee and the PFA staff for making this national event an ongoing success. Of course we also acknowledge the riders, many who travelled enormous distances to Remember Mates.

Our Federation continues to operate on a collegiate basis driven by goodwill and trust. I acknowledge the contribution of all our branches to the daily work of our Federation. The support provided to me and our staff ensures we remain the national voice of policing. It is this unity of voice and purpose which allows us to achieve real outcomes for professional police officers at a Federal level.

It is with some sense of satisfaction that we are about to finalise the establishment of our Queensland Branch. The establishment of the Queensland Branch has required a level of leadership, patience and determination from a variety of officials in a number of organisations which the CEO and I have appreciated.

I wish to acknowledge two individuals in this report. Our former Treasurer Randolph Wierenga for his support and tireless work with the PFA staff to ensure that the PFA accounts are subject to rigorous governance.

As delegates to Council are aware the Secretary of the Victorian Police Association, Greg Davies, will step down in April. There is no doubt Greg has brought a level of stability to the TPAV through measured leadership in a very challenging political environment. As importantly, Greg is a good bloke and an Aussie police character who will be missed on the Victorian and national stage.

In my 2012 report I reflected on union governance issues that were confronting the union movement due to the alleged behaviour of a minority of officials in one union. It is my view that this abuse provided the

Queensland government the ammunition to launch a legislative attack on all unions in Queensland, including the Queensland Police Union. The laws enacted represent an outrageous abuse of power and should be a warning to us all that we are subject to the same threats as other workers in the community.

I am pleased that former Attorney General Robert McClelland in both his presentation to our 2012 Council and his subsequent legal advising's on the PFA's response to the Fair Work (Registered Organisations) Amendment Act 2012, was an endorsement of the governance approach we have adopted. I remain confident that all our branch officials continue to manage our members' money in an ethical and responsible way.

Of course all our success would not be possible without the quality staff that we employ. It was with great pleasure that I signed a contract extension for our CEO Mark Burgess that will take him through to November 2015. Mark's energetic and strategic approach to his role ensures our national voice is heard.

Dianne Gayler continues to show her value to the organisation. Her work, particularly around the mobile broadband spectrum debate and the OH&S Code of Practice for Managing Risks in Policing have been invaluable in progressing these two vital strategic issues for our membership.

I also welcome to the PFA Kathleen Potts who has replaced Angus Skinner. Angus is now working for the Police Association of NSW but served this organisation well for two years before moving back to Sydney. I wish Angus all the best for the future. Kathleen comes to us with great experience from the private sector and has fitted in very well to the PFA environment.

Debbie Martiniello continues to make sure the PFA operates effectively and efficiently. When Robert McClelland congratulated the PFA on its governance, it is Debbie who had established most of the protocols that he was referring to. Debbie has now been an integral part of the PFA for in excess of 10 years and we are hoping that she stays for another 10.

I commend this report to you and encourage you to consider the achievements of our Federation—The Police Federation of Australia—the National Voice of Policing.

Vince Kelly
President



CHIEF EXECUTIVE OFFICER'S REPORT



2013 PRE-ELECTION POLICY DOCUMENT

In March 2013, the Police Federation of Australia (PFA) Executive met with the then Prime Minister Julia Gillard, the Leader of the Opposition, Tony Abbott and the Leader of the Greens Senator Christine Milne.

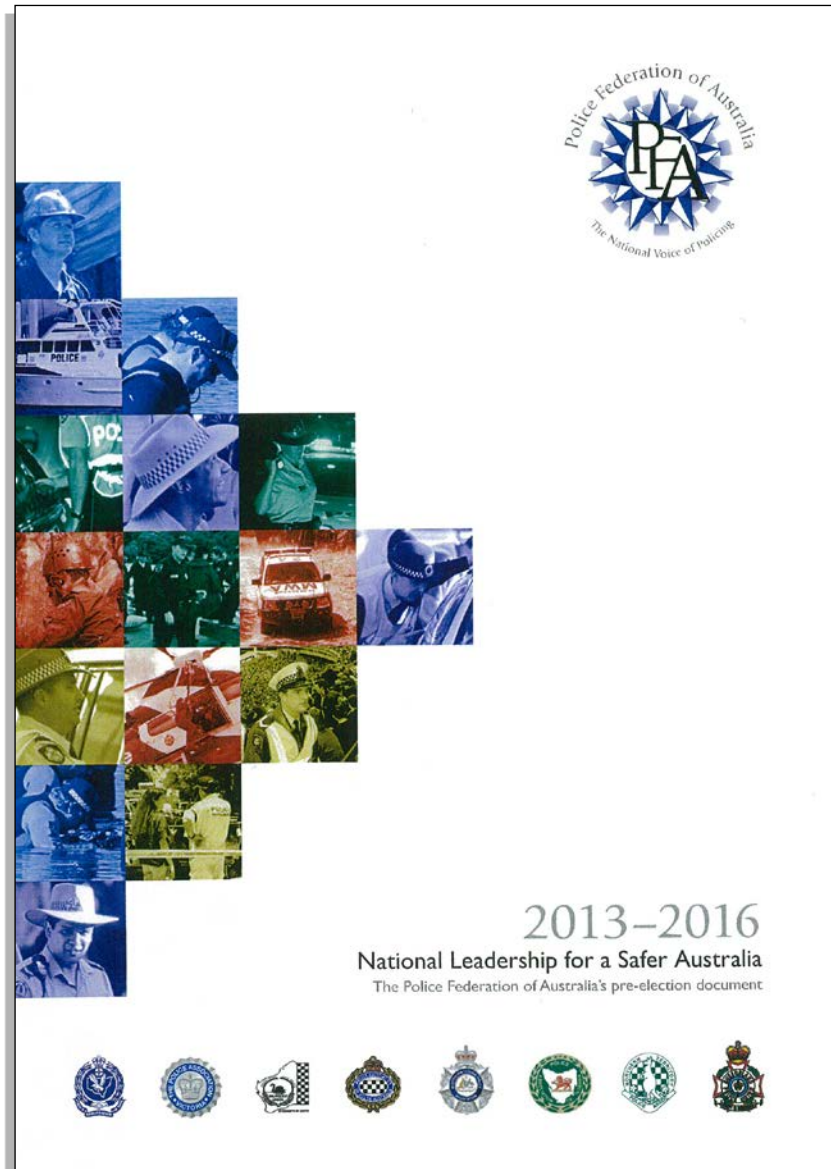
Following those meetings we produced a pre-election document on behalf of our 57,000 members, which was presented to all major political parties. The document is titled, '2013-2016 National Leadership for a Safer Australia'.

This is the third time that the PFA has produced a pre-election document. In 2007 we produced 'Law and Order in Australia—Policies for the Future' and in 2010, 'Creating a Safer Australia—Police Federation of Australia's Plan 2010–13'. As a result of both of these documents we received responses from all major parties which we posted on our website and published in police journals across the country. We did likewise in 2013.

The '2013-2016 National Leadership for a Safer Australia' document identified 17 key priorities for our members for the years ahead. The priorities were not listed in any particular order and covered a range of

matters such as powers to get on top of serious and organised crime, how to improve police health and safety at work, next steps in improving superannuation savings, through to measures to address alcohol-related violence around night-time entertainment venues.

PFA President Vince Kelly said at the launch of the document, "The priorities were unanimously endorsed by the PFA Executive, the Presidents of every police association/union in Australia. We are asking all major political parties to advise us where they stand on these issues of national concern and before the election we will publish the responses we receive so that police officers and their families can take into account the Party's considered positions as they weigh up their voting intentions".



The Coalition, the ALP and The Greens each responded to our policy issues prior to the 7 September 2013 election day. The key issues and responses are highlighted here:

- We raised the long-running and vexed issue of police having **earlier access to superannuation** than the norm because it is constantly raised by members who would like to retire at age 55.

On this issue, the Coalition said it believes there is merit in allowing a lower age for police to access superannuation benefits. However, Australians are now living longer and healthier lives. Any decision would have to give due consideration to the adequacy of superannuation benefits at 55 and to any age discrimination issues. The Coalition is willing to directly discuss these issues with the Police Federation of Australia as a matter of priority, given that preservation ages are due to be lifted in 2015.

The ALP also addressed the issue of earlier access to super for police by saying it would allow police to argue their case before a new Council of Superannuation Custodians proposed to be established by Labor.

- The Coalition also undertook to seek advice on the NSW-specific issue of employer contributions to their insurance scheme which pushes members over the concessional contributions cap, affecting their capacity to salary sacrifice to their superannuation savings creating a serious inequity.
- On the **National Police Service Medal**, the Coalition promised to improve the roll-out so that eligible members receive it within nine months, and to consider extending the medal to retired members. The ALP took a similar stance.
- In relation to the **police profession**, the Coalition welcomed recent initiatives for police registration, acknowledging the benefits for police mobility. They will take a close interest in the continuing development of a National Police Registration Scheme through the new Standing Council on Law, Crime and Community Safety which they intend to establish. The ALP was also positive in supporting the proposed scheme.
- On **workers' compensation for officers deployed overseas**, the Coalition said it is prepared to discuss possible legislation with the PFA and other stakeholders.
- In relation to **police work health and safety**, all major parties supported the PFA proposals for a national Code of Practice for managing risks in policing and for national guidelines for annual reporting of serious health and safety incidents and non-compliance by police services. These two initiatives are intended to drive improvements in police work health and safety.
- On the issue of **child care for 24/7 police shift workers**, the Coalition's approach is to have child care options examined by the Productivity Commission which will look at ways to improve flexibility and affordability. It is not clear whether the current child care flexibility trials underway with police families in NSW and Victoria, established in conjunction with the PFA, will be affected by the change of government.
- In response to our campaign on **mobile broadband spectrum for public safety agencies**, the Coalition has acknowledged the importance of modern, mobile communications and has agreed to conduct a cost-benefit analysis and examine the amount of spectrum required by police and other agencies.
- On the issue of how to address **alcohol-related violence and crime**, the responses of both major parties were disappointing in that they failed to support the adoption of the 'Newcastle Model' on a national basis.
- Other policies addressed in the party replies to the PFA were:
industrial relations, IDG funding, attacking serious and organized crime, crime prevention, collaborative purchasing by police services, immigration issues affecting police, capped fringe benefits, reinstating the private health insurance rebate, recognition of police and finally, on-going dialogue with the Police Federation of Australia to which all parties committed.

For a complete picture of the PFA policy issues and the detailed responses of the three major parties, all the relevant documents are available on the PFA website.

UNION GOVERNANCE ISSUES

Fair Work (Registered Organisations) Amendment Act 2012

As reported in last years' Annual Report, as a result of the introduction of the Fair Work (Registered Organisations) Amendment Act 2012, the PFA agreed to seek legal advice to ensure that our rules and policies complied with the Act. That advice was sought from former Federal Attorney-General Robert McClelland who is now a partner at Turner Freeman Lawyers.

Mr McClelland was invited to address the PFA Federal Council meeting in November 2012 and provided his initial advice in late December 2012. In his address to the Council he stated –

"It is particularly encouraging that the PFA is taking a real leadership role in setting best practice standards in the area of governance and accountability in your organization".

In his address he went on to conclude –

"In circumstances where the Parliament and, indeed the community is uncompromising in the high standard they demand of police officers it is pleasing that the leadership of the PFA is ensuring that your structures and administrative practices are up to that high standard. Your Federation is to be commended. As I indicated to the PFA, you are literally setting an example for the broader trade union movement and the community generally".

As a result of Mr McClelland's advice on specific issues, the PFA amended its rules at a Special Federal Council meeting in September 2013 to ensure compliance with the Act and has been updating its policies, again to ensure they comply with the relevant acts and to maintain best practice.

The CEO and several branch officials have subsequently undertaken the Fair Work Commission endorsed ACTU Train the Trainer: Union Governance Course and are now in a position to commence training all relevant officers in union governance.

FORMATION OF THE QUEENSLAND BRANCH

At the 2011 PFA Federal Council Meeting the following motion was carried unanimously –

Council:

- a. endorses the proposal to establish a Queensland Branch of the Police Federation of Australia (PFA);
- b. directs the PFA Executive to liaise with the Executive of the Queensland Police Union of Employees (QPUE) to develop:
 - appropriate arrangements;
 - rules;
 - consequential amendments to the PFA rules (if any); and
 - a deed to facilitate the enrolment of members and financial arrangements, between the PFA and the QPUE for the establishment of a Queensland Branch; and
- a. authorises the PFA Executive to take all necessary steps to facilitate the establishment of a Queensland Branch, the entering into of appropriate arrangements, the drafting of rules, the drafting of consequential amendments and the development of a deed, including obtaining legal or other advice as necessary.

Since that time we have continued to work closely with the Queensland Police Union and their lawyers in the development of a set of rules, including transitional rules.

At a Special Federal Council meeting in June 2013 the proposed rules were carried unanimously.

At the time of compiling this report, the proposed rules have been lodged with the Fair Work Commission and we await their final endorsement.

PFA BUILDING

In last years' Annual Report we reported having paid off the PFA office building in inner Canberra.

During the year, the Executive determined to move the Boardroom downstairs, after one of the tenants vacated the office, to allow us to develop more office space in the upstairs part of the building for increased staff. It will also allow us to hire out the Boardroom on an occasional basis.

At the time of compiling this report, work is well under way and we hope that in early 2014 the Boardroom will have been relocated.

PARLIAMENTARY INQUIRIES

Senate Legal and Constitutional Affairs: Draft Human Rights and Anti-Discrimination Bill 2012

We made a submission to this inquiry in early 2013.

Key issues we raised as concerns were –

- the proposal to make it unlawful to discriminate against someone based on medical history
- a number of submissions argued that it should be unlawful to discriminate against someone based on their criminal history. The PFA vigorously opposed that suggestion
- where the Bill would leave state and territory anti-discrimination laws
- many aspects of the Bill could seriously jeopardize police services in that police may have to demonstrate that the exercise of their duties was 'justifiable discrimination'.

At the time of compiling this report the proposal had been sent back to the Attorney-General's Department for re-working. However, given the stance taken by the Coalition against the human rights and anti-discrimination proposals of the ALP, it is unlikely that those proposals will re-emerge in the public arena in the near to medium term.

Crimes Legislation (Organised Crime and Other Measures) Bill 2012

The PFA made a joint submission to this Inquiry with the AFPA generally supporting the thrust of the Bill.

One of our key recommendations was to pursue a truly national unexplained wealth regime.

The Senate Legal and Constitutional Affairs Committee recommended the Bill be passed.

Regulatory Powers (Standard Provisions) Bill 2012

The PFA again made a joint submission with the AFPA.

We raised two major issues of concern with the Bill –

- The structure of the Bill did not allow powers to be tailored appropriately to a given regulatory context; and
- The Bill proposed to grant broad, police-like powers in circumstances which may not be appropriate and lacked extensive oversight provisions.

We argued that the 'opt in' framework use in the Bill made scrutiny more difficult, as minor and seemingly innocuous amendments to other legislation could enliven some of the extensive powers available under the Bill. Accordingly, we suggested, important assessments may not be considered to the extent they would if a stand-alone piece of legislation granted certain powers to certain people for certain purposes. This potential risk would be exacerbated further by the ability for the powers in the Bill to be granted by regulation.

As a result of our submission and questions posed by the committee to representatives of the Attorney-General's Department, the committee recommended that the Bill be amended to remove the power to trigger the provisions of the Bill by regulation and that the Explanatory Memorandum to the Bill be revised and reissued to stipulate that each time a Bill is introduced into the Parliament that provides for the triggering of the Bill's provisions, this must be explicitly articulated and explained in the Explanatory Memorandum to the relevant Bill.

We used the outcome of this Inquiry in our 2013 pre-election document.

The conditions of employment of state public sector employees and the adequacy of protection of their rights at work as compared with other employees

The PFA made a submission to this inquiry in early 2013.

Our submission focused on two key areas –

- police capacity to bargain; and
- freedom of association provisions.

The arguments we used in this submission were consistent with arguments we used in previous submissions to the Senate Employment Workplace Relations and Education Committee Inquiries into the Workplace Relations Amendment (Work Choices) Bill 2005 and to the Fair Work Bill 2008. The key focus of that argument continues to be that Police officers, due to our Oath of Office, could be prejudiced in our capacity to fully participate in enterprise bargaining, particularly as we are an essential emergency service.

We used a number of the arguments we articulated in this submission in our pre-election document.

Joint Statutory Committee on Law Enforcement's Inquiry into Spectrum for Public Safety Mobile Broadband

See section on mobile broadband communications.

Paid Parental Leave Scheme Review

In June 2013 the PFA made a submission to the Paid Parental Leave Scheme Review administered by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

Our submission supported the contents of the ACTU's draft submission for the Paid Parental Leave Scheme Review 2013 and used the Police Association of Victoria's experience as an example to highlight the importance of supporting flexible working arrangements for policing families, including the right to review and the 'right to request' flexible working arrangements.

The PFA acknowledged that Paid Parental Leave (PPL) is only part of a suite of measures necessary in supporting parents within the police workforce.

FaHCSIA is expected to provide a final report to the Minister by the 31st December 2013. The Paid Parental Leave Act 2010 specifies that the Minister must table the report in Parliament within 15 sitting days of receiving the final report, so at the time of writing this report, the outcome of the review had not been made public.

Parliamentary Friends of Police Group

The Parliamentary Friends of Police Group continue to play a major role in assisting the PFA in their lobbying efforts in Canberra. The group, led by Chris Hayes, Member for Fowler, Senator Stephen Parry, Deputy President of the Senate and, Member for Macarthur, Russell Matheson organised functions and meetings where a range of politicians from all parties met with members of the PFA Executive. The Friends of Police Group are an integral part of the PFA's lobbying efforts in the Parliament and we are grateful for their ongoing support.

SUB-COMMITTEES

Professionalisation

The PFA continued to work on police professionalisation issues through its involvement on the Australasian Police Professional Standards Council (APPSC) (soon to be renamed the Australia New Zealand Council of Police Professionalisation (ANZCoPP)) and the ANZPAA Professionalisation Forum (APF). We have continued to support the development of the Police Practice Standards Model through funding and have also continued to strongly support the development of the ANZPAA Professionalisation Strategy.

At the APPSC meeting in July 2013, the Council unanimously endorsed the development of a communications plan to support the Australia and New Zealand Police Professionalisation Strategy 2013–2018 as well as approving a Certification and Continuous Professional Development (CPD) Feasibility Study that would consider both Certification and Registration.

As such the PFA Professionalisation sub-committee met in August 2013 to develop its position on these issues. From that meeting the PFA developed its 'PFA Professional Registration Scheme Guiding Principles' document that was endorsed by the Executive at its September 2013 meeting.

That document set out the underpinning principles for a professional registration scheme to be supported by the PFA and gave the CEO and President direction on how to progress the issue.

National Industrial Issues

Field Services Meeting

The NSW Branch hosted our first Field Services Officer's Meeting in Sydney on 13 and 14 May 2013 with five branches sending representatives. The agenda was strongly structured around organising. Key issues on the agenda included –

- Tasers and the use of body cameras
- social media campaigning
- member engagement and effective communication
- critical incident responses and cross border policing issues
- multi-jurisdictional police stations in WA and NT.

All participants thought the meeting very worthwhile and the Executive is now considering whether to hold the meeting on an annual basis.

DNA testing of police

The issue of DNA testing of members for crime scene elimination has been an ongoing issue. The Victoria Branch has managed to negotiate a Bill to be put to their Parliament, building in legislative protections for members who provide a DNA sample. Once that Bill has passed the Victorian Parliament, Branches will be encouraged to push for similar legislation in each jurisdiction.

Member Services

Over a period of two years now, the PFA, in conjunction with Corporate Traveller, has negotiated a corporate travel agreement with Qantas allowing access to discounted air travel, accommodation and car hire for PFA Executive, Committee members and staff. At the time of writing this report, almost all branches had also commenced using the agreement and had established the on-line booking tools.

Flowing on from that agreement, the NSW Branch has entered into a further travel discount scheme—Travel Club—offering members access to corporate discounts and retail sales prices through a number of NSW Flight

Centre outlets. The response to this offer has been overwhelming and representatives from Corporate Traveller have been invited to make a presentation to the PFA Federal Council meeting to be held in Sydney in November with a view to rolling out the scheme to members of all branches by the end of this year.

The PFA is continuing to investigate other member benefit initiatives building on what has been developed in a number of Branches.

Policy

As reported earlier in this report under the Union governance section, the PFA has continued to update its Policy document to ensure compliance with the Fair Work (Registered Organisations) Amendment Act 2012. Many of the updates have occurred due to either advice received through Robert McClelland or information provided by the Fair Work Commission and the ACTU.

We are currently in the process of developing a 'Policy and Entitlements Manual' for the PFA staff. A draft of that document was presented to the June 2013 Executive meeting and the final document will be presented to a subsequent Executive meeting.

National Deployment Issues

During the past 12 months we have continued to work closely with both the AFPA and United Nations and Overseas Policing Association of Australia (UNOPAA) on the issue of a legislative underpinning of workers' compensation and rehabilitation for members working on overseas deployments.

To date neither of the major parties has committed to a 'stand-alone' piece of legislation. The new Coalition government has agreed to discuss the issue with the PFA.

The PFA has also been working closely with the UNOPAA on a proposal for the AFP, in conjunction with the Department of Veteran's Affairs, to conduct a National Audit of Police Overseas Veteran's Health.

The audit's objective is to determine any physical, mental or social health impacts on police or their families and to identify any risks and preventative measures.

Superannuation and Taxation

Over the past 12 months there were a number of developments in this area including proposals to make changes to the arrangements for salary packaging of motor vehicles and associated Fringe Benefits Tax, and a reduction in self education expenses that might be able to be claimed by members.

Due to the change of government these two issues appear to be off the incoming government's agenda at this stage.

Another area of superannuation/taxation that the PFA has been involved in is in the treatment of concessional contribution caps for superannuation for NSW Police. The Police Amendment (Death and Disability) Bill 2011 (NSW) brought about significant

changes to the Police Blue Ribbon Death and Disability Scheme. The new scheme is effectively an insurance policy sourced through a Superannuation Scheme. The main taxation impact of the introduction of compulsory new death and disability insurance arrangements and the NSW Government's decision to provide the scheme through a Superannuation Fund (FSS) is that it significantly restricts NSW Police Officers from making salary sacrifice contributions towards superannuation due to the amount of compulsory State Government employer and employee contributions. It effectively takes away any capacity under the \$25,000 contributions cap for an officer to make salary sacrifice contributions to their superannuation creating a serious inequity.

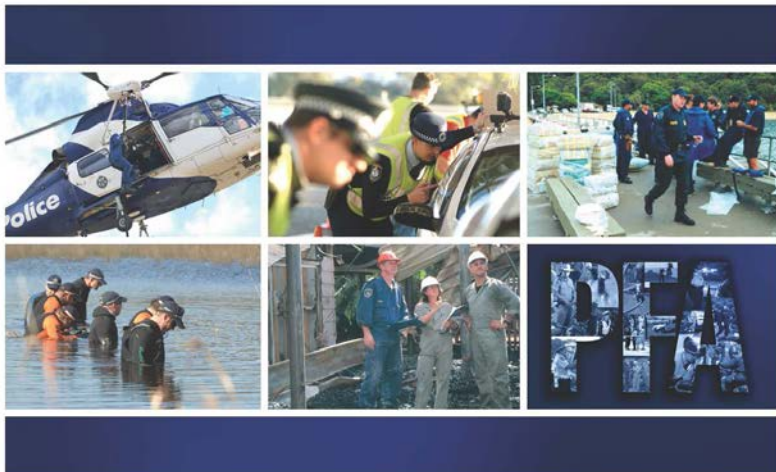
We are continuing to assist the NSW Branch in liaising with the incoming government on this issue.

Work Health and Safety and Workers' Compensation

Code of Practice for Managing Risks in Policing

In 2012, ANZPAA initiated the development of a national Code of Practice for police work health and safety under the Safe Work Australia arrangements for Codes of Practice with statutory force under the *Work Health and Safety Act*.

The PFA, through our Occupational Health and Safety sub-committee, participated in the early stages of this work until it became clear that the proposals being put forward would not improve health and safety outcomes for our members



Code of Practice for Managing Risks in Policing

Draft
November 2012

and provided little in the way of practical policing examples or case studies of operational policing measures.

The PFA engaged the services of Ms Andrea Shaw of Shaw Idea Pty Ltd to assist us to develop an alternative Code of Practice which would drive improved safety in policing. Ms Shaw worked with the PFA staff and the sub-committee to develop the PFA's Draft Code of Practice which was launched by the President, Vince Kelly at the PFA Federal Council meeting in November 2012. Our published Draft Code remains the only document 'on the table' at present.

We have worked since that time with ANZPAA and Safe Work Australia to attempt to reach agreement on a Code acceptable to all three parties, but intransigence and misrepresentation of the obligations of police organisations under the Work Health and Safety Act are so far unresolved.

Until such time as an acceptable Code of Practice is agreed upon, the PFA draft Code remains the only guide to good practice.

Workers' Compensation

Although the former Labor Government had anticipated moving towards a national system of workers' compensation and rehabilitation, no progress was made in the period 2007-2013. The matter does not appear to be on the agenda of the incoming Abbott Coalition Government, so the State and Territory regimes appear set to continue in operation for the foreseeable future.

We will continue to press for a legislative regime to be introduced to provide a statutory workers' compensation system for police on overseas deployment who at present are without statutory coverage. The Coalition has agreed to discuss this with the PFA and the AFPA.

Industrial Planning Committee (IPC)

As reported, the IPC has met on three occasions in the past 12 months—28 and 29 November 2012, 25 and 26 February 2013, 16 and 17 July 2013 all in Canberra. The November 2012 meeting contained a joint session with the Women's Advisory Committee (WAC).

The IPC sub-committee dealt with an array of matters including a number of issues that crossed over with the

OH&S and Workers' Compensation sub-committee as well as the Women's Advisory Committee (WAC). Matters dealt with included –

- Domestic violence leave
- Childcare
- Model superannuation clause
- Breast feeding, pregnancy and firearms training
- Superannuation
- Tasers
- Solo patrols
- 'Adverse action' against members part 3.1 of the Fair Work Act (Cwth).
- Police at Work Report
- Death and disability concessional cap
- Termination powers
- Australian Bureau of Statistics Research
- OIC's of business units
- Fair Work (Registered Organisations) Act 2009
- ACTU
- Bullying and harassment
- EB reports
- Commissioned officer issues
- Field Services Conference
- Secondary employment
- Biometric Verification System
- Impact of Government austerity measures on the delivery of frontline policing
- Workers compensation for reservists who are police
- Reforms to deductions for education expenses
- Auxiliary officers
- PFA website.

The IPC continues to direct and assist the PFA in developing its comparative data library. Whilst there are some 50 matrix's in the current portfolio of matrixes, the IPC and WAC highlighted the following as their key strategic focus:

- Base salary rates
- Conditions of service and allowances
- EB annual pay increments
- Parenting and policing—parental leave
- Conditions of service OIC's of business units
- Disciplinary action
- Uniforms and equipment
- Drug and alcohol testing
- Parenting and policing—pregnancy
- Parenting and policing—return to work
- WAC model conditions of employment
- WAC statistical analysis

Other matrix's identified that the PFA has been asked to monitor include:

- Critical incidents
- Head count based on rank
- Leave
- Remote area incentives
- Return to work
- Second tier policing
- Shifts and rostering
- Superannuation comparison
- Integrity testing
- Part time work arrangements
- Termination
- Transfer assistance
- Offences for assault on police officers
- OH&S standout provisions
- Single officer units
- Testing for contamination
- Police pursuits relevant offences

EB Negotiations

The IPC continues to serve as a valuable forum in which Industrial Officers from all Branches and New Zealand learn from one another's experience in EB negotiations. As a result the IPC is able to identify benchmarks in salary and conditions to better equip Branches at the negotiating table. It also allows them to forecast upcoming trends that have occurred in different jurisdictions and respond to them pre-emptively.

Women's Advisory Committee (WAC)

The WAC met on two occasions in the past 12 months, 27 and 28 November 2012 which was in conjunction with the IPC and 17 and 18 June 2013 in conjunction with the Executive. By holding meetings from time to time in conjunction with the IPC and Executive, the WAC has an opportunity to speak directly to the subject matter experts on the IPC and to also ensure that the Executive understands first hand issues affecting female members and to discuss strategies for ensuring greater female participation in police association/union activities.

Key topics of discussion for WAC included:

- Firearms training for pregnant and nursing mothers
- Domestic violence leave
- Flexibility at work—new federal laws surrounding workplace equality
- Issue of women leaving police force due to inflexibility
- Childcare flexibility trials
- ABS data—comparison of hours worked and other statistics
- Police accumulated leave scheme & superannuation entitlements
- Career and Resilience-based Education (CARE) Program
- WIMDOI—conference report on ACTU Women's Committee
- Communication and engaging members
- Representation & participation of female members
- Development of female staff & elected officials

Key initiatives to encourage greater female participation have also been on the agenda including:

- Pat Hunter Memorial Program
- Anna Stewart Program

The key matrixes identified by the WAC were:

- WAC model conditions of employment
- WAC statistical analysis—women's representation
- WAC women friendly union conditions

These matrixes are also standing agenda items on the PFA Executive's Agenda.



Bernadette Zimmermann and Kate Ellis MP press conference

Childcare

Flexible Childcare became a step closer for members following the launch of the Government's Child Care Flexibility Pilots announced by the Hon Kate Ellis MP on 17 March 2013. The 12 month initiative commencing in July 2013 was developed through a consultation process with the PFA, the Police Association of NSW, the Police Association Victoria, Family Day Care Australia (FDCA) and the Department of Education, Employment and Workplace Relations (DEEWR).

The aim of the pilot is to provide overnight and outside standard hour's child care to shift working police using family day care services. The trial initially running across 6 sites within NSW and VIC will be independently evaluated by the Australian Institute of Family Studies (AIFS) and is a positive step in bringing about a new model of flexible childcare to policing families.

WAC Women in Leadership Forum

In June 2013 a proposal was put forward by WAC for the PFA to hold a WAC Women in Leadership Forum in October 2013. Bringing together prominent women to speak and form an expert panel with the aim to inspire, encourage and develop female participation across police associations/unions.

Using the Australian Human Rights Commission Report 'Women in Male Dominated Industries—A Toolkit of Strategies—2013' as a building block for the day, one of the formal outcomes of the forum will be challenging the WAC to come up with a set of recommendations which they can then take to the Police Federation Federal Council meeting in November 2013.

Uniforms and Equipment Sub-Committee

We continue to be frustrated by the lack of progress by the employers in this area. At a time when police budgets are under increasing pressure, it is hard to fathom why the various jurisdictions and governments have not closely examined the massive potential savings to policing of a national collaborative purchasing arrangement.

The Executive has determined to continue to pursue this issue which we believe will not only bring about significant cost benefits to jurisdictions, but will also ensure that members are provided with the best quality uniforms and equipment available.

MOBILE BROADBAND COMMUNICATIONS

In last year's annual report we dealt with the PFA's campaign to secure 20 MHz of broadband radio spectrum for Australia's public safety agencies, including all the nation's police services. This would ensure they have modern, mobile broadband communications when they need it most—when they are protecting life and property in times of natural disaster and during criminal incidents.

Regrettably, the campaign for adequate spectrum went into its third year. This year the Australian Communications and Media Authority (ACMA) agreed that public safety agencies need dedicated broadband spectrum for their own network and signaled an intention to set aside 10 MHz of the 800 MHz band. That is only half the amount needed for an effective network, based on experience in like countries in the western world. The PFA has challenged the ACMA's view and continued to press all the major political parties to set aside the necessary spectrum.

We were confirmed in our position by the recommendations and findings of an inquiry by the Parliamentary Joint Committee on Law Enforcement which, after hearing all the evidence from both sides of the debate, recommended a minimum of 20 MHz of spectrum in the 700 or 800 MHz band. The PFA gave extensive evidence in writing and at the Committee's hearings and all of our recommendations were adopted by the Committee chaired by the former Federal Attorney-General, Robert McClelland.

As a result of that inquiry, and of further evidence submitted by States and Territories, the ACMA is reconsidering its initial view on the amount of spectrum needed by police and emergency services. The PFA CEO was invited to speak at the ACMA's annual conference on radio spectrum in Sydney in October 2013.

During the election campaign, we wrote to MPs, Senators and

candidates, including those in marginal seats from the major parties, about this issue. A number have replied advising that they have taken up the issue with the relevant spokesman. This has kept the issue alive.

Neither of the major parties gave firm commitments to the PFA on this matter, but nor did they rule out providing the necessary spectrum. Each committed to



Parliamentary Joint Committee on Law Enforcement

Spectrum for public safety
mobile broadband

July 2013

considering the Parliamentary Committee's recommendations.

Clearly, the PFA will need to maintain the momentum of our campaign on this issue because modern communications are vital to the services police provide to the Australian community, especially in mission critical circumstances.

We trust that this time next year we will be able to report success in achieving this essential resource.

INTERNATIONAL COUNCIL OF POLICE REPRESENTATIVE ASSOCIATIONS (ICPRA)

The PFA continues its involvement in ICPRA with the CEO being on the Executive committee representing the Australasia Region.

The PFA also continues to administer the ICPRA website and collate and distribute the ICPRA E-News internationally.

Police & Prison Officers Civil Rights Union (POPCRU)

Phil Pearson, President of the Victorian Branch represented the PFA at the POPCRU Conference, Advancing Sound Labour Relations in Policing and Correctional Services within the African Continent on 27 to 30 April 2013.

Phil gave a presentation to the conference on 'Unionising for the Advancement of Better Working Conditions'. Phil provided a comprehensive written and verbal report to the Executive upon his return.

Police Federation of England and Wales

Mark Carroll, PFA Vice President and President of the South Australia Branch represented the PFA at the Police Federation of England and Wales conference on 13 to 16 May 2013.

Developments in UK policing are very relevant to the PFA and its Branches and Mark gave a detailed presentation and written report to the Executive on his trip.



International Council of Police Representative Associations

E-Newsletter
Issue No. 2
September 2013

Upcoming Events:

New Zealand Police Association Conference
23 – 25 October 2013

Police Federation of Australia Federal Council
12 – 13 November 2013
Sydney

ICPRA Conference 19-20 June 2014
Cape Town, South Africa

Lawyers Network Conference
19 – 20 June 2014
Cape Town, South Africa

In this issue:

Message from ICPRA President
Greg O'Connor

ICPRA on Twitter
Calum Steele

ICPRA Executive Meeting 25 – 26 May 2013 Copenhagen
Chairman's Report
Greg O'Connor

SAPU Shocked by Murder of a Gauteng General
SAPU Press Release 18 June 2013

SAPU Welcomes Arrest in Maswanganyi Murder
SAPU Press Release 01 July 2013

SAPU Calls on Mthethwa to Resign Over Police Audit
SAPU Press Release 29 July 2013

Representation in Times of Austerity – An Irish Case Study
The Road to Recognition for the Association of Garda Sergeants and Inspectors in Ireland
By John Redmond General Secretary, Association of Garda Sergeants & Inspectors, Ireland

ICPRA Difficult Times
By Rodger Randall General Secretary British Transport Police

The Deficits in Police Labour Rights: Shifting Focus from Southern Africa to South America
By Professor Monique Marks

Australian Federal Election
By Mark Burgess CEO PFA

Good Faith Protection
By Calvin Gnech, Principal Solicitor, Queensland Police Union Legal Group, Australia

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MEMORIAL

The PFA continues to monitor all National Police Memorial activities and is the focal point for families and the National Capital Authority for issues relevant to the Memorial. The PFA holds the trademark for the National Police Memorial logo and continues to vet closely any application by individuals or groups to use it. We are the regular contact point for individuals who identify possible names that have been omitted or incorrect information on historical name plates and we liaise with jurisdictions when such anomalies are identified.

We have also been liaising with the National Capital Authority (NCA) and the National Police Memorial Coordination Committee about some possible structural issues at the Memorial. In time they will need to be rectified and we have been in discussions with the NCA to ensure that such work has minimum impact on the various services at the Memorial.

National Police Remembrance Day

In 1986 the then Vice- President of the Queensland Police Union (QPU), Detective Sergeant John 'Bluey' O'Gorman, was driving between Wilcannia and Broken Hill in western NSW en route to the Police Federation of Australia and New Zealand's Annual Conference in Adelaide. While the passengers in the car were asleep and O'Gorman was driving, his thoughts went to an officer who had been killed on duty in the previous couple of years. O'Gorman could not remember the officer's name & as the others were asleep he became increasingly

angry and disgusted with himself for forgetting the name of a slain officer.

On arrival in Adelaide, the matter still seriously troubled his conscience to the extent that he discussed it with a few close friends who were delegates, including the then President of the QPU, Senior Sergeant Col Chant and the President of the Police Association of South Australia, Detective Sergeant Peter Alexander.

O'Gorman began lobbying his fellow delegates at the Conference and when the Agenda reached the stage where General Business could be discussed, O'Gorman placed a motion on the agenda proposing the establishment of a day on the Police Calendar where the fallen Police Officers of every jurisdiction in Australia and New Zealand would be formally remembered. The motion was carried unanimously. This was the genesis of National Police Remembrance Day.

As is required in matters concerning the Police Forces in Australia, the matter was formally referred to the Annual Conference of Australian Police Commissioners in Perth in 1987 and the Commissioners agreed to the proposal.

The date of 29 September was selected as the date for National Police Remembrance Day, that being the feast-day of St. Michael the Archangel, the Patron Saint of Peacekeepers.

Whilst each police force has honored the day in their respective jurisdictions since 1987, with the inception of the National Police Memorial in 2006, a National Service has been conducted in Canberra. In 2013 that service was held on 27 September when every Branch of the PFA was represented.





WALL TO WALL RIDE

The fourth Wall to Wall Ride for Remembrance took place in Canberra on Saturday, 14 September 2013 with over 1400 registered riders from all over the country taking part. This is over twice the number of riders than on our inaugural ride and an increase of over 200 on the 2012 registration numbers. The final amount donated to Police Legacies last year was \$100,000. At the time of writing this report, funds are still flowing into the account but we are hopeful of being in a position to donate a similar amount to Police Legacies again this year.



Mick Corboy (2012 chair of the Wall to Wall Ride National Committee) and PFA President Vince Kelly, presenting cheque to Police Legacies National Chair for 2012, Karl Faith

This year we were joined by a group of police from Texas as well as Canada. We look forward to the potential of further international riders in the future.

The ceremony was followed by a function at the National Convention Centre at which almost 500 riders, sponsors and invited guests gathered to exchange stories about their epic rides to Canberra with riders from other jurisdictions. Guests were entertained by comedian Anthony Ackroyd (aka Kevin Rudd) who generously donated half of his usual fee to the event and the major raffle of a Yamaha motorcycle worth over \$14,000 donated by Yamaha was drawn.

Without the help of the following sponsors, it would not be possible to run an event of this size and be in a position to donate such a generous amount each year. Our thanks go out to all of them:

- QBE Insurance
- Yamaha Motorcycles
- Sodexo
- The Police Federation of Australia
- Police Association of NSW
- Police Bank
- Police Health
- Storage King
- Yamaha Commercial Audio
- Queensland Police Union
- Simplicity Funerals
- Tait Communications
- Chubb
- Stay Upright
- Bikes Only





MEDALS

National Police Service Medal

The PFA has continued to campaign for the expedited roll-out of the NPSM. We estimated that in excess of 20,000 members were still waiting to be awarded this prestigious medal and it would take some years before the backlog of outstanding medals was complete. We raised these concerns in our pre-election document with all political parties, as reported earlier in the report.

It was pleasing that all of the parties canvassed made a commitment to speeding up the process. We now look forward to working closely with the Coalition Government to ensure all those eligible members receive their award in a timely manner.

During the past 12 months the PFA has also supported calls from retired police associations nationally for the

NPSM operative date to be backdated to 14 February 1975 when the Police Long Service and Good Conduct Medal was replaced by the National Medal.

The PFA organised meetings for representatives of those associations with politicians from both sides of politics in the lead up to the election and both Labor and Coalition responded positively to the PFA on the issue, in their responses to our pre-election document, however, there is still a lot of work to be done before this issue can be finalised.

Meritorious Service Medal

The PFA has also continued to lobby for the establishment of a Meritorious Service Medal for Police and Emergency Services. Whilst we wrote to ANZPAA in early 2012 seeking Police Commissioner's support for the issue it is still on the Commissioner's Conference Agenda for further discussion.



RESEARCH AND SUBMISSIONS

Police at Work Research

The Police at Work research was conducted over five years from 2007 to 2011 for the PFA and launched at the PFA Federal Council meeting in November 2012. The Police at Work: The Wave Five Report was the final in the series. The research was conducted by the Workplace Research Centre at the University of Sydney.

It involved annual interviews initially with 950, and finally around 700, police officers, who were also police union members, from four Australia jurisdictions—New South Wales, Victoria, the Northern Territory and the Australian Federal Police. The work was funded by the Police Federation of Australia and the Police Associations of those four States and Territories to explore the workplace experience of police officers.

The research was modelled on the national study—Australia at Work—undertaken over the same period. This allowed results from Police at Work about police to be compared with the wider Australian workforce.

The findings about the working life of police officers reveal concerns and challenges which, if addressed, can improve the workplace for serving men and women and the policing service to the community.

In particular, the findings point to ways police officer work health and safety can be improved to benefit police and their police organisations. This has led the Police Federation of Australia to follow up with a world-first Draft Code of Practice for Managing Risks in Policing.

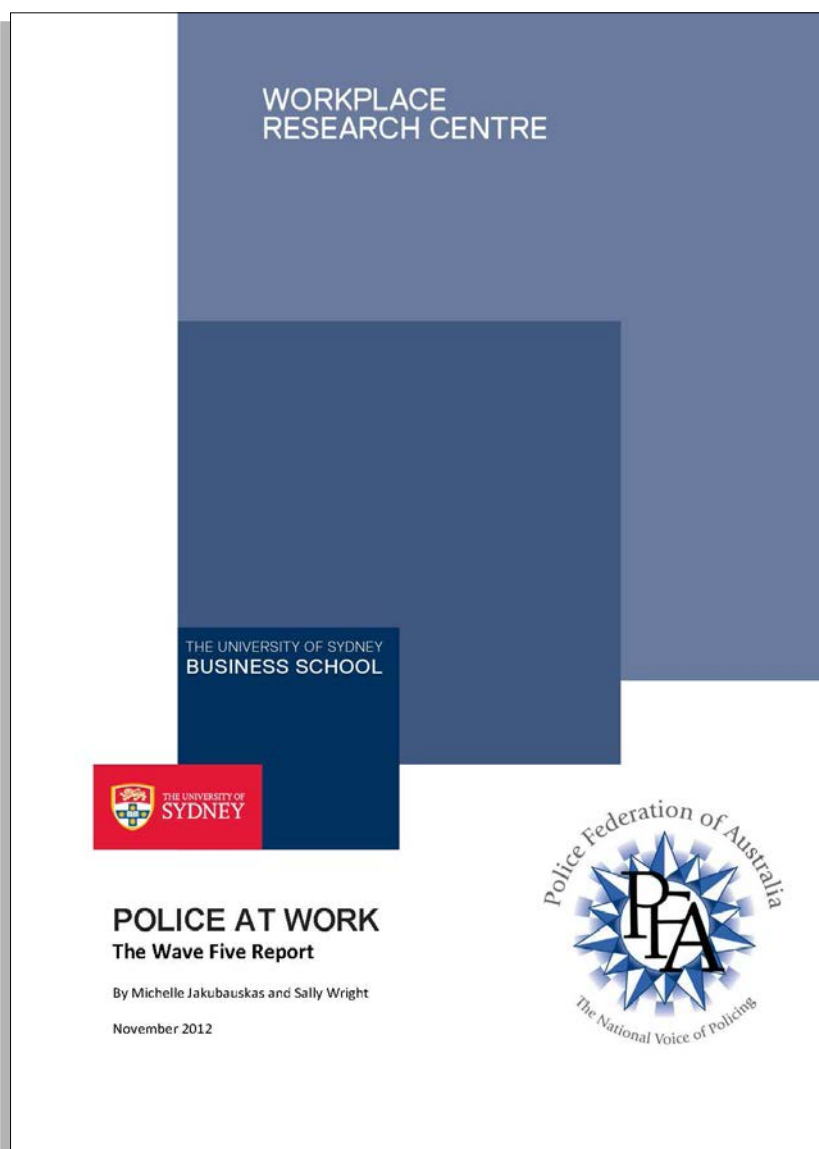
The research also shows that improving the support police have from their organisation and their managers will deliver greater job satisfaction, less stress and lower rates of burnout from the policing task. The police work environment and culture has a big influence on these three factors.

The launch of the report was accompanied by three fact sheets: one on the research project, a second on the risks of injury or

illness in police work, and a third on other research findings. The report and fact sheets are all available on the PFA's website.

ABS Statistics

In May 2013 the PFA made a submission to the Australian Bureau of Statistics (ABS) Census of Population and Housing: Consultation on Content and Procedures, 2016. In liaison with the Australian and New Zealand



Policing Advisory Agency (ANZPAA), who also made their own submission on behalf of policing, the PFA argued that the Census should continue coding industry at the most detailed level (four-digit level) of the Australian and New Zealand Standard Industrial Classification (cat.no1292.0) rather than changing to the three digit unit group as proposed.

For Policing, the ABS hierarchy currently appears as:

- Division O—Public Administration and Safety
- Subdivision 77—Public Order, Safety and Regulatory Services
- Group 771—Public Order and Safety Services
- Class 7711—Police Services

If the ABS elected to pursue the three digit coding classification Policing would be included with such occupations as Fire, Emergency services, Corrections and locksmiths.

In late 2013 the Australian Statistics Advisory Council (ASAC) will discuss the views of users obtained through written submissions. During 2014 the ABS will make a submission to the Government on the nature and content of the 2016 Census. An information paper will be released outlining the 2016 Census content (cat. no. 2008.0) following Government approval.

ABS Research

In April 2013 the Australian Bureau of Statistics released as part of its Australian Social Trends report an article titled 'The Average Australian'. By drawing on Census data, the article not only looked at the characteristics of the average or 'typical' Australian, but sought to illustrate the diversity and change across the Australian population.

The PFA decided to use this ABS release 'The Average Australian' as a template to investigate 'the average member of the police services'. Having access to the ABS table building subscription service allowed us to use ABS 2011 Housing and Population Census data to build up a snapshot of the police services population. Drawing out key trends and insights from the ABS is an ongoing project.

Productivity Commission

Submission on Government Services Report

We have for some time expressed concern over the Productivity Commission's annual Report on Government Services specifically as it relates to Chapter 6, the Police Services section.

In 2012 the Executive received a very informative presentation by a senior official of the Commission. Subsequently, in May 2013 we made a submission to the Productivity Commission concerning what we believed were misleading statistics in the Report, particularly regarding the terminology 'operational' staff. The Report in our view misled the public that there were more 'operational' police than there actually are. The Report, which does not include statistics for AFP national operations, indicated that there were 51,778 sworn police across the state and territory jurisdictions, yet it also indicated that there were 60,364 'operational' police staff a statistic we believe was misleading.

Our submission made a number of suggested amendments to the Police Services section of the Report including in each state and territory –

- The number of sworn police officers (including the number per 100,000 population);
- The number of sworn police first responders (including the number per 100,000 population);
- The number of sworn 'designated' investigators (including the number per 100,000 population); and
- Response times for 'first responders'

Our submission was put before the Productivity Commission's Police Services Working Group who rejected the PFA's submission.

The PFA Executive has determined to continue to expose what it believes to be a misleading Report.

Geographic Labor Mobility submission

In July 2013 the Productivity Commission produced a Geographic Labor Mobility Issues Paper for comment.

The PFA made a detailed submission particularly focusing on the fly in fly out arrangements in many industries and the potential for such arrangements in policing as well as our push for police professional registration that will enhance both interoperability and mobility across police jurisdictions.

AUSTRALIAN CITIZENSHIP FOR FORMER NEW ZEALAND OFFICERS

There are a number of former New Zealand police working in the Australian police forces who having arrived in Australia after 26 February 2001 and wishing to stay are unable to gain permanent residency because Police Officer is not currently listed on the Skilled Occupation list. This has restricted the path to Australian citizenship and therefore the ability for some members to access the full range of social security payments, state provided services, voting rights and education entitlements which Australian citizens are guaranteed.

Seeking clarity on this situation the PFA in early 2013 contacted the Immigration Ministers Office. Under the direct advice of the Immigration Department's Regional Migration Policy Section we were advised the only available option for New Zealanders seeking permanent residency and enabling a clear path to citizenship would be currently through the Regional Sponsored Migration Scheme (RMS) (Subclass 187) visa programme.

The Department also provided the PFA with a frequently asked questions document for New Zealand citizens seeking permanent residency, which we placed on our website and distributed through Branches.

The Immigration Department also highlighted a willingness to set up information sessions in areas interested in receiving more information about the Regional Sponsored Migration Scheme visa programme.

The PFA Executive subsequently endorsed writing to ANZPAA seeking to explore options with Police Commissioners of using the Regional Sponsored Migration Scheme when recruiting New Zealand Police Officers. The Executive also endorsed the PFA working with the New Zealand Police Association to inform New Zealand Police Officers considering joining Australian police forces of the potential immigration issues if they are not engaged under that Scheme.

WA AUXILIARY OFFICERS

The PFA has continued to liaise with both the PFA Western Australian Branch and the Community and Public Sector Union, representing the Civil Service Association of Western Australia over the coverage of Auxiliary Officers in Western Australia.

We are hopeful that we have reached an agreement on the issue which will be consistent with a decision of the Full Bench of the Western Australia Industrial Relations Commission that gave the vast bulk of the coverage to the Western Australia Police Union.

STAFFING CHANGES

Angus Skinner resigned from the PFA effective of the 28 February 2013 and Kathleen Potts commenced employment on 11 February.

Angus is now working at the Police Association of New South Wales and we thank him and acknowledge his contribution to the PFA.

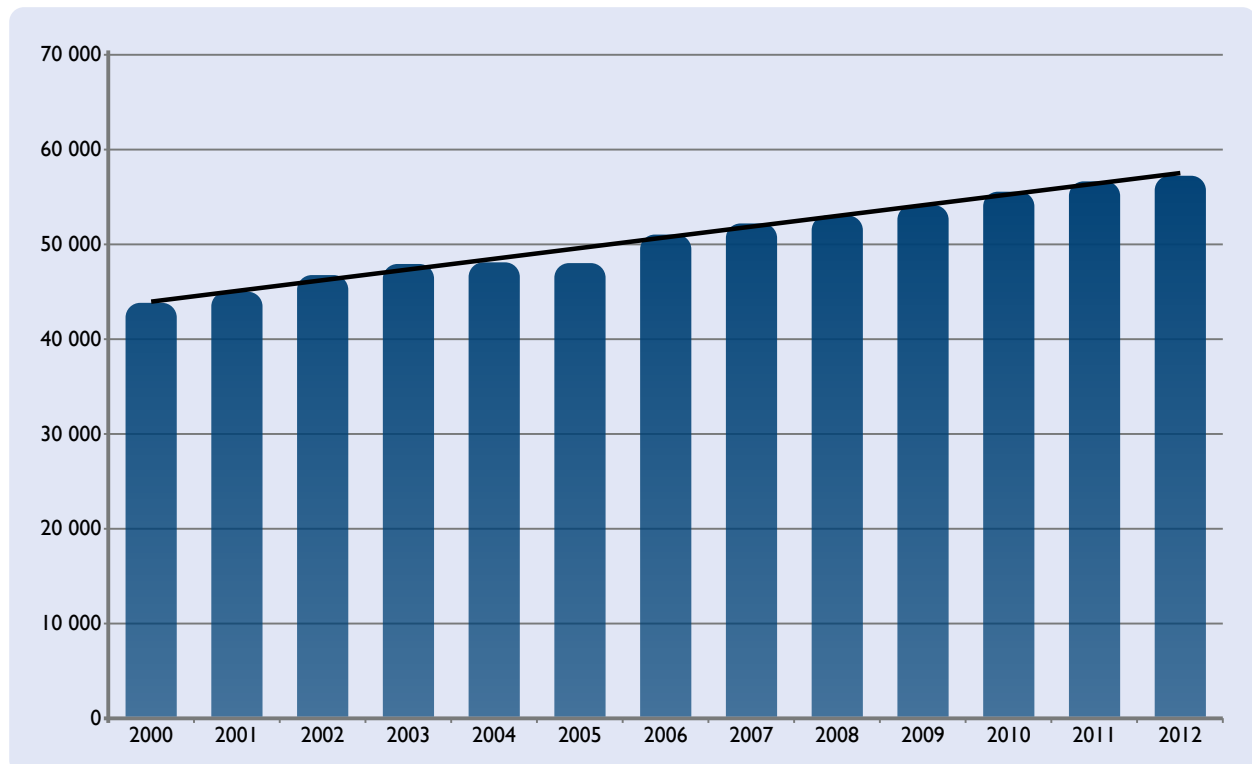
As reported earlier in this report, Debbie Martiniello reached a personal milestone of 10 years employment with the PFA on 3 March 2013 which was recognised by a presentation at Parliament House during a Parliamentary Friends of Police function.



WEBSITE UPGRADE

The PFA has responsibility for maintaining and managing the content of four websites—PFA, National Police Memorial, Wall to Wall Ride and ICPRA. A decision was taken earlier in the year to upgrade all four websites to bring them all onto the same operating platform which would streamline the content management of the sites enormously. After seeking costings and consideration of different platforms from a number of companies, an agreement was entered into with a local web developer and at the time of writing this report, the PFA website is ready for launching

PFA Membership numbers 2000 to 2012 as at 31 December Each Year (includes QLD)



live along with the ICPRA website some time during October. The other two sites will follow shortly thereafter. Not only will all four sites be much easier for staff to manage but the sites will all display a much more modern, up-to-date design as well as featuring a number of new functions. A critical aspect of the new design is the ability for the websites to automatically adapt to the device it is being viewed on, for example smart phones or tablets. We are very happy with the progress to date and the redevelopment has proven to be very cost effective as well. By the time this report is printed, the new sites will all be live and operational.

PFA MEMBERSHIP

A perusal of the above graph will show the steady increase in the PFA's membership base since 2000. However as pointed out in the President's report, membership numbers in some Branches are coming under pressure.

The future use of this graph in subsequent Annual Reports will allow us to track this progress over time.

CONCLUSION

Again, the above report outlines the array of issues that the PFA deals with on behalf of members and Branches. Interestingly, on some, such as mobile broadband communications, we are not only representing Branches and members but the approximately 400,000 members of the wider public safety industry. On this issue the PFA has become the public face of the campaign and has invested significant resources and energy.

The relationships we have built across the political divide in the federal arena over the years have been very beneficial and will be extremely important in Australia's 44th Parliament. As the President has indicated in his report, in the near future we are likely to experience coalition governments in almost every state and territory as well as federally.

When that occurred in 2007 under Labor, the PFA was well placed to work with the then federal government to ensure that there were no unintended consequences of legislation or policy across the various governments. We trust to be in the same position with the Coalition.

Our pre-election issues, as outlined earlier in the report, will be our plan for the next three years. As reported, that manifesto was developed through a detailed process that included meetings with the leaders of each of the major political parties and in-depth consultation with Branches. As the content of the document indicates, while the PFA pursues matters of industrial significance to members, we have a suite of issues in the police professional domain that are also of vital importance.

I take this opportunity to thank Branches for their ongoing strong support. The PFA has a small staff and rely heavily on subject matter experts in Branches to assist us in our work. That support and guidance is only ever a phone call away.

The Executive has again proved itself to be strong, reliable, supportive and most importantly cohesive. The real strength of the PFA will always be the strength of its Branches. I thank the Executive for their ongoing support of our staff.

We continue to be well served by outstanding and professional staff. Whilst Angus Skinner resigned early in 2013 to return to Sydney, we were pleased to see that he gained employment with the NSW Police Association. His replacement, Kathleen Potts has found her feet and been a great acquisition for the PFA bringing with her a wealth of experience from the private sector.

Dianne Gayler continues to provide us with strong research and analytical skills. Her detailed work in areas such as the OH&S Code of Practice and public safety mobile broadband has ensured that we are at the forefront of the debate on these two essential areas of PFA policy.

Debbie Martiniello, who has now been at the PFA for 10 years, continues to be the bedrock of the organisation. Debbie's management of the office and in particular our finances, continues to ensure that we meet our self-imposed strict governance arrangements.

I once again place on the record my sincere thanks for the support Angus, Kath, Dianne and Debbie have continued to provide me. I could not ask for better staff.

As the President reported earlier, I was also pleased in November 2012, to sign a three year extension to my contact of employment.

The change of federal government will produce an array of challenges over the next 12 months, but it will also present many great opportunities for us to progress, not only the issues highlighted in this report but the many others I expect will arise in the coming months.

I know I talk on behalf of all the staff when I say we look forward to being part of that exciting time in the PFA's history.

Mark Burgess
Chief Executive Officer



AFFILIATES' REPORTS

NEW SOUTH WALES



As reported last year, 2012 was a perfect storm for the NSW Branch with attacks on the Death and Disability (D&D) scheme combined with our first arbitrated wage case in 20 years as well as the myriad of critical day to day issues we deal with on behalf of members. The past 12 months have been no less busy but have seen considerable gains made on behalf of NSW Police officers.

THE WAGES CASE—PHASE 2

In September 2012 the Full Bench of the Industrial Relations Commission (IRC) handed down the much anticipated and long awaited decision regarding our salary case. The results included; general increases for salaries and salary based allowances of 3.5% from 1 July 2011 (including the 2.5% already awarded) and 3.2% from 1 July 2012 and 3.2% from 1 July 2013. When compounded Police salaries will increase by 10.22% during the term of the new award.

Since my last report the Branch has been engaged in phase 2 of the case involving a range of claims for improvements to employment conditions and to restructure salary scales.

In addition to the complex task of case preparation we have been before the IRC in conciliation processes which ultimately led to a positive outcome for members. These included:

On-call—Guidelines

Recognition of the need to balance the requirement for police to be subject to recall and WH&S obligations so as to manage fatigue and ensure work readiness. The guidelines will ensure that on-call must be managed safely.

Recall to Duty—payment for travel time in excess of the current three hours minimum payment

The Award entitlements for travel time and recall benefits have been varied to provide payment of travel time for recalls to duty (other than on-call officers taking home a fully equipped specialist vehicle) so that where the period of duty and travel exceeds three hours, travel time will be paid for any period of travel in excess of one hour instead of two.

On-call—fully equipped specialist vehicle; recall applies from home regardless of hours worked.

Fully equipped specialist vehicle means the vehicle is equipped for the purpose of work versus a mode of transportation, e.g. would not include a vehicle with a police radio, bullet resistant vest, lights and sirens, mobile data terminal etc. when it is used solely as transportation to and from the recall.

The 'On Call Telephone and On Call Detectives' provisions will now apply to an on call officer who is called out and is then subsequently called off prior to attending the work location.

Special Operations Allowance

The Award now includes a new allowance, to be called the Special Operations Allowance, in a standalone clause separate to the travel provisions.

It incorporates the allowance developed by 'custom and practice' for Special Operations into the Award:

- An equivalent of one hour of Senior Constable Level 3 wages;
- The standard award incidental allowance and;
- An additional \$10.00
- Paid on a per shift basis.

The additional \$10 flat component will become an expense related allowance linked to CPI.

This currently equates to \$68.90 per shift and will vary automatically over time.

The Special Operations Allowance does not apply to officers temporarily residing at the Police Academy or any other location undertaking in-house training and development.

Allowance for officers temporarily relieving in a Detective's position

The Award now includes a new allowance that is to apply to officers who have relieved in a Detective's position at rank for more than six months. It commences on the first day after the end of the six-month period.

The allowance is the difference between the officer's substantive salary and the salary they would have received had they been permanently appointed to a Detective's position.

If permanently appointed to a Detective's position the increase will be backdated from commencement of a continuous period of relief. Periods of multiple relief will not count.

Fair & transparent selection will apply for relieving opportunities as well as prospective application—however, the six-month 'clock' if permanently appointed, does not start again.

Target Action Groups and Anti Theft Units

New arrangements for these officers are reflected in the Award:

- Expansion of the joint committee assessment process which applies to officers deployed in regional TAG (Target Action Group) & Anti Theft Units undertaking criminal investigation as a substantive part of their tasking. The Joint Committee will make recommendations for approval by the Region Commander and Head of Profession.

Upon approval of the joint committee, officers of the particular unit will be entitled to an allowance. The amount will be based on the outcomes agreed in the IRC. That is:

- Team Leader Sergeants who are designated will be entitled to receive Grade 3 Special Duties Allowance (SDA), five years after permanent appointment and in addition the Detective's Special Allowance
- Team Leader Sergeants who are not designated will be entitled to receive SDA 3
- Constables/Senior Constables who are designated as a detective to receive SDA 3
- Constables/Senior Constables who are not designated to receive SDA 2.

There is agreement that the work of these units is distinguishable from the work of detectives. It is acknowledged that these officers are not performing the full range of criminal investigation duties consistent with those performed within a criminal investigation office at Local Area Command.

The new allowance will apply to applications made after the making of the Award adjustments.

Management of Time

The existing policy dealing with the management of working hours for Commissioned Officers will be amended to highlight the need for negotiation associated with taking time and conversely managing the working of excessive hours.

In particular, if a Commissioned Officer is working excessive hours this should be with the express agreement of their Commander ensuring:

- The working hours are in accordance with the NSW Police Force Fatigue Risk Management Framework (Guidelines and Tools);
- The time worked is necessary and work is being performed efficiently;
- Start and finish times take into account the requirements and availability of work; and
- That the officer is allowed additional time off at a mutually agreeable time.

These achievements have been made in an extremely difficult economic and political climate and could not have been achieved without the hard work, support and evidence directly provided by all those members who participated in the case and in the numerous meetings with local politicians. I would like to sincerely

thank everyone who assisted. This case has been a mammoth undertaking over more than two years by the Branch on behalf of members. Whilst not all that was claimed has been achieved, the overall outcome is significant and we can still pursue these issues in future wage claims. It came at no cost to members and builds on the increases to real wages and improvements to conditions achieved over the past 20 years.

DEATH AND DISABILITY CAMPAIGN

I am proud to advise that, as part of this process, the Government has agreed to our claim for substantial improvements to entitlements for our most seriously injured members. Whilst not strictly part of the claim before the IRC the Branch was able to utilise the conciliation process to achieve enhancements to the D&D Scheme and ameliorate some of the draconian cuts made to the entitlements in 2011.

This was however preceded by a structured campaign of lobbying key MPs and stakeholders both at a local level involving branch officials and members and centrally with the Minister and other Government officials. Recognising the political reality of a Government with a substantial majority and the failure of our previous confrontational strategy the Branch determined that we needed to build relationships and progress with a well-researched reasoned argument targeting the entitlements of the most vulnerable of our members.

As a consequence from October 2013 the scheme will be improved by:

- Increasing by 40% the maximum period of income protection from five years to seven years at 75% of pre-injury salary and;
- Restructuring the sliding scale of lump sum benefits to improve benefits for the vast majority of claims made by seriously injured Police.

All these benefits have been won at no cost to members and with no tradeoffs and have been received positively by the membership.

BAIL REVIEW

As reported last year we have also successfully fought the Bail Review where some terrifying

recommendations were proposed. The removal of police issuing bail and not being able to conduct curfew checks would not only jeopardize our safety, but push every crime statistic through the roof. Our advocacy on this issue backed by comprehensive research ensured a positive outcome with legislative change now enacted which will see bail decisions by both police and the judiciary based on a risk assessment approach. This will ensure sensible bail decisions with a focus on protecting the community.

MURDER OF BRYSON ANDERSON

On a sadder note, we had another one of our brothers killed in the line of duty during the past year. The murder of Inspector Bryson Anderson sent a shock wave through the community of western Sydney and demonstrated again the standing that police have with the public. Police and the community rallied and when the Branch established a memorial fund for his wife and family their generosity was overwhelming. The local community was amazing in its commitment organizing a range of fundraising events culminating in a huge fundraising dinner in the Sydney CBD. Channel 9's A Current Affair arranged a massive renovation of the family home with all labor and materials donated. It allowed a large number of his friends and colleagues to participate by volunteering their time and also numerous tradespersons from the area and across the state to pitch in to help. Tragic deaths of members really bring out the best in our membership and the community we serve.

I thank all members for their involvement in these large campaigns, but also for protecting each other in day to day issues. Looking after the welfare of each other makes us all stronger. I thank the delegates for their ongoing direction and for leading our strategic campaigns. I also thank the staff at the Branch. This continues to be their busiest time since the Police Royal Commission, but they have risen to the task and performed a fantastic job—not only in their day-to-day tasks, but in dealing with the members who have phoned in for assistance.

Scott Weber
Branch President



AUSTRALIAN FEDERAL POLICE ASSOCIATION



2013 has been a year of significant change for the Australian Federal Police Association (AFPA) as well as the Commonwealth law enforcement environment. Blind Freddy had no trouble foretelling a change in the Federal Government. That has now come to pass and we await the finalisation of the Senate with the rise of the micro-parties.

We welcome the new Federal Minister for Justice, Michael Keenan MP. Minister Keenan, in opposition, consulted extensively with the AFPA on law enforcement issues. We look forward to working with the Minister and his staff in the same honest and productive manner.

It would be remiss not to acknowledge the former Minister, Jason Clare MP. Jason proved himself an effective advocate in Parliament on law enforcement and we certainly appreciated the introduction of new initiatives such as improved unexplained wealth provisions. We wish Jason well for the future.

As an apolitical organisation we have enjoyed strong and productive bi-partisan relationships on 'the Hill'. We have no reason to doubt that these will continue. The new Coalition Government has already indicated no change to AFP policing numbers, which is a welcome sign. Although Government savings measures targeting Department of Defence and Parliamentary Support Services are likely to result in a reduction of security service the AFP is contracted to provide. This will likely mean a reduction in overall Protective Service Officer numbers. The AFPA has written to the new Minister for Defence and the Minister for Justice opposing cuts to funding security arrangements at Defence and Parliamentary establishments.

We are keen to see what government intentions are in the wider Border Protection environment and international policing commitments with regard to the

AFP's roles. The Federal Election resulted in healthy responses to the AFPA's manifesto with Labor responding directly to the AFPA in answer to our policy position and the Coalition's Policy to Tackle Crime demonstrating alignment with us in a number of their statements.

OVERSEAS DEPLOYMENT CONDITIONS

AFP employees (including seconded police) deployed overseas with the IDG as well as those working as international liaison officers in the overseas network have deployed under a range of terms and conditions. These terms and conditions have been articulated in Determinations under the AFP Act and not strictly under the terms of the AFP Enterprise Agreement.

The AFP intends to roll all overseas terms and conditions into one Single Overseas Determination encompassing all roles. This initiative poses serious concerns for us in making sure that pay and conditions of members overseas remain fair.

A major concern for us is that the AFP fails to acknowledge the original parliamentary comments specifying that overseas Determinations are 'additional to' rather than 'instead of' the core pay and conditions of the EA. The fundamental terms and conditions of AFP employees are at risk of being undermined should some elements of the Single Overseas Determination be implemented.

The AFPA is doing its utmost to protect the conditions of members deployed overseas and hold the AFP to a meaningful consultation process. Following recent AFPA representation the Commissioner agreed to hold off from signing the Single Determination whilst we still had outstanding concerns. Our concerns have been submitted and we currently await the Commissioner's

response. This Branch will pursue legal and/or political avenues if it becomes necessary to do so.

AFPA NATIONAL COUNCIL

The AFPA National Council was held at Bowral in April this year with all Executive positions up for election.

I was fortunate to be returned as National President, making my tenure one of the most enduring amongst the PFA Affiliates.

Following the Retirement of Jim Torr in November 2012, Dennis Gellatly was appointed Chief Executive Officer in November 2012 unanimously by the Executive to fill the role until the National Council. Dennis was subsequently elected as CEO at Council.

Dennis has been a police officer for almost 28 years with 24 of those in ACT Community Policing across most aspects including general duties, traffic, criminal investigations, crime prevention, HR and Ministerial Liaison. More recently he took carriage of the latter stages of Project Macer—the transition of over 400 PSO aviation positions into airport policing roles and G20 planning for Brisbane in 2014.



Executive positions that were filled are: Stephen Richardson, Executive and Associate members; Ian Bridle, Crime Operations; Angela Smith, ACT Policing; Mark Jager,

National Security; Glen McDonald, Close Operations; and, Aidan King, Chief Operating Officer portfolio.

We are very grateful to our Council guests for their support and their comments on important and relevant issues: PANSW President Scott Weber; PFA CEO Mark Burgess; and Chris Hayes MP.

AFPA NATIONAL OFFICE DEVELOPMENTS

The new CEO has undertaken an assessment of AFPA operating policies, processes and structures. As a result, the AFPA has restructured our staff and we are enhancing our business model. This body of work has been a major focus for the AFPA office during 2013 and will serve to significantly enhance member services.

The bulk of AFPA day-to-day work consists of handling the industrial and legal matters arising from members and the workplace. We take the view that this work is likened to complaints handling and therefore should be managed using a well structured, dynamic case management framework. In providing the best service we can to our members, we have committed to hold ourselves to the Australian Standard for Complaint Handling and Customer Satisfaction (ISO 10002:2004, MOD).

The AFPA engaged the same leading Australian software company that provides solutions to all the Australian Ombudsman offices and many government and non-government agencies to develop a case management system tailored to our specific requirements. The system, which goes live in October 2013, will accommodate virtually all AFPA work, is compatible with our finance software and has powerful business intelligence and reporting features.

Through our newly developed website, members will be able to request Association assistance and be assured that their matter will be received and actioned. When members submit the web form, an automated workflow will be triggered in the case management system and the member will receive a reply advising them of a job number. All cases will be visible according to priority and which legal/industrial case officer is assigned. No longer will member's matters risk stalling or falling through procedural cracks.

Obviously we in the AFPA office are all very excited about these developments and look forward to the transformation they will bring in how we work and more importantly the quality of our service to members.

WELFARE

Through the AUSPOL Police Welfare Foundation (PWF), we continue to provide assistance to the policing family at times of need. The first half of 2013 has seen around \$30,000 donated.

Many PFA members may not be aware that the PWF is a fully registered charity established to assist members of all policing jurisdictions. The PWF fills a need in addition to legacy funds and is predominantly for cases not involving death, but serious illness, injury and necessitous circumstances faced by our members and their families.

Recently, financial assistance was approved following the tragic death of a NSW police officer and mum. The donation will go toward future child education needs.

MEMBER LEGAL ASSISTANCE

The AFPA has recently seen an upturn in member legal assistance matters. This is a concerning trend that has caused us to proceed with legal action in the interests of some members. We believe that these matters should otherwise not have reached court had the AFP been open to objective and honest appraisal of certain internal administrative processes leading to administrative decisions that detrimentally affect members.

Some internal investigation processes have lost sight of objectivity and clearly lack an appreciation of fundamental, universally accepted natural justice principles. Until we can convince AFP management of the need to look at the application of good practice in its administrative practices, I suspect there will be more cases of litigation.

ROSTERING

The AFPA worked with ACT Policing in the development of a roster review for ACT Community Policing and consulted regularly throughout the course of a trial roster.

Since 2008 ACT Policing have worked a dedicated 10-hour shift roster. Whilst not perfect, there were several features that provided for reasonable work-life balance such as 50% of weekends off over a roster period and substantial surge capacity at the busier times of the week.

What became obvious was a staffing shortfall in ACT Policing, which no doubt contributed to the roster review as a means to cope.

The trial roster was scrapped and a modified version of the previous roster introduced in September. What we found interesting was that after 5 years of 10-hour shifts, an overwhelming (over 70%) number of members did not find the re-introduction of 12 hour shifts in the trial roster favourable.

LOBBYING FOR LAW ENFORCEMENT REFORMS

The AFPA continued lobbying for significant law enforcement reforms in both the Federal and ACT jurisdictions with submissions and evidence before a number of committees in relation to inquiries and legislative amendments including:

- Unexplained Wealth provisions within the Proceeds of Crime Act (Cth);
- Integrity Testing of Law Enforcement Employees;
- Criminal Intelligence Sharing;
- Expert Panel on Asylum Seekers;
- Lobbying for a False Claims Bill (Cth);
- Lobbying for an E-crime Fencing Bill (Cth);
- Lobbying on the inadequacy of aviation and maritime security measures to combat serious and organised crime;
- Lobbying for the inclusion of the offence of importing, possessing and trafficking in Dangerous Weapons under the Criminal Code (Cth); and
- Lobbying for an amendment to the proposed Private Member's Bill on Whistleblowing to protect officials of Registered Industrial Organizations.

AFPA submissions and evidence to ACT Legislative Assembly committees include:

- Inquiry into the Crime Legislative Amendment Bill 2011;
- Inquiry into the Crime (Offences against Police) Amendment Bill 2012;
- Inquiry into the Bail Act 1992 (ACT) amendment—Presumption Against Bail—Recommendation by the AFPA for a provision similar to Section 8C Bail Act 1978 (NSW).

In 2013-14 the AFPA will be focusing on:

- Issues on bullying and harassment;
- Responding to members concerns of a lack of being treated fairly in the AFP;
- Responding to member concerns in regards to the lack of trust in AFP management and AFP managers;
- The Deployment Assistance Allowance (DAA) review and potential Dispute;

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- The Working Pattern Composite Dispute;
 - The Overseas Single Determination Dispute;
 - The Dispute into Category 3 PRS matters and suspension with/without pay;
 - The Dispute into proposed DNA legislation for AFP appointees;
 - Opposing the proposed amendment to the Workplace Health & Safety legislation to exclude overseas deployment (negatively impacting on IDG & ILOs);
 - Monitoring the implementation of the Integrity Testing legislation and guarding against potential abuse;
 - Lobbying for an increase in AFP numbers for core investigations through to 2016;
 - Lobbying for an increase in AFP Uniform Protection numbers in remote localities;
 - Possible legal action on the AFP interpretation of s.40(H) (2) of the AFP Act 1979;
 - Possible legal action on the interpretation of employment decisions in the AFP Act 1979;
 - Possible legal action on the interpretation of AFP Regulation 24;
 - Possible legal action over Part V of the AFP Act 1979;
 - Possible legal action over CPSU breaches of their eligibility rules and potential coverage disputes over transition of business;
 - Federal Budgets and ACT Budgets and the pressure to reduce the budget deficit and the subsequent negative impact on the AFP;
 - AFP management becoming more adversarial and less consultative with appointees and their industrial representatives, similar to the action taken by the AFP management under the Howard Government;
 - Outcomes of the Review into Australian Customs and Border Protection Service (AC&BPS)
 - Expansion of powers of the Australian Commission for Law Enforcement Integrity (ACLEI) to other Law Enforcement agencies and sections;

Jon Hunt-Sharman
Branch President



VICTORIA



The Police Federation of Australia is the national umbrella body for Police Associations and unions throughout Australia. The Presidents of all of the branches, including Victoria, are members of the Federation's Executive. The Presidents, including myself, meet in Canberra on a bi-monthly basis. These PFA Executive quarterly meetings provide a forum to discuss issues of national implication for the 56,621 police officers throughout the nation. The Federation is also the body through which we conduct industrial issues, given that the Kennett Government referred its industrial powers to the commonwealth following its election in 1996.

Later this year, the Victoria Police Branch of the Police Federation of Australia will commence member meetings to establish the groundwork for the preparation of the Log of Claims that will be presented to the Victoria Police Force, as a precursor to EB 2015 negotiations. It is the case that preparations for EB 2015 began immediately after the sign-off of the very successful outcomes achieved in EB 2011. It is usually the case that the issues that were not achieved in the previous EB will appear in the next Log of Claims as a matter of course. As always, the branch will be guided by its members and the next log of claims will directly reflect the views of our members, which will be obtained through various forums, including the meetings of members that will commence in workplaces later this year.

During the Federation's Executive meetings we have discussed the many challenges facing the broader union movement, including the alleged behaviour of some officials from other unions, which is currently the subject of investigation. We understand that further regulation of unions and professional associations, including affiliates of the Federation, may be the outcome of serious allegations made against other unions.

We are fortunate that all affiliates of the Federation have a membership density of almost 100%, which is unprecedented when it comes to union density in the broader union movement. It is important to maintain this level of union density within police Associations/ unions throughout the country including, of course, the Victorian branch.

The Federation will continue to pursue the national issues that we have identified, including:

1. A fair superannuation deal for police
2. The operations of Fair Work Australia and its impact on police
3. Workers compensation
4. Occupational health and safety
5. Taxation, including salary sacrifice
6. Serious and organised crime and the proceeds of crime; and
7. National police workforce planning

During the past year, the Federation has strongly lobbied the federal government to allocate a greater proportion of our public airwaves for emergency services communication, so that our members and other emergency service workers can better cope, particularly during times of disaster. The Keating Government, long ago, recognised that a pure market system, where spectrum goes exclusively to the highest bidder, would squeeze out not-for-profit bodies like defence, national security, law enforcement and emergency services, which also urgently require that same spectrum. The Keating Government included in the relevant legislation a safeguard requiring the relevant minister and the Australian communications and media authority to make adequate provisions

of spectrum for defence and public safety agencies, including police.

However, in October, 2012, ACMA decided to allocate just ten megahertz of the available 800 megahertz band for mobile broadband communications nationally for public safety agencies. This is, regrettably, just half the spectrum that emergency service agencies require during times of disaster. We are very disappointed that the then Gillard Government was so short-sighted in its views around this important issue for police and other emergency service organisations. The concerns of the Federation are shared by the Australian Police Commissioners and all of the state and territory Premiers and Chief Ministers. The prevailing wisdom around this issue was that at least twenty megahertz, as a minimum spectrum, was required by police and emergency service organisations throughout Australia. The ten megahertz allocated would barely be sufficient for day-to-day operational needs. This short-sighted decision on the part of the Federal government has compromised public safety in Australia.

In a welcome development in this matter, a federal parliamentary joint committee on law enforcement, made up of representatives from all sides of politics, last month released a report endorsing the position taken by the Federation. A key recommendation of the report titled 'spectrum for public safety mobile broadband' supports the view of the Federation that an allocation of 20 megahertz for mobile broadband communications should be set aside for public safety agencies across the country, including police forces. The Federation will continue to strongly lobby the federal government of the day with regard to this important issue for our members from a national perspective.

Ground breaking research from the University of Sydney, partly commissioned by the Branch, has found what we have anecdotally known for some time and that is that police are reporting higher workloads, unsafe work practices and a higher rate of burnout compared to other groups within the Australian workforce. The police at work; the wave five report research involved almost 700 police officers every year for five years between 2007 and 2011 in the four jurisdictions of Victoria, New South Wales, the Northern Territory and the Australian Federal Police. The outcome of the research was consistent within all four jurisdictions. Over 31 per cent of respondents reported that they felt burned out by their work, with

overtime being found to be a major cause, with more than half of those working overtime also reporting feeling burned out. The research also revealed that police officers reporting being burned out felt less like they were contributing to the force's objectives and were twice as likely to leave the profession for other jobs.

We were particularly alarmed to discover that the research indicated that just 40 per cent of police officers within the jurisdictions reported feeling safe when they go to work, compared to around 70 per cent of construction workers, for example. The data also showed that police face a number of challenges more acutely than other workers. For example, a rising proportion of police want to work fewer hours, police feel they have less control over when they work their hours than other workers and police have concerns about the organisational climate in which they operate. The research also found that work intensification is a major concern of police officers. Insufficient staffing levels and increased workloads does not only drive longer working hours, but also results in constant pressure to get more done in the same time or less. This leads to unsustainable work practices and negative effects on health and wellbeing for our members and compromises service delivery to their communities. Despite the concerns and challenges that high rates of burn out and feeling unsafe at work brings with our profession, police officers in the reporting jurisdictions recorded a strong commitment to their respective police organisations, with 92 per cent of police officers feeling they have made an effective contribution to their organisation, rising to 95 per cent for those not suffering from burn out. The vast majority of police officers who responded to the research were dedicated to their job, with 89 per cent of police reporting overall satisfaction with their job. The findings of this research provided all Federation affiliates with an opportunity to advocate for improvement in the working lives of police officers throughout the country, particularly focusing on improvements in health and safety and the overall wellbeing of our national membership.

The Federation's Women's Advisory Committee is an important forum for women's issues to be raised and addressed from a national perspective. The WAC met on two occasions during the past year, with the meeting on 29 May, last year, hosting the Honourable Kate Ellis, Minister for Employment Participation and

Minister for Early Childhood Development. At this meeting, our WAC members briefed the Minister on the unique childcare needs and the associated difficulties facing police officers throughout Australia. The Federation has conducted meetings with family day care Australia about opportunities to work together to better meet the childcare needs related to police rosters and the overall impact of shift work on childcare arrangements.

Specific issues that impact on female police officers throughout Australia have been included on the WAC agenda in the past year. These issues include, but are not limited to:-

1. Initiatives to encourage greater female participation in police unions and Associations
2. Domestic violence
3. Pregnancy and parenting in policing
4. Lead poisoning from firearms training and its impact on pregnant or breastfeeding mothers
5. Part time work

A primary objective of WAC is addressing the parlous female participation rates in Police Associations and unions throughout Australia. Our Branch is fortunate to have two women on our Executive. However, there remains much work to be done with regard to greater female participation in the delegates and assistant delegates structure within the Branch.

Principally, as a direct result of the work of WAC, in March, this year, it was announced by the Federal government that more flexible childcare would soon become available for our members working regular nightshifts and weekends, as well as rosters that are subject to change. Under the Federal government's

childcare flexibility scheme, police shift workers will be joined by paramedics and nurses to be among 500 families taking part in a trial that will provide more flexible childcare, including overnight and weekend care. This is a significant win for our members who undertake shift work and who, of course, do not have the same childcare options that have been available to those who are employed in 9 to 5 jobs. The \$1.3 million trial will initially be made available to members who work in the Casey, Bayside, Wyndham and Cardinia areas. It will be delivered in partnership with family day care Australia, which is the national peak body representing day care providers. This is a welcome development for our members who require more flexible childcare arrangements to meet their shift work requirements. We will continue to encourage the federal government and other stakeholders to continue to work on this important issue for many of our members and to ensure that, in the future, our members who undertake shift work are able to access childcare on a permanent and ongoing basis.

The Branch and the Federation continue to look for opportunities to lobby federal parliamentarians, both in the House of Representatives and the Senate from all political persuasions and independents to obtain the best outcomes for our members that relate to issues that exist within our profession from a national perspective. We will continue to do this work on behalf of all Police officers throughout Australia and we will continue to achieve the best possible terms and conditions from to a national perspective as our principal objective.

Phil Pearson
Branch President



TASMANIA



The Tasmania Branch has endured another year of discontent with Government. The Labor/Green partnership has resulted in a slashing of the police officer establishment from 1228 to 1120 with the number of police officers at the time of writing at an unacceptable low of 1093 (that's over an 11% cut). An additional compounding problem is that cuts made to public service staffing have resulted in police performing those administrative roles, resulting in even less members on the street.

Despite calls from the PAT for the Government and Police Service to make decisions about what they want the core role of police to be in this State, they have not reduced (in any meaningful way) the amount of business we are expected to undertake. In fact the scope of work has increased due to cuts to other Government agencies and the expectation that police will pick up the after-hours functions for those other organisations. Tasmania Police just simply will not make the hard decisions and say 'NO'.

The Tasmania Branch still formally has no confidence in the Minister and holds the same position with regards the Labor/Green Government, which have been in place from last year. As a result of all of the above, this Branch has committed to running a campaign until the State election which will most likely be held in March 2014.

The Safety in Numbers campaign is highlighting the undermining of community safety as a result of the Labor/Green Government's cuts. The campaign includes paid media and a dedicated webpage. The cuts have resulted from this government's inability to manage the economy and a period (under its stewardship) of declining investment and business confidence culminating in seven consecutive quarters of negative growth.

Regardless of the reasons for the decline the effects of the cuts on our members have been profound. The Minister rolls out the tired old response that *the crime statistics are down, and we are the safest State in the nation*. However, crime figures are starting to rise. Of course, with statistics, the results are dependent upon the way they are reported. When time is taken to dig down into the figures some regions of the State are recording significant rises, particularly in relation to serious crime and public place assaults. These are not released to the public by Tasmania Police, but they are also not hidden (a matter that the PAT took advantage of recently to the annoyance of the Minister).

The pressure that members are under at work due to Government mismanagement and downright stupidity is having a greater impact on their private lives. There are not the margins of personnel in the various work areas that allow for sufficient coverage when annual leave is taken. Members are seconded from support areas such as Forensics, ClB, Drug Investigation Services, Road & Public Order Services and so called 'back office jobs' to support the front line when they are short of numbers, but no one does their work while they are absent. Add to that the 'benchmark' system and the most repressive annual leave policy ever to be introduced by Tasmania Police, all of which have resulted in significant angst being provoked amongst the membership, to the stage that the anger is now palpable. Good will is fast disappearing.

The decline in government finances has also undermined the Branch's ability to improve salaries and conditions through enterprise bargaining. The State Wages Policy effectively limits salary increases to 2% per annum and any further improvements will be paid for from the Department's budget; money it obviously doesn't have and therefore any additional increases are unattainable. To the Branch members' credit they

are more concerned, at this time, with having enough personnel to do the work safely rather than increasing their salaries.

Tasmania Police is struggling to provide a serviceable uniform with continuing complaints about the quality of some items and the suitability of others. The all-purpose jacket is a fine example of why you avoid a uniform item that purports to fulfil a multitude of needs; it doesn't do anything well. Money needs to be invested into uniform to ensure quality and that is fit for working in comfortably and safely.

The Branch has for years been concerned that members working alone are at increased risk to their safety. It has maintained that the existing Single Member Response Model (SMRM) is not a safe system of work and this caused the Branch to seek representation at the Coronerial Inquest into the Westbury incident where our member, while working alone, fatally shot a person in self defence.

The Branch was granted representation before the Coroner and submitted that where there is a possibility of violence the SMRM should specify that an appropriate number of police be deployed, dependent on the incident but that a minimum of two be sent to ensure that the attending police officers are as safe as 'reasonably practicable'. Furthermore the officer should not have been put in the position to make a risk assessment whether to attend singularly or 'two up' in the circumstances of potential violence.

The Coroner commented on the model as follows:

"At best the policy provides a non-exhaustive list of circumstances where the presence of more than one police officer is indicated. Thus in most cases the policy depends very much on the judgement of the attending officer and the completeness and accuracy of the information available to the officer at the time a decision is made."

Regarding the process for the assessment of risk the Coroner concluded that the responsibility for obtaining intelligence on the subject and the task to be performed was not clearly identified and recommended this occur.

He also indicated that "the Model currently gives little practical assistance to officers faced with the exercise of judgement about whether to perform a police duty as a single officer". The Branch believes that it is reasonable to expect that this type of policy should provide practical guidance on this and other pivotal issues otherwise it is deficient, at best.

The WHS Act 2012 establishes a presumption towards safety for workers and this was reflected in the recommendations made by the Coroner where he stated that process for assessment of risk factors should emphasise "the paramouncy of personal safety at all times". This is a correct judgement in the Branch's estimation but the Model endorses safety "when balanced against the safety of members of the public involved in the incident". This creates a dilemma for the attending officer and members shouldn't be placed in this situation. Tasmania Police should be managing the risks and this may require that additional resources be invested in officer safety.

Tasmania Police is developing its response to the Coroner's findings.

In closing, we intend campaigning hard up until the election, and will target those that have cut our numbers, i.e. the Premier, the Minister and the Labor/Green Government (coincidentally, it was a Labor/Green Government that cut our numbers in the early 90's and they were thrown out following a concerted campaign by this organisation). It is regrettable that we are forced to go down the same path because the memories of politicians have dimmed over time.

Our Conference has been timed to have maximum effect before the election. It will be held in Hobart on 29 & 30 January, 2014. There are busy times ahead, but we are looking forward to the challenge.

Pat Allen
Branch President



SOUTH AUSTRALIA



There have been a number of highlights for the branch in the last 12 months.

LEGISLATIVE OUTCOMES

Police Bill

The *Statutes Amendment (Police) Bill 2013* is currently undergoing debate in the Legislative Council after it passed the House of Assembly on July 24. The chief purpose of the Bill is to amend the *Police Act* with the introduction of a new drug- and alcohol-testing regime for police officers.

It will enable targeted and mandatory testing in certain circumstances.

Support for the introduction of this legislation was agreed to by members in the 2011 enterprise agreement.

The Bill will require police officers to submit to an alcotest or breath analysis, or both, for the purpose of detecting the presence of alcohol. A biological sample may be required to detect the presence of alcohol or drugs.

This requirement can apply in circumstances in which a member has been involved in a critical incident or engaged in high-risk driving. It can also apply when reasonable cause exists to believe a member has recently consumed alcohol or used a drug, or is applying for a classified appointment or position.

The obvious intent of the enterprise agreement clause and subsequent legislation is to support a safe workplace. It is axiomatic that no one wants his or her safety, or the safety of fellow employees or members of the public, compromised.

The procedures for the testing will be developed and enshrined in the Police Regulations.

The results of any drug- and alcohol-testing or analysis conducted under the provisions of the *Police Act*, or any admission or statement made by a person relating to such testing, are not admissible in any proceedings, other than disciplinary proceedings under the Act.

Other amendments to the *Police Act* include:

- Clarifying the length and manner of a period of probationary appointment, including if the member is absent from duty during the probationary period.
- Allowing the Commissioner to transfer a member (as a punishment) for a specified time, rather than for an indefinite period as is currently the case.
- Allowing a member to choose to have a minor complaint heard by the Police Disciplinary Tribunal in order for innocence or guilt to be determined.
- Providing a right of review for a selection decision if no selection is made from the pool of applicants.

Mandatory blood-testing of offenders who assault police

The branch wrote to Attorney-General John Rau requesting the introduction of legislation that would allow for the mandatory blood-testing of offenders who assault police.

The letter comes after delegates passed a motion at last year's conference directing the committee of management to lobby parliament for laws that require offenders who assault police to undergo a blood test. Sometimes such encounters result in an exchange of a bodily fluid.

When a member, in the course of duty, is spat on, bitten or otherwise assaulted in a way involving an exchange of bodily fluids, it is essential that officers have access to blood samples from the assailant for testing.

In this way, treatment for any illness or disease so communicated can be the subject of early diagnosis and medical interventions.

This is also being pursued in Western Australia where a legislative outcome is expected in the near future.

Legal defence

A core component of our service to members is protecting their legal interests. This can take many forms, as it did for Senior Constable Neil Bailey in the case of *Police v Ruppelt*.

This case was the subject of intense media scrutiny. Many will recall the constant broadcast of CCTV footage of police interaction with offender Leanne Ruppelt at the Nuriootpa Police Station in 2011.

When the story first broke, many were quick to rush to judgement on the actions of Snr Const Bailey and other police involved in Ruppelt's arrest. Some observers made public comment about standing the officers down. That was ill considered.

Some coverage of this incident tended to make Bailey appear as the wrongdoer. He was not. He responded to a dispute about drugs and money and the magistrate found his evidence truthful and him reliable.

The magistrate, by contrast, found the defendant Ruppelt "not an impressive witness and was prone to exaggerate and embellish her evidence."

During the trial, prosecutors alleged Ms Ruppelt, 20, had struck Snr Const Bailey at the Nuriootpa police station in May, 2011. She denied the charges, claiming police had used excessive force during her arrest, had pushed her head against a counter and strangled her until she passed out.

The court viewed CCTV footage of Ms Ruppelt banging her own head against a bed and placing her own hands on her throat.

The branch commissioned a report from Dr Paul Grimshaw from the University of Adelaide, to analyse the actions of police during her arrest.

Dr Grimshaw's final report found the arrest was conducted without the use of excessive force. He analysed the entire 25 minutes and 30 seconds of the footage and said: "In my view, the police officer (or any police officer) never strikes the girl."

His expert assessment of this incident was that it was conducted without the use of excessive force or forces.

And he highlighted the folly of drawing conclusions on CCTV footage played back at normal speed out of sequence.

Following the judgement, Ruppelt's lawyer was quoted in the media as saying that Snr Const Bailey could be facing criminal charges. Lawyers from Tindall Gask Bentley, acting for Bailey, sent a concerns notice to the lawyer as that imputation bore no resemblance to the magistrate's findings.

Media scrutiny of police actions is appropriate, but Snr Const Bailey suffered public misjudgement which had a detrimental effect on him and his family, at a time when they deserved support.

Snr Const Bailey thanks all branch members, delegates, committee and staff for their support of him throughout this ordeal.

INDUSTRIAL

Staffing

Police numbers and budget cuts were a feature of the year in review. This culminated in a government commitment to recruit an extra 50 officers in the 2013-14 financial year along with a \$35 million addition to the police budget over the next four years.

The branch lobbied the government intensely on this issue, and members might recall the government previously seeking \$150 million in savings.

The allocation of the extra 50 recruits will be:

- Twenty-nine additional front-line police.
- A neighbourhood policing team within Holden Hill LSA.
- A vulnerable victims unit, focussing on those with communication or intellectual disabilities.
- An internet child exploitation team, which will detect and prevent serious sexual offending involving the internet and children. (The team will

use forensic analysis of internet activity to identify child exploitation.)

- Enhancement of the SAPOL ANCOR (Australian National Child Offender Register) unit, to manage high-risk offenders in this area.

Premier Jay Weatherill said branch lobbying was effective insofar as the government attaining a good outcome for police while considering other budget priorities.

It is critical that recruitment promises be upheld. Policing is a labour-intensive job. The committee of management was disappointed the original commitment to recruit an extra 313 police by 2014 would not be met, but encouraged by the intended recruitment of an additional 50 police above attrition before the state election.

The committee of management also welcomed a commitment to position 80 of the new recruits (from the remainder of the recruit 313 promise) under the youth and culturally diverse recruitment strategy—a programme introduced by SAPOL as a result of fierce branch lobbying.

For many years the branch has lobbied the government, as well as SAPOL, to target both young and culturally diverse South Australians as part of their recruiting drive. This will encourage many SA mums and dads who, in recent years, have shared the disappointment of their children after being denied police careers because they were not considered old enough.

Productivity Commission

Almost nothing but misinformation emerged about police numbers during recent discourse about police budget cuts.

To believe that SA enjoys the services of 320 beat cops for every 100,000 people—as was widely reported—was to accept a complete falsehood.

Public misunderstanding abounds because the Productivity Commission includes an abundance of non-operational police officers in its definition of 'operational'.

Investment in extra SAPOL resources and a fall in recorded crime are no coincidence.

In the past few years, the government has introduced extensive legislative change, which has come with a heavy impact on police workloads.

Just two of the many new police responsibilities brought about by the change are vehicle impoundment and barring orders. Police impound around 8,000 vehicles per year, and the task consumes more than 5,000 hours of their time.

To the job of issuing a barring order, police officers commit around one hour—5,000 times per year.

And for a police officer to charge an arrested suspect, he or she must comply with 128 pages of protocols and responsibilities. Charging one suspect takes up to two hours.

Yes, these duties are necessary, but they keep police off the beat for thousands of hours every year.

The rapid growth of electronic crime is another cause of increased police workloads. Six new positions have had to be created for officers to deal with the requirements of this field of investigation.

And technological advances are as labour-intensive as they are helpful to police gathering evidence.

In a case in which police seize a computer that holds a terabyte of information, resources—that is, people—have to be assigned to examine it.

Clearly, as parliaments increase police workloads through legislative change, governments must increase police numbers accordingly. And just to add one extra 24-hour patrol to a police local service area requires 12 officers.

To see the police numbers issue in its proper perspective, one must compare like with like. Police forces around the country organize themselves and use sworn police officers differently.

Other forces have larger public service components than does SA. Demography, population figures and policing structures make the comparison meaningless.

No such thing as an oversupply of police, as has been suggested, exists anywhere in Australia. The opposite is the case, and it comes with an impact on the public.

The Police Federation of Australia believes the recent Report on Government Services contained misleading statistics about police, particularly regarding operational and non-operational staff.

This view has been outlined in a letter written by PFA chief executive officer Mark Burgess to the secretariat for the Review of Government Services Provision.

The data collection manual for the government report indicates that operational police officers as 'any person (sworn or unsworn) delivering a police or police-related service directly to an external customer.'

The PFA has expressed concern that the definition is too broad and many readers of the report statistics would be led to believe there are more front-line operational police officers than there actually are.

Police allowances increased

The Industrial Relations Commission granted a range of increases to police allowances, after hearing submissions from the branch.

The branch argued to increase the allowances in line with the Consumer Price Index and decisions on wages and allowances in other states.

Commissioner McMahon accepted those submissions.

The increases, which were backdated to March 21, 2013, are:

- Plain-clothes allowance increased to \$1,799 for males and \$2,060 for females.
- STAR Group allowance increased to \$388.
- Plain-clothes allowance for officers assigned to a uniformed area increased to \$5.69/day.
- Water police overnight stay allowance increased to \$105.58/night.
- Water police overnight stay with training exercises allowance increased to \$143.03/night.
- Meal money increased to \$10.53.

Enterprise agreement

All members received the EA 2011 salary increase of 3%, which was payable from July 24.

Commensurate with this increase was an adjustment to allowances which were increased by more than 5%. Those allowances are outlined in schedule 4 of EA 2011 and include:

- Senior patrol-officer allowance.
- Patrol tutor allowance.

- Rotational shift allowance for long-term patrol officers.
- Prosecution and detective attraction and retention allowances.
- Brevet sergeant and senior sergeant first class classification allowances.
- Country incentives.

EA 2011 also provides for a police-specific salary adjustment in January 2014. This adjustment was negotiated to ensure that SA police salaries maintained their comparative value to other Australian police jurisdictions.

If an increase is to apply, it will be determined by the parties to the agreement in accordance with an agreed formula.

The current enterprise agreement also provides for a salary increase in the next negotiated enterprise agreement, which will apply from the beginning of the first full pay period commencing on or after July 1, 2014.

Income protection top-up payment

Police Branch members injured as a result of criminality are now receiving their income protection top-up entitlements.

Members may recall that, in 2008, the branch set out to lobby the government for adjustments to regulations which would see its members not financially disadvantaged when injured at work as a result of conduct directed at them and involving criminality.

Now, five years after this important decision, the first round of police officers affected by these changes is receiving its top-up income protection payments. This includes members Brett Gibbons and Travis Emms, the two officers injured in the 2011 Hectorville shooting.

The regulations, which were originally approved in July 2012 as the *Southern State Superannuation (Additional Income for Protection for Police Officers) Variation Regulations 2012*, have an ex-gratia period dating back to July 1, 2011. This covers Gibbons and Emms.

The adjustment to the regulations means that affected police officers will now be covered for the difference between 100 per cent of their notional weekly earnings and the amount of workers compensation payments they receive, for a period of up to two years.

Other issues

Branch staff have dealt with a broad range of industrial issues affecting the membership, including:

- Part-time employment disputes.
- Redeployments.
- Claims.
- Rostering.
- Sick leave.

The branch has also published an information brochure about working part-time to assist members who make the decision to work in a part-time capacity for a period during their careers.

The branch continues to send representatives to branch executive meetings, industrial planning committees, women's advisory committee meetings, Wall-to-Wall Ride for Remembrance and national council. The branch applauds the full-time staff at the PFA for successfully representing all Australian police on issues including:

- New student identification legislation that would compromise covert operations.
- Proposed changes to fringe benefits taxation arrangements and the impact on salary sacrificing arrangements.
- Lobbying government for dedicated spectrum for a national public safety mobile broadband network for police and emergency service workers.

Branch elections

The branch welcomed Tom Scheffler as its secretary in April this year. Tom has been an integral part of the branch culture and work ethic for many years, and the support the membership afforded him was well received.

New committee members Samantha Strange, Michael Manning and Julian Snowden were elected for the first time to the committee of management.

Committee members David Reynolds, Allan Cannon, Chris Walkley, Daryl Mundy and Michael Kent were all returned to office by the membership.

Bernadette Zimmermann was recruited as the Police Association's organizer and resigned her position as deputy president of the branch.

The membership elected long-time delegate and committee member Trevor Milne as its new deputy president. I look forward to working alongside Trevor and all committee members in the interests of all branch members.

Mark Carroll
Branch President



WESTERN AUSTRALIA



During the last year, the WA Police Union has achieved some amazing results on behalf of our Members.

Not only has WAPU proved to be a powerful stakeholder in all police related issues in the State, we have also gained a strong political seat in lobbying the State Government to provide better legislative protection for our Members and to assist other stakeholders.

EVADE POLICE LAWS

West Australian police officers now enjoy the best protection from prosecution during emergency driving thanks to some very hard work from WAPU.

A motion devised and endorsed at our 2012 Annual Conference sparked the legislative change, which provides police with a defence to injury or death caused as a result of emergency driving.

The law now triggers a mandatory six-month sentence—the toughest penalty in Australia—for anyone who fails to stop when called upon by police and who continues to drive in a reckless manner during the course of a pursuit.

Offenders who kill or seriously injure someone as a result of a police pursuit will also be immediately imprisoned for 12 months, in addition to any other offences to which they are found guilty.

BUDGET WIN FOR WAPU

WAPU took on the State Government over its nonsensical decision to slash the WA Police Budget.

We were the solitary voice in condemning the proposal by the Barnett Government to slice \$37 million from the budget and launched a very public media campaign against the cuts.

After intense pressure, the Government finally came to its senses, scrapping the proposal and returning \$26.5 million to the police budget.

PERSONAL AND VEHICLE SAFETY REPORT

A number of our Members have experienced vandalism to their personal vehicles and property.

WAPU wrote a report which identified instances where officers were particularly targeted either arriving or leaving their place of work. Members' vehicles were also specifically targeted as a result of their dealings with members of the public: one officer's car was firebombed, one officer's vehicle brakes were tampered with and numerous officers had their car tyres slashed or windows smashed.

This report was sent to the Police Minister and Commissioner. The results were considered and will be looked at during a \$63 million facilities upgrade as promised by State Government during the election campaign.

STATE ELECTION

In a first for WAPU, we released a Pre-Election Submission with 17 recommendations that aimed to enhance policing for the modern era.

The strategy behind producing this material was to let police constituents and the general public know which Members of Parliament were offering the best deal for police officers. We also highlighted any MPs who did not support our recommendations. The 14 Liberal members who refused to meet with us were publicly acknowledged

for their apathy on our website and were subjected to negative advertisements in their local newspapers.

In addition to the document, a number of posters were produced and sent to every police station across the State to highlight the apathy of Brendon Grylls and his National Party towards regional police.

These posters compared the current \$1500 Locality Allowance (in some South West towns) to the electoral allowances and bonuses that Mr Grylls can claim (revealing that Mr Grylls receives \$82,000 in electoral, vehicle and travel allowances).

The promise the National Party made regarding the provision of free housing for regional WA police officers has not come to fruition. WAPU will continue to pressure the Nationals and hold them to account for this broken promise.

ROEBOURNE HOUSING COMPLEX

WAPU was horrified to learn our Members were living next door to criminals with extensive offending backgrounds and were the target of burglaries and anti-social behaviour in Roebourne. We acted quickly and demanded the affected Members be moved from the town until the Roebourne Police Housing Complex was built.

Positive conversations and actions by Assistant Commissioner (Regional WA) Gary Dreierberg meant this project started within one month of our visit and Housing Minister Terry Redman estimated it would be completed in December 2013.

MANDATORY SENTENCING ISSUES

A four-month research project on the judicial outcomes of Assault Public Officer charges found that offenders who assaulted a police officer had assault charges either dropped or downgraded to avoid mandatory jail terms.

The research presented six key recommendations which aimed to change processes between the State Solicitor's Office, Prosecuting and the victim.

We were also shocked and appalled to hear a woman was paroled after savagely assaulting one of our

Members in Northbridge back in 2011. I was infuriated to find out that Sarah Blanchette was given parole two months prior to completing her mandatory term of imprisonment for causing grievous bodily harm to Sergeant Wayne Godwin.

We have since found out that anyone who is serving a jail term less than 12 months is eligible for parole, regardless if a mandatory term of imprisonment has been imposed.

Before sharing our concerns with the media, I wrote to Attorney-General Michael Misichin and sought an urgent meeting to close this apparent legal loophole. The Attorney-General shared my concerns and said it was not the intent of the mandatory sentencing legislation for this to happen. We will continue to push for change in this crucial area of legislation.

POLICE AUXILIARY OFFICER (PAO) AWARD

At the time of writing this report, WAPU and WA Police have held regular meetings and made progress towards a PAO Industrial Agreement. We have been able to reach an 'in principle' agreement with WA Police on a number of clauses.

Some of the more contentious clauses that require further negotiation include salaries, overtime, shift penalties and hours of duty. Most of the clauses within our log of claims mirror that of the Police Officer Industrial Agreement.

It is expected that the new agreement will be finalised and lodged with the WA Industrial Relations Commission by the end of the year.

BOARD OF DIRECTORS BY-ELECTION

WAPU welcomed two new Directors in May with Detective Senior Sergeant Lindsay Garratt and Sergeant Harry Russell elected after a ballot of Members.

WAPU 77TH ANNUAL CONFERENCE

This year's two-day conference and one-day industrial planning workshop were a huge success. We had 42 Delegates attend conference from all around the State and 12 interstate and overseas delegates who shared issues and insights into their associations and unions.

Speakers who addressed conference to reinforce our theme of 'Policing: Paying the Price' included Police Minister Liza Harvey, Police Commissioner Karl O'Callaghan, Opposition Leader Mark McGowan, Professor Murray Lampard and Clinical Psychologist Michael Tunnecliffe.

Issues raised at our conference included: separating police officers from the public sector's wages policy during wage negotiations; the need for a compensation scheme for officers who are 'broken' at work; mandatory blood testing legislation for offenders who potentially expose police to communicable diseases; ensuring officers and their vehicles are safe in buildings and car parks; and reducing the amount of red tape.

WA POLICE REFORM

Since it was announced, the WA Police reform strategy, Frontline 2020, has been heralded as the biggest shake-up to policing since the Delta reforms.

Due to the expected scale of the reform, WAPU has engaged with the Agency in order to keep abreast of the process as it unfolds. We have engaged in monthly talks with the reform team to mitigate any potential negative impacts on our Members.

These meetings have been positive and we have been assured that WAPU will remain a major stakeholder and will be consulted at all stages of the reform process.

Aspects of the reform have already been announced including a major trial of a new police model from November in the South East Metropolitan District. The new model will include a control centre and three policing teams. If successful, WA Police envisages this will be rolled out to other metropolitan districts.

ATTRACTION AND RETENTION PAYMENTS

Announced as an election commitment, the State Government's Attraction and Retention payments for police officers in hard-to-fill regional locations package have now been finalised.

WAPU was not completely satisfied with the first incarnation of the payment system and worked with the Government and WA Police to devise a second option that would be fair and equitable to all regional WA Members.

While we still prefer our Locality Allowance proposal, the new package has been rolled out as part of the 2013-14 State Budget.

PARLIAMENTARY INQUIRY INTO POLICE LOCK-UPS

WAPU made a submission and gave evidence to the Parliamentary Inquiry examining whether or not police lockups comply with the outcomes of the 1991 Royal Commission into Aboriginal Deaths in Custody.

In our evidence and submission, we made a number of recommendations including: discontinuing all single officer custodial duties immediately; stationing an additional 50 police auxiliary officers at the new Perth Watch House; expanding the role of police auxiliary officers and not outsourcing custodial duties; and a doctor to be permanently employed to work at Perth Watch House 24/7 with better access to medical services in regional locations.

We also recommended that the Police Minister immediately amend section 139(3) of the *Criminal Investigation Act* so that the intent of the Act aligns with the status quo of police custodial duties and provides flexibility in practice and that all police cells be modernised to comply with the specifications outlined in the Agency's Custodial Design Guidelines.

LEGAL ADVICE ON CCC INTERVIEW PARTICIPATION

Due to the increased participation, or interference, of the Corruption and Crime Commission (CCC) into activities of WA Police, we sought legal advice to

determine the rights and responsibilities of Members when they are asked to participate in CCC interviews.

WAPU believes, unless extraordinary circumstances dictate otherwise, that WA Police should be given the first opportunity to conduct internal investigations, given Professional Standards personnel possess the requisite knowledge and expertise to deal with all matters involving police officers.

We recommended Members exercise their rights and decline to participate in all voluntary interviews conducted by the CCC and immediately contact WAPU for further legal advice.

Following this advice, the CCC brought it to the attention of the Joint Standing Committee on the Corruption and Crime Commission. As a result, the CCC also gave evidence to the Committee advising that the advice from the Union was hampering its investigations.

We are due to give our evidence in December 2013.

POLICE PORTFOLIO DESERVES STAND-ALONE MINISTER

The announcement by Premier Colin Barnett that Police Minister Liza Harvey would also undertake the Tourism portfolio prompted WAPU to call for a stand-alone Minister for Police.

We questioned Mr Barnett's commitment to police when he made the announcement, without any consultation with us, as the Police portfolio is a complex and intensive one which deserves its own dedicated Minister.

MARK JOHNSON APPEAL

The Supreme Court of Appeal overturned all assault convictions against Senior Constable Mark Johnson, stemming from an incident at the 2009 Spring in the Valley event.

The result was a huge win for WAPU, Senior Constable Johnson and all our Members. We supported Senior Constable Johnson since he was wrongfully convicted in the Perth Magistrates Court last year.

Justice Simmonds found the original trial magistrate did not give adequate reasons for convicting Senior Constable Johnson so he overturned the three assault convictions.

The Police Commissioner and State Solicitor's Office have since decided not to pursue this matter any further, with costs awarded to Senior Constable Johnson.

2014 INDUSTRIAL AGREEMENT

The end of this year marks the beginning of negotiations for our 2014-2017 Industrial Agreement and we will fight tooth and nail to ensure our Members get the respect they deserve in the new agreement.

WAPU has always commenced negotiations as early as possible to give the best chance of reaching a negotiated settlement before the current agreement expires. We were ready to continue this approach however, we are frustrated and greatly disappointed the Government has now advised it will not negotiate until the release of a new wages policy, expected in November 2013.

The recent loss of the State's AAA credit rating has thrown a spanner in the works, but we're up for the challenge.

CONCLUSION

The last 12 months has seen WAPU tackle a variety of issues on behalf of our Members.

We continue to strive to give our Members value for money and provide the support they need not only when it comes to their work environment but also their living arrangements, health and welfare.

2014 will be another action packed year as we hope to finalise a number of outstanding issues including our next industrial agreement and we will watch with interest as WA Police rolls out more of its Frontline 2020 reforms.

I am committed to ensuring our Members' needs and rights are maintained to the highest standard and we will not make any concessions when it comes to the needs and rights of our Members.

George Tilbury
Branch President



NORTHERN TERRITORY



OVERVIEW

It was reported last year that *'the Northern Territory jurisdiction remains unique in that the Federal Government can and does continue to intervene in our affairs'*. A change in government at the Federal level has now aligned the politics of both the Commonwealth and Northern Territory Governments and it will be interesting to see how this affects the ongoing Federal 'intervention' into Northern Territory policing of our community.

The review into police resourcing undertaken by Mr Jim O'Sullivan (former Qld Police Commissioner) with assistance from the Consultancy Bureau and former Federal Police Commissioner, Mr Mick Keelty was published in February 2013. Mr O'Sullivan had previously undertaken a review of police resources in the NT in 2002. The review as published resulted in what our Association believed to have been a 'lost opportunity' as the recommendations contained in the report did little, if anything, to improve the working environment and terms and conditions of our members.

The NT Government has not rushed to embrace the recommendations of the report and is unlikely to act in any meaningful way to improve upon current conditions.

As reported last year, one of the election promises was to increase police numbers by an additional 120 positions. This is over and above the 93 new positions funded by the Commonwealth to provide a ready response to incidents that may arise in immigration detention centres located in and around Darwin.

This promise was on track for full delivery of those extra numbers until there was a change in leadership in the Northern Territory Government earlier this year, when Mr Adam Giles defeated Mr Terry Mills in a party

leadership spill. The new plan is to civilianise Police Prosecutions (and potentially other areas), and reduce the number of new police positions accordingly. This is clearly a broken promise.

This past 12 months has been a time where we have had to deal with a number of instances in which the Commissioner of Police and his leadership group have attempted to introduce changes to various terms of employment and member entitlements without appropriate engagement or negotiation with our Association. This has been extremely frustrating for our Executive and the threat of action in the Police Arbitral Tribunal has been necessary to bring about resolution in a number of areas.

Our Association, has been actively pursuing both the Commissioner of Police and the Chief Minister/Police Minister over the issue of lack of welfare services for our members. We have had no dedicated sworn police Welfare Officers effectively since February 2011 and officially since June 2011, when the two gazetted Welfare Officer positions were withdrawn—against the strong urging of our Association.

The welfare of our members is being largely ignored by management, who state the service provided by Employee Support Services (ESS) is sufficient to meet the welfare needs of our members. ESS is effectively staffed by a number of psychologists who do not and cannot understand or commit to the full ambit of functions that dedicated sworn Welfare Officers can and do provide.

Further, the Police Chaplaincy has effectively been reduced to a service available only Monday to Friday, 8.00am to 4.00pm. This situation in or view is untenable and displays a lack of understanding of pastoral care.

Our Association has been required to intervene in a welfare sense on an alarmingly regular basis, particularly where members are off duty for lengthy periods of time either on extended sick leave, workers compensation leave or in circumstances where members have been suspended from duty, either with or without pay, pending the outcome of criminal and/or disciplinary investigations. It is clear to us that the Department, through ESS, do not pay attention to the welfare of these members and leave it to their OIC's to follow up on their well-being—a situation that we have found to be generally ineffective.

On an associated issue, our Association has been pushing the need for reform to the disciplinary, retirement and appeal processes as set out under Parts IV, V and VI of the *Police Administration Act* (NT) since at least 2010. This is discussed in more depth below.

In February 2014 we will commence enterprise bargaining negotiations with the Commissioner of Police and the Commissioner of Public Employment with the intention of having a new EB (termed 'Consent Agreement') in place and effective from 30 June 2014. We have already undertaken an extensive survey of our members and workshopped the results of that survey, together with formulating the broad 'wish list' of matters that we would like included in the new Agreement. Wage rise expectations have been realistic in the member survey responses and we will be seeking reasonable, affordable outcomes that do not detract from the current terms and conditions of our members' employment.

Housing and Housing Allowance

Members of the Police Force are entitled to either free housing in all areas of the Northern Territory (including Darwin) or the Housing Allowance where the member/s has purchased a dwelling in the location in which they work (whether they reside in that dwelling or not).

The NTPA and the Commissioner of Police and Commissioner for Public Employment have been in a dispute before the Police Arbitral Tribunal since 2006 over the standard of housing provided at remote locations. Whilst that dispute is ongoing, significant upgrades to housing conditions have been achieved in most regional areas.

Separate to that dispute is the issue of the on-going viability of free housing in Darwin as an attraction tool in recruiting new members into the Police Force. Our Association is conscious that the current housing entitlement regime for members of the Police Force will in all probability at some point in the future become problematic for the Government of the day and are committed to enter into dialogue with the Commissioner of Police and Government to settle on a long-term sustainable housing entitlement model.

Review of Police Administration Act

Our Association has been seeking a review of the disciplinary, retirement and appeal provisions of the *Police Administration Act* since February 2009.

As the disciplinary process currently stands, there are no statutory protections against the use of directed interviews and internal disciplinary hearings in civil and criminal actions against members of the Police Force, who are directed to answer questions that may incriminate them or expose them to civil litigation.

The current process is draconian and deems even managerial shortcomings of poor behaviour or failure to meet timely objectives as matters of serious breaches of discipline to be dealt with through the formal disciplinary process, rather than a more informal and 'employee friendly' managerial paradigm. This results in lengthy delays in process where members impugned for poor performance are kept in anticipation of disciplinary outcomes, are often the subject of suspension notices (more and more frequently without pay and/or on the proviso their accumulated leave is utilised during the period of suspension) and experience levels of stress and anxiety that would not be experienced in more modern managerial based disciplinary processes.

We remain frustrated after more than three years of lobbying for changes to the Act that our members continue to experience mental distress and anxiety over the current disciplinary processes without any evidence of desire for change from Police management to the extent that we are seeking Ministerial intervention on this most important of issues.

It is therefore perhaps timely that the decision in *Baff v New South Wales Commissioner of Police* [2013] NSWSC 1205 has been handed down, as without any definitive decision in our own jurisdiction on this matter, that

decision has created an uncertainty in the use of the directed interview power of the Commissioner of Police as any other inter-jurisdictional decision and may enliven the Commissioner to fast-track the disciplinary review.

Blood Legislation

Our Association is concerned that our members are at serious risk to exposure to blood and other bodily fluid borne viruses and disease. There is currently no proper legislative protection to ensure members can compel non-consensual blood testing of arrested persons to determine whether that person is the carrier of such virus/disease, and has therefore exposed the member to risk of infection. Such information would then allow the member to avail themselves to assistance that can prevent or dramatically reduce the risk of infection.

Recent experience has demonstrated current legislation is deficient in regard to this very important OH&S issue. The risk is very foreseeable and the remedy easily available through legislative change.

We have recently been advised of the government's intention to fast track legislation to remedy this situation.

CONCLUSION

The above summary highlights another busy year for the NT branch of the PFA. The challenges to ensure adequate resourcing of our police Force cannot be understated.

As indicated in our 2011 and 2012 summary, the ongoing policing challenge for our members and our branch is to ensure that we make a valid contribution to improving the lives of the many disadvantaged Aboriginal people who live across our Territory while ensuring all Territorians can live in safety.

The work of our members will run parallel to our ongoing efforts to protect the industrial, legal, and personal rights of our members and their families.

Vince Kelly
Branch President



QUEENSLAND



OVERVIEW

The 2012-2013 year was a period of great change for members of the Queensland Police Union, as our first full year under a new state LNP government, and with a change in federal government looming. Further change was brought about when we farewelled Commissioner Bob Atkinson after 12 years in the top job, and saw Commissioner Ian Stewart take the helm. One of the first items on Commissioner Stewart's agenda was a major restructure of the Queensland Police Service (QPS), and thus more change and adjustment has been seen across the board. We also faced new state policies and procedures in March when we began to negotiate our next enterprise bargaining agreement with the state government and the QPS, and noted an attempt by the government to hobble the bargaining power of our Union, in line with other Unions around the state. Further, the release of the Keilty Report will bring more changes if and when its recommendations are implemented. Despite this period of great change, uncertainty, and upheaval, the Queensland Police Union has remained a great force to be reckoned with, and a source of strength, unity, and reassurance for our members as we face the tumult of change together.

STATE GOVERNMENT

We welcomed the 'Can Do' Newman government when they stormed into power after a landslide victory in the Queensland state election in March 2012. We had a great rapport with them when they were in opposition, and welcomed the new Premier Campbell Newman and new Police Minister Jack Dempsey (an ex-police officer) to our annual Conference in May last year. There, they made many commitments that were music to our ears, including a commitment to put

1,100 new recruits through our Academies, to crack down on crime with amendments to the Criminal Code and related legislation, a new police housing scheme, and to formulate criminal and civil protection legislation for police officers acting in good faith.

As the year progressed, we began to get concerned the new LNP government was 'long on talk' and 'short on delivery'. Some of their commitments came to fruition, yet some became bogged down in the bottomless chasm of state government red-tape and the bureaucracy we knew so well under previous governments, and others still seem to be conveniently expunged from the LNP's commitment list. We are still waiting to see the results of some promised changes, and we continue to have some wins with the government, and some frustrations and difficulties.

This year's Conference was held in the midst of our enterprise bargaining negotiations in May, and it was the first Conference in memory that was not attended by a government representative. Still, we do not shy away from confrontation if it is in the best interests of our members, and we will continue to work with, negotiated with, and fight with any government that threatens the hard-won rights and conditions of our members.

ENTERPRISE BARGAINING

Our enterprise bargaining agreement expired on 30 June 2013, and as such we were ready for negotiation on 1 March as stipulated in our agreement. However, it appeared we were the only stakeholders ready for action, as meetings with the government and QPS were dissolved or postponed (aka cancelled), letters went unanswered, and negotiations stalled. Given the financial climate in Queensland, the almost 15,000 public servants who had lost jobs since the Newman government came into power, and the modest wage

offers that had been made to other Queensland public servants, we were expecting a tough enterprise bargaining round ahead of us. However, we were not expecting the government to move the goalposts from a wage policy ceiling of 3% increase per annum to between 2.2 and 2.5%. Similarly, after great success in the Queensland Industrial Relations Commission during our last round of negotiations, we were not expecting the government to move the goalposts here, as well, by changing legislation to make it more difficult for us to achieve a successful outcome.

In the end, Queensland police were offered a 2.2% wage increase per annum over the next three years, which is in-line with wage offers that were made to other Queensland public servants. The Queensland Police Union were able to retain other hard-won rights and conditions that were on the table for discussion, such as retaining six weeks leave for all members, when there was some talk of only four weeks recreation leave for non-operational staff. Although hardly jumping for joy with the pay increase, the Queensland Police Union believed their hands were tied in that it would have been impossible to envisage success in the Industrial Commission, and ultimately we accepted it as the best offer available in these tight economic times. Following a ballot, 81% of members who voted supported the implementation of the new agreement, despite many vowing to review their preferences come the next election. A move we very well may support. Watch this space!

RESTRUCTURE

A major departmental restructure implemented by new Commissioner Stewart has been a big shake-up for the Queensland Police Service, with our eight policing Regions reduced to five. As part of the restructure, there was a kerfuffle caused early in 2013 when Commissioner Stewart said he would ask the government to change legislation to force redundancies upon commissioned officers. In Queensland, the Queensland Police Union supports Recruits through to Senior Sergeants, and commissioned officers are supported by their own Union, yet we were concerned any forced redundancy legislation could eventually apply to all police. So we stepped into the fray to make it clear that we completely rejected a change of such legislation. It was a great win for the Queensland Police

Union when the government announced they would not entertain any plans to change the law.

The restructure progressed, and Commissioner Stewart eventually accepted 86 voluntary redundancies. Following these exits, there was a lot of movement of the top brass around the state as QPS managers reorganised themselves. The mass exits and relocations of commissioned officers of course trickled down to affect our members, some of whom faced relocation themselves. The Queensland Police Union was heavily involved in ensuring officers were able to secure suitable new positions within the new structure. It has been a very difficult and uncertain process for many of our members, and it is a credit to all that goodwill and steadfast work commitment has kept the wheels of the QPS turning with minimal disruption.

KEELTY REPORT

The Newman government released the Keelty Report which is a *'Queensland Police and Community Safety Review'*.

Former AFP Commissioner Mick Keelty has titled his report *'Sustaining the unsustainable'* because that is what he found. Mick Keelty found that *'...only through the enormous efforts of staff and volunteers' have we achieved 'positive outcomes for the community' as we are 'poorly supported by systems and processes that are in some cases inefficient and in many cases unsustainable'.*

We as a Union couldn't agree more with this view.

The Keelty Report is 361 pages long and I can say that Mick Keelty has incorporated a lot of recommendations that we as a Union made to him.

The Queensland Police Union met with Mick Keelty on several occasions and made numerous submissions and observations which he has endorsed in his final report. That being said, he has also rejected our views on several topics too.

The Union agrees with Mick Keelty's observation that reviews conducted by the QPS *'can disappear from consideration without a return date or milestones'*.

On occasions, the Union has even been contacted by the state government to provide copies of reports when they have been seeking information that the Queensland Police Service has been reluctant to provide even them.

That being said, while we have called for streamlining of legislation such as hoon legislation, domestic violence legislation, and issues in relation to procedures that are complex in relation to data entry, it is comforting to have an external person like Mick Keelty also recognise this as a problem.

Mick Keelty acknowledged that current in-car computers are outdated, that we need more modern equipment, and that police in regional and rural Queensland have different wants and needs because communication networks in regional and rural Queensland are far more spartan than in bigger towns and cities.

Mick Keelty has quite rightly called the Queensland Police computer system, QPRIME, inefficient and inept. The Queensland Police Union supports the implementation of new technology that is user-friendly and efficient, yet right from the introduction of QPRIME, we knew this was not such a system. We have repeatedly called on the Queensland Police Service to upgrade this inefficient system, and Mick Keelty's observations confirm the necessity of doing so.

Mick Keelty also acknowledged that the Queensland Police Service does not even know how many reviews they have underway; when they asked the QPS for a list of the reviews they were undertaking, they received a list back that didn't contain two reviews the Keelty Review Team already knew about. Mick Keelty also identifies that other government departments have moved to fully automated and electronic ticketing, yet police still have to manually write tickets. Once again, something we have said for years.

Recommendations we do not agree with in the Keelty Report include privatising and outsourcing areas of policing such as speed cameras and wide load escorts.

During the review, the Queensland Police Union expressed the view that performing these extraneous activities, often on overtime, produces revenue for

individual officers who would suffer financially if the services were withdrawn. The Union also raised concerns about the safety of road users if police were not used for wide loads, because the use of civilians in this role is often met with contempt by road users if police are not providing their authority 'over activities such as wide load escorts'. We have seen in recent times, and as a result of Coronial Inquests, the use of police controlled wide load escorts are dangerous, not only to other road users, but to the public as well. The Union is extremely concerned about the safety of the motoring public should these activities be outsourced to the private sector. I gave first-hand experience on why police had to be directly involved in wide loads and a myriad of other services to ensure community safety and confidence, and it would be short sighted to dismiss any of these.

The Union also does not agree with the concept of Commissioner's 'no confidence' powers giving the Commissioner the power to dismiss police, as mentioned in the report. This is particularly in light of the Keelty Report's criticism of Police Service management; the review team felt concerned this demeanor may show a level of disregard for the work of the review. These same people cannot be trusted with 'no confidence' powers.

I will be taking the report up directly with government, and the Queensland Police Union will ensure that the 11,200 police whom we represent will have their voices heard during the implementation process.

The year ahead has many challenges indeed with an ever-changing police management landscape, and the spectre of a state election.

The Queensland Police Union will be there front and centre pushing the cause for the hardworking and often forgotten police of Queensland.

Ian Leavers
General President



FINANCIAL STATEMENTS

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

FINANCIAL STATEMENTS

for the year ended 30 June 2013

TREASURER'S REPORT

It is my pleasure to provide my first report as PFA Treasurer.

Much has happened in the past 12 months in respect to union governance issues particularly brought about by the Fair Work (Registered Organisations) Amendment Act 2012.

As reported in both the President and CEO's Reports, the PFA was quick to act and engaged the services of former Federal Attorney-General Robert McClelland to ensure that we would comply, in respect to our rules and policies, with all aspects of the then proposed Bill. The CEO has reported on Mr McClelland's comments when he spoke at the PFA's 2012 Federal Council Meeting. Those comments and his subsequent advisings, together with the changes we have made to the PFA's rules and policies, will ensure that the governance of the PFA's accounts will meet any scrutiny.

A perusal of the 2012-13 Financial Statements will show that we had a surplus for the year of \$7,936 and our net assets now stand at \$1,201,993.

I draw your attention to the following issues –

- changes in respect to salary & packaging and superannuation in the Report varied from last year's figures due to changes in concessional caps on superannuation contributions;
- delegation expenses which include Federal Council, Executive and sub-committee expenses were reduced by \$67,703 from the previous year; much of which was brought about by our changed arrangements for booking of airfares and accommodation through a corporate traveler provider;
- we contributed \$51,656 to the ACTU Membership Industrial Campaign. This was a campaign established by the 2012 ACTU Congress. This amount had not been originally budgeted for in this year's budget and was met out of PFA general funds. The Executive has made a determination that further funding of this campaign will be budgeted for in the next financial year; and
- we have continued to ensure sufficient provision for employee entitlements in respect to annual leave and long service leave.

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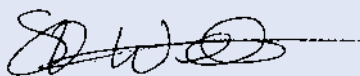
TREASURER'S REPORT (CONTINUED)

I look forward to taking the PFA Federal Council through the Financial Statements in some detail at our meeting in November.

I take this opportunity to thank our Office Manager Debbie Martiniello and our Auditor Tom Tsia who have kept themselves abreast of all the legislative changes in respect to our reporting requirements and have ensured that our accounts are prepared and presented in a professional manner.

I can assure members that as espoused by Robert McClelland, "...the PFA is taking a real leadership role in setting best practice standards in the area of governance and accountability in your organisation" and that we "...are literally setting an example for the broader trade union movement and the community generally".

In closing I thank my Executive colleagues and the PFA staff for their continued support and I commend the accounts to the Federal Council.



Scott Weber
Treasurer

POLICE FEDERATION OF AUSTRALIA

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OPERATING REPORT

- a. The PFA's principal activities throughout the year were determined by the 2012 Federal Council Meeting and have been coordinated by the Federal Executive.
 - The key issues were highlighted in the PFA's 2013 pre-election document provided to all political parties "**2013-2016 National Leadership for a Safer Australia**". That document together with all the party's responses are published on the PFA's website
 - For a full detailed report on the PFA's 2012/13 activities the PFA's Annual Report, in which the PFA's full financial statement is also published, is available on the PFA website www.pfa.org.au
- b. There have been no significant changes in the financial affairs of the PFA during the past year.
- c. A member may resign from membership of the Federation by notice in writing addressed and delivered to the Secretary of the member's Branch, Zone Secretary or Chief Executive Officer, as per PFA Rule 11 (b).
- d. No officers of the PFA hold any position in relation to Superannuation entities.
- e. Prescribed information as per Regulation 159:
 - i. At the 30 June 2013 the PFA had 46,269 members.
 - ii. At 30 June 2013 the PFA had three (4) employees.
 - iii. Committee of Management 1/7/12 – 30/6/13

Vince Kelly	(Northern Territory)
Jon Hunt Sharman	(Australian Federal Police)
Phil Pearson	(Victoria)
Randolph Wierenga	(Tasmania) resigned 31 December 2012
Pat Allen	(Tasmania) appointed 1 January 2013
Mark Carroll	(South Australia)
George Tilbury	(Western Australia)
Scott Weber	(New South Wales)

For Committee of Management:



Vince Kelly
President

Dated this 10th day of October 2013

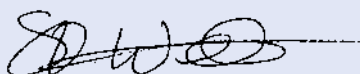
POLICE FEDERATION OF AUSTRALIA

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CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

I, Scott Weber, 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 June 2013 referred to in S268 of the Fair Work (Registered Organisations) Act 2009; and
- b. that the full report was provided to members on the 10/10/2013; and
- c. that the full report was presented to a general meeting of members and meeting of the committee of management on the 10/10/2013 in accordance with S266 of the Fair Work (Registered Organisations) Act 2009.



Scott Weber
Treasurer

Date: 10th day of October 2013

POLICE FEDERATION OF AUSTRALIA

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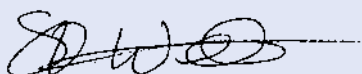
COMMITTEE OF MANAGEMENT'S STATEMENT

On the 10th day of October 2013, 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 2013.

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 or 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.
- g. In relation to the recovery of wages activity:
 - viii. There were no recovery of wages activity for the Police Federation of Australia for the year ended 30th June 2013.

For Committee of Management:



Treasurer Scott Weber

Date: 10th day of October 2013



President Vincent Kelly

POLICE FEDERATION OF AUSTRALIA

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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 2013 which comprises the statement of financial position, the statement of comprehensive income, statement of changes in equity, statement of cash flows, a summary of significant accounting policies and other explanatory notes and the Committee of Management statement.

Committee of Management's Responsibility for the Financial Report

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

Auditor's Responsibility

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

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

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

POLICE FEDERATION OF AUSTRALIA

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INDEPENDENT AUDIT REPORT (CONTINUED)

Independence

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

Audit Opinion

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

SIGNED AT CANBERRA this 10th day of October 2013



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

Liability limited by a scheme approved under Professional Standards Legislation

POLICE FEDERATION OF AUSTRALIA

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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 2013, it appears that there were no recovery of wages activity for the year then ended; and
- c. That as part of the audit of the financial statements, I have concluded that management's use of the going concern basis of accounting in the preparation of the reporting entity's financial statements is appropriate; and
- d. Also declared that:
 - i. I am an approved auditor registered as company auditor with ASIC. My auditor registration number is 3245;
 - ii. I am a member of my firm L K Tsia Chartered Accountant;
 - iii. I am a member of The Institute of Chartered Accountants in Australia, FCA with the registration number 17835; and
 - iv. I hold a current practising certificate issued to me by The Institute of Chartered Accountants in Australia.

SIGNED AT CANBERRA this 10th day of October 2013.



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 2013

	Notes	2013	2012
Accumulated Funds			
Retained Earnings		\$1,048,242	\$1,040,306
Reserves		153,751	153,751
		<u>\$1,201,993</u>	<u>\$1,194,057</u>
Represented by			
Current Assets			
Police Bank Easy Access account		67,310	78,192
Police Bank Market Link account		58,936	57,151
Police Bank Savings Plus account		83,792	71,579
Police Bank membership fees		10	10
Cash on hand	3	49	26
Amounts due from branches	4	7,322	22,610
		<u>217,419</u>	<u>229,568</u>
Non-Current Assets			
Property - 21 Murray Crescent			
Griffith ACT – At Independent Valuation	5	1,150,000	1,150,000
Plant & Equipment	6	30,784	
Less provision for depreciation		22,699	8,085
Motor vehicle	7	37,124	10,609
Less provision for depreciation		3,712	33,412
		<u>1,191,497</u>	<u>1,178,502</u>
Total Assets		<u>1,408,916</u>	<u>1,408,070</u>
Less Current Liabilities			
Trade creditors and accruals	8	38,102	57,792
Provision for annual leave	9	14,095	15,514
Provision for long service leave	10	135,884	119,760
Other payables	11	18,842	20,947
Total liabilities		<u>206,923</u>	<u>214,013</u>
Net Assets		<u>\$1,201,993</u>	<u>\$1,194,057</u>

POLICE FEDERATION OF AUSTRALIA

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STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2013

	Notes	2013	2012
Income			
Capitation fees received		0	0
Compulsory and voluntary levies		0	0
Grants and donations		0	0
Affiliation fees from branches	12	930,769	939,041
Interest received	13	4,146	4,996
Rents received	14	59,988	54,835
Research contributions	15	0	40,000
Profits from sale of motor vehicle	16	5,860	0
		<u>\$1,000,763</u>	<u>\$1,038,872</u>
Less expenditure			
Audit and accounting fees	17	24,200	24,200
Annual leave	9	32,405	15,785
ACTU affiliation fees	18	86,523	83,015
ACTU membership industrial campaign		51,656	0
Bank charges and duties		170	763
Capitation fees		0	0
Compulsory levies		0	0
Computer and website design		36,416	27,528
Consideration to employers payroll deduction		0	0
Delegation expenses	19	238,792	306,495
Depreciation	20	8,171	8,356
FBT		18,889	18,093
Fees / allowance - conference and meeting		0	0
General office expenses	21	35,128	24,165
Grants and donations		0	0
Insurances		12,061	9,244
Legal fees	22	7,731	1,501
Long service leave	10	16,124	19,952
Motor vehicle expenses		10,206	8,525
National Memorial expenses	23	5,169	11,177
Penalties via R O Act or R O Regulations		0	0
Property expenses	24	43,971	51,589
Research expenses	25	1,000	20,000
Salary & packaging		291,741	242,831
Superannuation		66,062	109,856
Telephone		6,412	4,986
Total Expenditure		<u>992,827</u>	<u>988,061</u>
Net Surplus for the year		7,936	50,811
Accumulated funds at beginning of year		1,040,306	989,495
Accumulated funds at end of year		<u>\$1,048,242</u>	<u>\$1,040,306</u>

POLICE FEDERATION OF AUSTRALIA

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STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2013

	Retained Earnings	Asset Revaluation Reserve	Total
Balance as at 30th June 2010	988,266	153,751	1,142,017
Net Surplus for the year 2011	1,229	0	1,229
Balance as at 30th June 2011	989,495	153,751	1,143,246
Net Surplus for the year 2012	50,811	0	50,811
Balance as at 30th June 2012	1,040,306	153,751	1,194,057
Net Surplus for the year 2013	7,936	0	7,936
Balance as at 30th June 2013	<u>\$ 1,048,242</u>	<u>\$ 153,751</u>	<u>\$ 1,201,993</u>

POLICE FEDERATION OF AUSTRALIA

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STATEMENT OF CASH FLOWS

for the year ended 30 June 2013

	2013	2012
Cash from Operating Activities		
Receipts from members	1,021,850	1,030,512
Interest received	4,146	4,996
Receipts from rentals	65,986	60,318
Profit from sale of motor vehicles	5,860	0
Research contribution received	0	44,000
Other income	59,003	68,213
Payment of other expenses	-631,709	-607,932
Payment of ACTU affiliation fees	-95,175	-91,316
Payment of research Sydney University	-1,000	-22,000
Payment of FBT	-18,889	-18,126
Payment of employees' entitlements	-391,627	-377,223
Net cash provided by operating activities	<u>\$ 18,445</u>	<u>\$ 91,442</u>
Cash from Investing Activities		
Proceeds from sale of motor vehicle	21,818	0
Purchase of motor vehicle	-37,124	0
Net cash provided by investing activities	<u>\$ -15,306</u>	<u>\$ 0</u>
Cash from Financing Activities		
Repayment of borrowings	0	-205,920
Net cash outflow from financing activities	\$ 0	\$ -205,920
Net increase / (decrease) in cash held	3,139	-114,478
Cash at the beginning of the financial year	206,958	321,436
Cash at the end of the financial year	<u>\$ 210,097</u>	<u>\$ 206,958</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.		
Cash with financial institutions		
Police Bank Easy Access Account	67,310	78,192
Police Bank Market Linked Account	58,936	57,151
Police Bank Savings Plus Account	83,792	71,579
Police Bank Membership Fees	10	10
Cash on Hand	49	26
	<u>\$ 210,097</u>	<u>\$ 206,958</u>

POLICE FEDERATION OF AUSTRALIA

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CASH FLOW

	2013	2012
Cash Flow Reconciliation		
<i>Reconciliation of cash and cash equivalents as per Statement of Financial Position to Cash Flow Statement</i>		
<i>Cash and cash equivalents as per:</i>		
Cash flow statement	210,097	206,958
Statement of financial position	210,097	206,958
Difference	\$ 0	\$ 0
Reconciliation of profit / (deficit) to net cash from operating activities		
Profit / (deficit) for the year	7,936	50,811
Adjustments for non-cash items		
Depreciation / amortisation	8,171	8,356
Gain on disposal of assets	-5,860	0
Changes in assets / liabilities		
(Increase) / decrease in net receivables	15,288	10,111
Increase / (decrease) in supplier payables	-19,690	6,097
Increase / (decrease) in other payables	-2,105	7,449
Increase / (decrease) in employee provisions	14,705	8,618
Net cash from (used by) operating activities	\$ 18,445	\$ 91,442
Cash flow information		
Cash Inflows		
Australian Federal Police Union	71,830	74,220
Police Association of NSW	287,442	292,490
Police Association of NZ	19,940	24,314
Police Association of SA	81,646	83,835
Police Association of Tas	21,525	22,915
Northern Territory Police Union	24,542	24,470
Queensland Police Union	188,748	189,772
Police Association of Vic	224,279	216,825
Western Australia Police Union	101,898	101,671
Other receipts	156,813	177,527
Total cash inflow	\$ 1,178,663	\$ 1,208,039
Cash Outflows		
ACTU affiliation fees	95,175	91,316
ACTU membership campaign fund	56,821	0
Other expenses	1,023,528	1,231,201
Total cash outflow	\$ 1,175,524	\$ 1,322,517

POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

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. Bank overdrafts are disclosed as short term borrowings in current liabilities on the Statement of Financial Position.

c. Investment Property

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

d. Revenue

Revenue is recognised upon receipt of funds deposited into the bank account in relation to invoices rendered to all branches of the Federation. Membership incomes have been accounted for on a mix of cash and 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 when received and credited to the bank account. Rental revenue is recognised in the period to which it relates. All revenue is stated net of the amount of goods and services tax (GST).

POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

e. **Gains**

Sale of assets

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

f. **Property, Plant and Equipment**

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

Property

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

Plant and Equipment

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

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

Depreciation

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

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

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

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

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

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.

POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

h. Leases

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

i. Goods and Services Tax (GST)

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

j. Reserves

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

k. Trade and other payables

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

l. Comparative information

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

2. Information to be Provided to Members or General Manager

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

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

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	2013	2012
3. Cash on Hand		
Petty Cash	<u>\$ 49</u>	<u>\$ 26</u>
4. Amount due from branches		
Police Association of South Australia	6,804	316
New Zealand Police Association	0	6,480
QLD Police Union	<u>518</u>	<u>15,814</u>
	7,322	22,610
Less Provision for doubtful debts	<u>0</u>	<u>0</u>
	<u>\$ 7,322</u>	<u>\$ 22,610</u>
5. Property at Independent Valuation		
21 Murray Crescent Griffith ACT		
Settled on 24.1.2003 – cost	996,249	996,249
Independent Valuation Increment		
by Herron Todd White on 15.4.2010	<u>153,751</u>	<u>153,751</u>
	<u>\$ 1,150,000</u>	<u>\$ 1,150,000</u>
Land and Building		
Carrying amount at the beginning of the year	<u>\$ 1,150,000</u>	<u>\$ 1,150,000</u>
Carrying amount at the end of the year	<u>\$ 1,150,000</u>	<u>\$ 1,150,000</u>

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	2013	2012
6. Plant and equipment		
Carrying amount at the beginning of the year	10,609	13,161
Additions	0	0
Depreciation	-2,524	-2,552
Write off	0	0
Carrying amount at the end of the year	<u>\$ 8,085</u>	<u>\$ 10,609</u>
7. Motor vehicle		
Carrying amount at the beginning of the year	17,893	23,697
Additions	37,124	0
Proceeds from sale	-21,818	0
Profits from sale	5,860	0
Depreciation	-5,647	-5,804
Carrying amount at the end of the year	<u>\$ 33,412</u>	<u>\$ 17,893</u>
8. Creditors and accruals		
Audit & accounting fees	25,850	25,850
Various expenses	12,252	31,942
Payables due to other reporting units	0	0
	<u>\$ 38,102</u>	<u>\$ 57,792</u>
9. Provision for Annual Leave		
Balance as at 1.7.2012	15,514	26,848
Add additional provision for the year	<u>32,405</u>	<u>15,785</u>
	47,919	42,633
Less paid during the year	<u>33,824</u>	<u>27,119</u>
Balance as at 30.6.2013	<u>\$ 14,095</u>	<u>\$ 15,514</u>
10. Provision for Long Service Leave		
Balance as at 1.7.2012	119,760	99,808
Add additional provision for the year	<u>16,124</u>	<u>19,952</u>
Balance as at 30.6.2013	<u>\$ 135,884</u>	<u>\$ 119,760</u>

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	2013	2012
11. Other payables		
PAYG re staff wages due to ATO	7,365	7,524
FBT due to ATO	4,684	4,531
GST due to ATO	6,793	8,892
Wages and salaries	0	0
Superannuation	0	0
Consideration to employers for payroll:		
Deductions	0	0
Legal costs	0	0
	<u>\$ 18,842</u>	<u>\$ 20,947</u>
12. Affiliation Fees from Branches		
Australian Federal Police Union	65,300	67,473
Police Association of NSW	261,311	265,900
Police Association of NZ	19,940	24,314
Police Association of SA	74,224	76,214
Police Association of Tasmania	19,569	20,832
Northern Territory Police Union	22,311	22,245
Queensland Police Union	171,589	172,520
Police Association of Victoria	203,890	197,114
Western Australia Police Union	92,635	92,429
	<u>\$ 930,769</u>	<u>\$ 939,041</u>
13. Interest Received		
Police Bank Easy Access	148	286
Police Bank Market Link	1,785	2,202
Police Bank Savings Plus	2,213	2,508
	<u>\$ 4,146</u>	<u>\$ 4,996</u>
14. Rent Received		
1/21 Murray Crescent, Griffith ACT	29,738	22,569
2/21 Murray Crescent, Griffith ACT	30,250	32,266
	<u>\$ 59,988</u>	<u>\$ 54,835</u>

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	2013	2012
15. Research Contributions Received		
Australian Federal Police Union	0	10,000
NSW Police Association	0	10,000
Police Association of Victoria	0	10,000
Northern Territory Police Union	0	10,000
	<u>\$ 0</u>	<u>\$ 40,000</u>
16. Profit from sale of assets		
Sale of motor vehicle	<u>\$ 5,860</u>	<u>\$ 0</u>
17. Auditor's remuneration		
Audit fees	8,500	8,500
Other services	15,700	15,700
	<u>\$ 24,200</u>	<u>\$ 24,200</u>
18. ACTU Affiliation Fees		
Normal affiliation fee	<u>\$ 86,523</u>	<u>\$ 83,015</u>
19. Delegation Expenses		
Media Consultancy fees	9,534	19,746
Conference expenses	40,217	34,295
Executive expenses	76,045	180,399
IPC	26,145	25,155
WAC	17,656	12,554
APPSC/PSITAB	36,752	10,172
Federal Council	32,443	24,174
	<u>\$ 238,792</u>	<u>\$ 306,495</u>
Delegates are not paid any fees or allowances to attend conferences or executive meetings		
20. Depreciation		
Plant and Equipment	2,524	2,552
Motor Vehicle	5,647	5,804
	<u>\$ 8,171</u>	<u>\$ 8,356</u>

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	2013	2012
21. General Office Expenses		
Filing fees	230	491
Police Superannuation Administrative fees	368	346
Printing, stationery & postage	20,930	7,526
Sundry office	8,355	8,327
Welfare assistance	0	2,750
Promotional Merchandise	5,245	4,725
	<u>\$ 35,128</u>	<u>\$ 24,165</u>
22. Legal Fees		
Litigation expenses	0	0
Other legal matters	7,731	1,501
	<u>\$ 7,731</u>	<u>\$ 1,501</u>
23. National Police Memorial Expenses		
Executive expenses	<u>\$ 5,169</u>	<u>\$ 11,177</u>
24. Property Expenses		
Cleaning & waste disposals	3,106	3,300
Council rates	22,410	10,287
Insurance	3,805	3,068
Interest – Police Bank	0	1,351
Land tax	0	11,110
Light & power	3,418	2,948
Repairs & maintenance	9,217	17,662
Water rates	2,015	1,863
	<u>\$ 43,971</u>	<u>\$ 51,589</u>
Commercial properties are not subject to land tax in ACT		
25. Research Expenses		
Paid to University of Sydney	<u>\$ 0</u>	<u>\$ 20,000</u>

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	2013	2012
26. Employees Benefits		
Employees benefit to holders of office		
Wage and salary	0	0
Annual leave paid to employees	0	0
Annual leave provision	0	0
Long service leave paid	0	0
Long service leave provision	0	0
Superannuation	0	0
Employees benefit to employees (other than holders of office)		
Wage and salary	291,741	242,831
Annual leave paid to employees (see note 9)	33,824	27,119
Annual leave provision (see note 9)	32,405	15,785
Long service leave paid	0	0
Long service leave provision (see note 10)	16,124	19,952
Superannuation	66,062	109,856

27. 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 2013.

28. Contingent Liabilities

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

29. Related Parties Transactions

There are no related parties transactions during the year.



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