



ANNUAL REPORT

2010-2011





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AFFILIATES

Branch	Membership	No. of Delegates
NOS. @ 31/12/10 RULE 14 (D)		
Australian Federal Police Assoc	4,107	3
New South Wales	16,076	7
Northern Territory	1,354	2
South Australia	4,693	3
Tasmania	1,268	2
Victoria	11,998	6
Western Australia	5,626	3

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".

ASSOCIATES

	Membership
Queensland	10,501
New Zealand	11,205
Total	
Australasian jurisdictions	55,569
including New Zealand	66,774

OFFICE BEARERS

President	Vince Kelly (Northern Territory)
Vice President	Jon Hunt-Sharman (Australian Federal Police Association)
Vice President	Brian Rix (Victoria) (resigned 9 September 2011)
Treasurer	Randolph Wierenga (Tasmania)
Executive Members	Scott Weber (New South Wales)
	Mark Carroll (South Australia)
	Russell Armstrong (Western Australia)
	John Laird (Victoria) (appointed 19 September 2011)
Associate Members	Queensland
	New Zealand



LIFE MEMBERS

Leon Kemp

Peter Alexander

Mark Burgess

STAFF

Chief Executive Officer

Office Manager

Senior Policy & Research Officer

Project Officer

Mark Burgess

Debbie Martiniello

Dianne Gayler

Angus Skinner (commenced 1 March 2011)



MEETINGS CONDUCTED

Federal Council:

8 and 9 November 2011	Perth, WA
19 September 2011	<i>Special Federal Council Meeting -</i> Canberra, ACT

Executive:

7 November 2010	Perth, WA
10 February 2011	Canberra, ACT
20 and 21 June 2011	Canberra, ACT
19 September 2011	Canberra, ACT

Industrial Planning Committee:

22 and 23 November 2010	Canberra, ACT
15 and 16 March 2011	Canberra, ACT
28 and 29 July 2011	Canberra, ACT

Women's Advisory Committee:

26 and 27 October 2010	Canberra, ACT
24 and 25 March 2011	Brisbane, QLD



PRESIDENT'S REPORT

It is a great privilege for me to provide my report for 2010-11. This report marks my fourth year as the elected President of an organisation that truly is the National Voice of Policing. Our Federation represents the professional and industrial interests of 55,569 Australian police officers, an increase of 1,457 members from last year.

I take this opportunity to pay tribute to retiring Victorian Police Association President and PFA Vice President, Brian Rix. Brian has been a great supporter of the PFA. Recent events and findings in Victoria have vindicated Brian and the leadership of the Victorian branch in many areas of policing in that jurisdiction. At a personal level Brian has been a great friend and the close connection he and his wife Shirley have with the Northern Territory has created a special bond. I wish him and his wife Shirley all the best in retirement and their planned motorcycle odyssey across the American continents.

At the time of writing Brian's successor has not been determined, however, I am confident the successful candidate will continue to provide strong support to the PFA.

The PFA continues to pursue a wide array of issues on behalf of members and Branches. On many of those issues, we are also the de-facto voice of the community, particularly on matters of community safety.

In February 2011 the PFA National Executive conducted a Strategic Planning Workshop. All Branches participated in determining the priority issues for the Federation in the short, medium, and long term. Those key issues identified, included:-

- A Fair Superannuation Deal for Police
- Fair Work Australia and its Impact on Police
- Workers' Compensation
- Occupational Health and Safety
- Taxation (Salary Sacrifice).

The National Executive also identified a number of priority issues for the Home Affairs Minister, Brendan O'Connor to pursue through the Standing Council on

Police and Emergency Management. These included:-

- Serious and Organised Crime and Proceeds of Crime
- National Police Workforce Planning
- Collaborative Purchasing – Police Uniforms and Equipment.

The other positive issue to come from that meeting was the decision to employ a further staff member to specifically undertake a project assembling comparative data across jurisdictions. The current status of that project is detailed in the body of this report. I welcome Angus Skinner, a law student at the Australian National University, to the staff of the PFA.

Our February 2011 National Executive meeting was the first Executive meeting after the 2010 Federal Election. During the course of the meeting the National Executive took the opportunity to invite all the former police officers in the Federal Parliament to join the Executive for dinner. It was pleasing to note the continued bipartisan support we receive from those politicians.

I acknowledge in particular Labor MP, Chris Hayes, the Member for Fowler and Chair of the Parliamentary Joint Committee on Law Enforcement and Tasmanian Liberal Senator, Steve Parry, Deputy President of the Senate for re-establishing the Parliamentary Friends of Police Group in this the 43rd Parliament.

This Group has allowed Members and Senators to mix in both formal and informal settings with police to get first hand information on how the Australian Parliament might best assist policing in this country across all police jurisdictions.

Naturally, the issues I have highlighted represent a small part of the workload of the PFA's Canberra Office. The CEO, Mark Burgess, provides full details of the matters the PFA continues to pursue on behalf of all members.

One significant achievement in 2011 was the inaugural presentation of the National Police Service Medal. Whilst there have been many people happy to claim credit for this new medal for Australia's Police, **it was achieved by the PFA.** I would particularly like to acknowledge the



role of the CEO in this achievement as it was in no small part due to his singular determination and focus that the outcome was achieved.

The presentations by the Prime Minister on 19 September this year were a fitting first step in the roll out of some 26,000 of these medals. All members in the future who meet the qualifying criteria for this award will not only receive the National Police Service Medal but will also continue to qualify for the National Medal.

Similarly, the lead role the PFA has taken in the administration and promotion of the Wall to Wall Ride of Remembrance to highlight the ultimate sacrifice of so many Australian Police officers will hopefully ensure this event achieves the prominence and recognition it deserves.

The ride this year was particularly significant as we marked the 5th Anniversary of the dedication of the National Police Memorial in Canberra on 29 September 2006. Again this significant Memorial to Australia's slain Police officers would never have been achieved without the PFA.

The PFA is the national voice of policing. This is recognised across the political spectrum in all jurisdictions. This is best demonstrated by our role in the ongoing debate relating to the digital radio spectrum.

Before the PFA entered this debate 12 months ago, Police and Emergency Services, in particular senior operationally qualified professional Police Officers, had been ignored by a number of federal departments and agencies responsible for this matter.

The debate has a long way to go. The PFA, through its lobbying, has managed to force the Government and Opposition to establish a Senate Inquiry and also a Public Safety Mobile Broadband Steering Committee, chaired by Deputy Secretaries of the Attorney-General's Department and the Department of Broadband Communications and the Digital Economy.

This simply would not have occurred without the PFA's intervention. Whilst there are many important issues that the PFA is pursuing and will pursue into the future, this issue has the potential to have the greatest long term positive impact on the way we police into the future. We can only hope that Canberra's political class puts public safety ahead of short-term profit.

As always, I acknowledge the contribution of every branch to the effective operation of the PFA. The

outcomes achieved on behalf of members can only occur through consensus and cooperation at all levels within the Federation. It is this national approach which allows our Federation to rightly claim to be the only National Voice of Policing.

The issues identified throughout the body of the Annual Report confirm that the PFA compliments the activities of each branch at a national level – "as well as, not instead of".

Finally, all of our achievements would not be possible without the efforts of our dedicated staff with the support of their families. Our CEO, Mark Burgess continues to provide a level of leadership and strategic thinking that ensures we remain relevant in the debate on national policing issues.

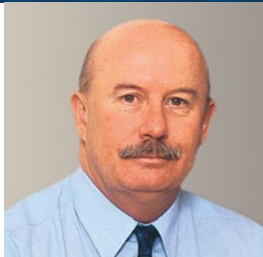
Dianne Gayler continues to ensure that the material we present to various parliamentary enquiries is of the highest standard. The quality of our submissions has been noted on occasions too numerous to mention.

Debbie Martiniello is able to manage, amongst other things, the competing demands of CEO, Presidents, PFA Committees, Wall to Wall Ride Administration, and National Police Memorial activities in a manner which is exceptionally effective and efficient.

Our newest staff member, Angus Skinner, is quickly learning the peculiarities and challenges of comparing the activities of the various jurisdictions which make up our Federation.

I invite you now to examine our Annual Report in its entirety – the National Voice of Policing.

Vince Kelly
President



CHIEF EXECUTIVE OFFICER'S REPORT

EXECUTIVE PRIORITIES

A perusal of last years' Annual Report gives an outline of the key issues we placed before all political parties in the lead up to the 2010 Federal Election in our document "Creating a Safer Australia – Police Federation of Australia's Plan 2010-13". The result of that election is now well known in that the ALP was able to form a minority Government with the assistance of the cross bench independents. Regardless of peoples' views of the rights or wrongs of such an arrangement, the PFA has continued to engage with all sides of the political debate, including the independents and as a result has been able to forge solid working relationships with all. We have continued to lobby the Government, the Opposition and the Greens over those key 2010 issues.

Early in 2011, the Executive determined that, for the purposes of being able to prioritise our concerns, we would narrow our key issues down to five (5) and at the same time seek the support of the Minister for Home Affairs, the Hon Brendan O'Connor MP to pursue three (3) other important issues through the Standing Committee on Police and Emergency Management.

The five key issues identified by the Executive were –

- A Fair Superannuation Deal for Police
- Fair Work Australia and its Impact on Police
- Workers' Compensation
- Occupational Health and Safety
- Taxation (Salary Sacrifice).

The issues we asked the Minister to pursue were –

- Serious and Organised Crime and Proceeds of Crime
- National Police Workforce Planning and
- Collaborative Purchasing – Police Uniforms and Equipment.

These issues will be dealt with in various sections of my Report.

OTHER IMPORTANT ISSUES

Medals

National Police Service Medal

The National Police Service Medal (NPSM) is now a reality with the inaugural presentations taking place at a ceremony at Parliament House on Monday 19 September 2011. Medals were presented by the Prime Minister to one long serving male and one long serving female from each jurisdiction. The backlog of approximately 26,000 medals will now start to be rolled out to members across jurisdictions to the longest serving members first through to those with 15 years' service.

The ceremony was attended by Police Commissioners or their representatives from each jurisdiction as well as the Police Federation of Australia's Executive.



The NPSM has been a key focus of the PFA for a decade and it is pleasing to finally see it come to fruition.

National Emergency Medal

On Australia Day 2011 the Prime Minister announced a new class of Australia Day honours to recognise people who have performed extraordinary acts during natural disasters. This new Medal was to be called the National Emergency Medal. The Prime Minister stated that the first



honours would be awarded next year (2012), but would be backdated to take account of the 2011 Queensland floods and the 2009 Black Saturday bushfires in Victoria.

She stated, "Through the Governor-General, I have requested of the Queen that on Australia Day in the future we will have special honours where we will acknowledge Australians who have done that extra bit during natural disasters and emergencies, Australians who have gone out of their way to extend the hand of mateship to their fellow Australians in times of need".

The PFA immediately wrote to the Prime Minister and congratulated her on the announcement. We indicated that it was similar in terms to calls made by the PFA to government over recent years. In that correspondence we made some suggestions that we believe would improve the proposed scheme.

We suggested that to establish a single medal to cover the myriad of extraordinary contributions made in these exceptional circumstances may be limiting. We argued that having only the one award would, by necessity, cause a reduction of the status of the award in the eyes of the community. Other classes of awards within the Australian system have the capacity to provide recognition on a varying scale so that the Australian people can appropriately recognise the truly exceptional from the outstanding and dedicated.

The PFA submission to Government considered this and other issues such as equity, precedent and equivalency within the current system, lessons learnt from the introduction of the Australian Bravery Decorations, as well as scope and design.

We proposed that introducing a class of awards, rather than a single medal permits the recognition of a scale of exceptional conduct and provides a greater degree of flexibility to recognise more appropriately a greater range of conduct, at the same time protecting the integrity of the system itself. It would also permit the recognition of the exceptional contribution of a team or group of individuals as can currently be done for brave acts or within the military only awards.

Our submission proposed four awards. These awards would allow for the recognition of the varying degrees

of outstanding contribution made in these exceptional circumstances.

- The Meritorious Service Cross would recognise an act or acts of extraordinary professionalism and dedication demonstrating commitment to duty and the application of exceptional skills and judgment bringing considerable benefit or great honour to the recipient and their service.
- The Meritorious Service Medal would recognise an act or acts of exceptional professionalism and dedication demonstrating commitment to duty and the application of an uncommonly high standard of skills and judgment bringing considerable benefit or great honour to the recipient and their service.
- The Commendation for Meritorious Service would recognise an act of significant professionalism and dedication demonstrating commitment to duty and the application of a high standard of skills and judgment bringing benefit or honour to the recipient and their service.
- The Group Citation for Meritorious Service would recognise a collective act by a group of people or a defined unit which demonstrates significant professionalism and dedication, a commitment to duty and the application of a high standard of skills and judgment bringing benefit or honour to the recipient and their service.

Along the same lines we also made a submission to the National Emergency Discussion Paper developed by the Department of Prime Minister and Cabinet.

Humanitarian Overseas Service Medal

We raised with the Government the possibility of members who served in New Zealand during the 2011 Christchurch earthquake response being awarded the Humanitarian Overseas Service Medal (HOSM).

At the time of compiling this Report we are advised that the proposal is "under consideration".

Digital Spectrum for Future Policing

In late 2010 the opportunity to secure for the nation's police and emergency services vital radio spectrum that would give them modern, interoperable mobile broadband communications around the country became apparent. This possibility emerged when the 700 megahertz 'digital dividend' was to be cleared with the move from analogue



to digital TV, freeing up the 'digital dividend' - in other words, making the 700 MHz band available for new uses.

With the united agreement of Australia's Police Commissioners, we began a campaign to secure 20 MHz of this spectrum for police and emergency services. The PFA and Commissioners recognized that the days of police relying on basic voice-only communications in the 400 MHz band for the myriad of complex policing tasks was set to leave policing in the dark ages, not the digital age.

And it was clear that for 'mission critical' communications, during events like natural disasters, terrorist incidents and major public events, when commercial carriers communications systems are routinely overloaded and fail, a robust, stand-alone public safety network was essential.

Mobile broadband spectrum would enable police to move from voice-only communications, to being able to upload and download data, video, maps and GPS information to and from command centres and the front-line both for every-day policing and especially during emergencies and natural disasters.

The PFA began a concerted, persistent lobbying campaign:

- First, to educate politicians about the critical needs of Australia's public safety agencies for spectrum,
- Second, to point out the once in a lifetime opportunity that the availability of the digital dividend represented,
- Third, to put the public interest and the national interest high on the agenda so that the demands of the three commercial carriers for spectrum, and the Government's push for a contribution to the Budget surplus, did not outweigh the needs of the people of Australia for reliable and effective police and emergency services during natural disasters and other emergencies.

Our high-level lobbying and PR efforts continued throughout the period covered by this report.

In the course of the year we:

- had an opinion piece by the CEO published in *The Australian*, breaking first ground on the issue in the mainstream media;
- wrote to the Prime Minister, key Ministers and Opposition and Independent MPs to advance the case for police and public safety agencies;
- sent three separate Fact Sheets to all MPs and Senators keeping them abreast of the issue as facts and fallacies emerged;

- briefed the Attorney-General, Robert McClelland MP, who was responsible for emergency services, on the concerns of the PFA and Police Commissioners;
- briefed the Leader of the Opposition, Tony Abbott and Opposition Spokesman on Communications, Malcolm Turnbull and other MPs and all the Independent MPs on the importance of police having quality spectrum;
- made a series of submissions to the Australian Communications and Media Authority pressing for 20 MHz of the 700 band for public safety; and
- put a submission and supplementary submissions to a Senate Environment and Communications Committee inquiry into emergency communications and gave evidence to the inquiry.

The Acting Chairman of the Senate Committee was fulsome in praise of the PFAs submissions and evidence. He said,

'Mr Burgess and Ms Gayler, thanks very much. I must say you have done a lot of work on the submissions. It is very professional and well done and very helpful.'

By the time the Senate Committee Inquiry held its hearings in August 2011 we had well and truly put the issue on the Parliamentary agenda as something that needed to be resolved and we had established broad agreement:

- that police and emergency services need modern mobile broadband communications;
- that they need their own network, not reliant on inadequate monopoly commercial carriers' systems;
- that the network must be interoperable nationally;
- that government has a responsibility to make spectrum available for public safety agencies; and
- that a timeframe of 2015 looks likely to make this a reality.

As a result of our concerted work on this issue, the Gillard Government has established a Public Safety Mobile Broadband Steering Committee, chaired by Deputy Secretaries of the Attorney-General's Department and the Department of Broadband, Communications and the Digital Economy with representatives of Commonwealth, State and Territory public safety agencies (PSAs), including police services. It is looking at the needs of PSAs for spectrum and to secure spectrum for PSAs and means of establishing and funding their network. It is due to report to the COAG meeting in early March 2012.



In the meantime the findings and recommendations of the Senate Committee inquiry into emergency communications in late 2011 will be particularly important in ensuring that suitable spectrum for police and emergency services is secured for the long term future.

Although this issue was not among the priorities identified by the PFA Executive for 2011, once the issue came to light, the Executive endorsed it as a focus for serious attention and effort during the year.

National Comparative Data

In March 2011 the PFA engaged Angus Skinner to work at the PFA two days a week. This was to expand the capacity of the PFA to compile cross jurisdictional data. As a result, the PFA and branches have access to information from across Australia on industrial matters, occupational health and safety, and issues facing women in Australian policing.

Initiatives to develop and maintain these documents have largely been by request from the PFA sub-committees, mainly the IPC, WAC and OH&S sub-committees. This has included developing new comparative matrixes, as well as updating pre-existing matrixes, and exploring ways to make them more user-friendly, especially in an online format.

New Matrixes

Industrial Planning Committee

- Civil liability protection
- Disciplinary action and processes
- Termination processes
- Integrity testing
- Legal assistance
- Remote area incentives
- Drug and alcohol testing

Occupational Health and Safety

- Step Down provisions for Workers' Compensation
- Top up of Step Down provisions for Workers' Compensation
- Comparison of existing schemes with the Model Legislation for Harmonisation of OH&S
 - Employer duties
 - Safety representatives

- Compliance methods: authority and inspector powers comparison
- Stand out provisions.

This data has assisted the PFA and Branches on a number of initiatives, including: making a submission to a Parliamentary Inquiry into integrity testing, and advocating for improved remote area incentives and housing packages.

Amendments to improve functionality

One of the key challenges is to maintain a user friendly format, while at the same time presenting as much information as is necessary. In some of the more complicated issues, this can prove a challenging task. One of the solutions to this has been to insert 'comment tabs' into matrix documents. In the online format, this allows for explanatory information to be just a click away, without compromising the ease of use when simply looking for a snap shot of the situation across Australia. This has assisted the PFA in its endeavour to make these documents easy to use quickly, but also provide detailed information on further inspection if needed.

Memorial and Wall to Wall Ride

Memorial

The PFA continues to play a key role concerning the National Police Memorial (NPM), by maintaining the NPM website www.npm.org.au as well as ensuring that the NPM logo is not used inappropriately. The National Police Memorial Company, which consists of the Presidents of all state, territory and federal police associations/unions, holds the copyright of the NPM logo.

The PFA is also the liaison point for other groups wishing to discuss memorial issues. The proponents of the soon to be established National Workers' Memorial sought the PFA out to discuss their proposal and to seek advice and views on what was proposed for that memorial, also to be located in Kings Park. Likewise the committee working on the establishment of the proposed Peace Keepers' Memorial have been using the PFA's Boardroom to hold their meetings as they plan the construction of that memorial.

Wall to Wall Ride

As we reported last year, the 2010 Wall to Wall Ride for Remembrance was held in September 2010 and it



is estimated that over 600 riders took part in the event, far exceeding expectations for the Inaugural Ride. Earlier this year, the funds raised from that Ride were donated to the various Police Legacies with over \$32,000 in total being distributed.

The 2011 Wall to Wall Ride for Remembrance was again a huge success taking place on Saturday 17 September 2011, this year with participation from every jurisdiction. Again, the expectations of the National Committee chaired by Brian Rix were exceeded with over 900 riders taking part. The National Police Memorial website was this year redeveloped to include the Wall to Wall Ride site and this will now form the permanent home for this event.

Another aspect of the 2011 ride has been the introduction of hand-made wooden Wall to Wall Ride Batons which were presented to each Police Commissioner in a 14,000 kilometre ride around the country by Brian Rix and Georg Berk. The Batons have been engraved with each jurisdiction's Police Service Logo alongside the Wall to Wall Ride Logo and have a hollow centre allowing for the names of any fallen members to be inserted and carried by their Commissioner (or an appointed representative) on the Wall to Wall Ride to Canberra. These Batons will form an important part of the Wall to Wall Ride Ceremony in future.

Although at the time of writing this report, the funds raised through registration fees, merchandise sales and raffle proceeds are still being reconciled, it is anticipated that this year, over \$60,000 will be distributed to the Police Legacies.

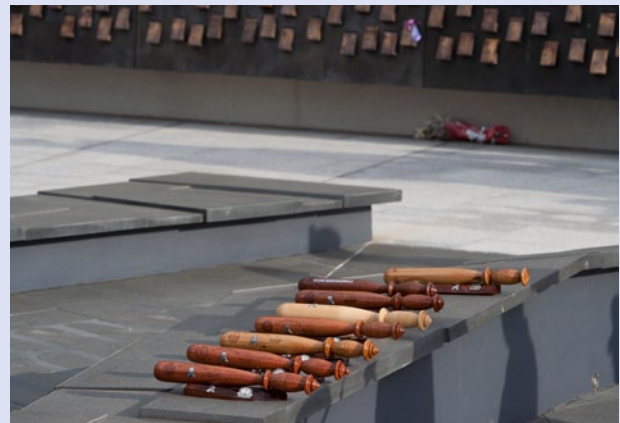
Relations with Federal Members of Parliament

The PFA has continued to work tirelessly to maintain good working relations with all political parties and, in the current Parliament, with Independent cross bench members.

Such relationships have been very beneficial as we've worked through an array of issues affecting our members and the wider community.

In particular it is pleasing to report that we developed strong professional working relationship with both the Minister for Home Affairs, the Hon Brendan O'Connor and the Shadow Minister for Justice Customs and Border Protection, Michael Keenan and their respective staff.

The Parliamentary Friends of Police Group established by Labor MP, Chris Hayes and Liberal Senator, Steve Parry has also been an important focus for the PFA. This forum has allowed a bipartisan group of Members and Senators to meet both formally and informally with the representatives of front line police from every jurisdiction in Australia. The PFA sees the Friends of Police Group as a long term strategic partner with the PFA in ensuring that key policing issues remain at the forefront of the thinking of our Federal Parliament.



PARLIAMENTARY INQUIRIES

Youth Suicide

House of Representatives Standing Committee on Health and Ageing - Inquiry into Early Intervention Programs to Prevent Youth Suicide

The PFA was urged by this Standing Committee to make a submission to its inquiry.

We pointed out that throughout their careers the vast majority of operational police officers will be called upon to deal with a wide range of suicidal behavior. Whilst many in the community look upon the police role as law enforcement, a great proportion of police work is dealing with a range of complex social issues.

Police are generally the initial contact when someone is acting irrationally or dangerously and there are many recorded incidents where this availability has placed police in serious personal danger to a point where over the years a number have been killed or seriously injured intervening in such situations. Some estimates suggest up to 10% of police time is taken up with mental health issues.



In our 2010 federal pre-election submission to all political parties, *Creating a Safer Australia – Police Federation of Australia's Plan 2010-13*, we stated –

"It is therefore essential to community safety to improve the availability of mental health assessment teams essential to assist police to deal compassionately and effectively with the mentally ill who come to police attention as risks to themselves or others. It is also appropriate that a Federal Government accept some responsibility for the additional training required by police for dealing with the mentally ill. There are a number of programs currently being utilized across jurisdictions that could be funded federally".

Our submission to the Parliamentary inquiry can be found on the Committee's website (go to Parliament of Australia/Committees/House of Representatives/Health and Aging/Completed Inquiries/Submissions). The Committee reported in July 2011 but failed to propose any initiatives in relation to mental health assessment teams or police training.

Emergency Communications

Senate Standing Committee on Environment and Communications - The capacity of communication networks and emergency warning systems to deal with emergencies and natural disasters

Our submissions to, and appearance before, this committee are dealt with in the section above, headed Digital Spectrum for Future Policing

Integrity Testing

Parliamentary Joint Committee on the Australian Commission for Law Enforcement Integrity; Inquiry into Integrity Testing

The PFA was invited to make a submission to this inquiry.

The PFA supported the submission made by the Australian Federal Police Association to this inquiry as its AFP members are the most likely to be affected. The PFA, representing 55,000 police officers from all jurisdictions across Australia, expressed concerns about the potential impact of any Commonwealth integrity testing scheme on State and Territory police officers. The PFA argued that the appropriate model is one in which State and Territory police officers are subject to the

integrity regimes of their respective jurisdictions only, and excluded from the Commonwealth regime.

The PFA's submission to this inquiry can be found on the Parliamentary Committee website under Joint Committees.

At this stage the Joint Committee is yet to bring down its report.

Unexplained Wealth

Parliamentary Joint Committee on Law Enforcement: Inquiry into Commonwealth Unexplained Wealth Legislation and Arrangements

Again, the PFA was invited by the Joint Committee to make a submission to this inquiry.

We proposed that the Committee aim to achieve three objectives which would significantly improve Australia's unexplained wealth legislation and arrangements, namely:

1. Create a genuinely national scheme
This would mean abolishing, or at least minimizing, Commonwealth/State barriers, including barriers to information sharing between law enforcement and collaborating agencies.
2. Minimize litigation
This would involve including options for settlements and mediation, creating more opportunities for forfeiture and tax and debt recovery, and ensuring against delaying tactics.
3. Treat unexplained wealth as a criminal commodity
This would involve creating a rebuttable presumption of criminality relating to possession of large amounts of cash without adequate explanation.

A copy of the PFA's submission can be seen on the Parliamentary Committee website under Joint Committees.

The Joint Committee has yet to report.

Taxation: Flood Levy

House of Representatives and Senate Economics Committees: Inquiries into the Income Tax Rates Amendment (Temporary Flood Reconstruction Levy) Bill 2011

The PFA made two submissions in relation to this Bill applying a levy in the 2011-12 financial year to



pay for some of the reconstruction costs following the massive floods in South East Queensland in the summer of 2010-11. The matter is reported later under the heading Superannuation and Taxation.

SUB-COMMITTEES

Professionalisation

Following our frustration with the slow progress of the National Police Registration Feasibility Working Group, established following the PFA's presentation to the then Ministerial Council on Police and Emergency Management – Police (MCPEMP) in June 2009, we developed a discussion paper in June 2011 titled "*An Assessment of Progress*" for an upcoming meeting with the Minister for Home Affairs.

In that document we pointed out MCPEMP had agreed to establish the Working Group based on our policy proposal "*PFA Framework for a National Police Registration Scheme, April 2009*". We were dismayed that the Working Group had only met twice, the last time being in June 2010. Then in March 2011, the PFA was provided with a paper developed by ANZPAA, "*Feasibility of a National Police Registration Scheme, Background Paper No.1*". The report had not been presented to, or endorsed by, the Working Group, ANZPAA or SOG. *An Assessment of Progress* detailed our concerns about the content of that paper. Subsequently, a meeting of the Working Group was called for July 2011. At that meeting it was agreed that the Paper would be re-written including a range of concerns that had been raised by the PFA.

We are currently waiting for that re-write to be completed.

At the same time ANZPAA had established a Feasibility Study Project for a "*Police Practice Standards Model*" (PPSM). The PFA also made a comprehensive response to this paper in *An Assessment of Progress*. In July 2011 ANZPAA updated that paper and again the PFA made a detailed response.

The PFA continued to argue that any proposal, whether it is for professional registration or for practice standards, the governance model will be pivotal to its success, or otherwise.

At the September 2001 ANZPAA meeting, at which the PFA and the New Zealand Police Association (NZPA) were present, ANZPAA endorsed the governance model

proposed by the PFA and NZPA, using the Australasian Police Professional Standards Council (APPSC) as the professional governing body, of which the PFA and NZPA are members. The meeting also endorsed proceeding the PPSM, which again was supported by the PFA and NZPA.

National Industrial Issues

The PFA has continued to keep a watching brief on developments with the Fair Work Act and the potential impact on Police.

Member Services

The PFA is regularly asked by a range of suppliers about access to our membership to provide services at a discount rate to members.

We are exploring these opportunities with Branches to ensure that whomever we enter into arrangements with will provide a purchasing opportunity at a rate to members that would not generally be available to the wider public.

Policy

The Policy committee continues to re-evaluate and update PFA policy as appropriate.

National Deployment Issues

Overseas Workers' Compensation

In last years' Report we reported on our submission to the "*Review of Military Compensation Arrangements*". That Review reported in March 2011 and in July 2011 we provided a response based on the Review's outcomes.

In that response we highlighted a number of issues including –

- Our concerns about the composition of the committee (i.e. no one on the committee with any experience in policing yet the report devoted a full Chapter to Policing).
- Our earlier requests to have the Committee expedite the three (3) issues under the Terms of Reference that relate to police. (We wasted a further 12 months and are no more advanced on the issue.)
- The fact that the Committee saw fit to include a fourth Term of Reference that was not in the original Terms of Reference without any consultation.



- The fact that the review report misrepresented or misunderstood some aspects of history, particularly as it related to earlier reviews into like matters.
- The fact that the Committee sought to compare the roles of the AFP and ADF. We argued that this was fraught with difficulties.
- The fact that the Committee argued against a stand-alone scheme based on the Military Rehabilitation and Compensation Scheme. We argued that Australia's Police have always supported and will continue to support Australia's military receiving the highest possible entitlements in any legislation that covered their repatriation and compensations arrangements. We pointed out our disappointment that the Committee had not given the same support to Australia's Police.
- We rejected the findings of Chapter 27 "Coverage for Australian Federal Police".
- We called on the Committee to review its own findings in Chapter 27 and re-write Chapter 27 if its outcomes were to have any credibility in the eyes of Australia's Police.

Superannuation and Taxation

In relation to superannuation, the PFA has strongly supported the Federal Government's proposal to increase the Superannuation Guarantee from 9 to 12 % - a move that will boost retirement savings for police in a number of jurisdictions, including police in NSW, WA, NT, SA and Tasmania. We estimate that this proposal would mean a boost to super of up to \$73,870 or 17% more over a working life for about 20,000 police officers. The Federal Government is yet to get legislation through Parliament to make this change and it is contingent on the mining resources rent tax getting the numbers in Parliament. It is unfortunate that the Coalition parties are, at this point, not supporting the resources rent tax and so, presumably, are not supporting the boost to the Super Guarantee for workers. They made no commitment to increase super at the last election.

Taxation is an issue we continue to keep under review in the federal arena. Early in the year the PFA made submissions to two Parliamentary inquiries on the flood levy which will apply in the 2011-2012 financial year. The problem we had with the levy is that it applies to any superannuation lump sum

taken in the financial year, and to any redundancy payments a worker might receive in the financial year. We were not able to have the levy legislation amended and unfortunately the ACTU didn't see fit to support our concerns. So, anyone planning to retire this year needs to get financial advice to avoid paying extra tax on their super payout.

The Federal Government's Tax Forum in October 2011 will probably see a broad range of taxation issues discussed but at this stage there are no issues of immediate concern to the PFA on the agenda for that Tax Forum. The PFA will examine any proposals that emerge and make representations where necessary.

Occupational Health and Safety

The PFA's Occupational Health and Safety Sub-Committee has been chaired by Russell Armstrong from Western Australia. The past 12 months have been very busy in respect to this issue, particularly as it relates to the harmonization of OH&S legislation across the nation.

In last years' Report I made specific mention of what was then referred to as Recommendation 82 of the proposed Model OH&S Bill. That recommendation referred to a Jurisdictional Note that appeared in the *Commonwealth Occupational Health and Safety Act 1991*. This note specifically referred to the AFP, however there was concern that under harmonized legislation, this could flow on to all other jurisdictions.

As a result of our pre-election document reported on in detail in last years' report the Government made a the following commitment on this issue –

"A re-elected Gillard Government will ask the Commissioner of the AFP to review the jurisdictional note that provides an exemption from health and safety obligations in relation to National Security, in consultation with the PFA and the APFA and to advise the Government on possible changes."

Federal Labor's firm commitment is that the PFA and Police Unions will have a seat at the table on OH&S changes that affect police."

Senior Counsel Mr Bruce Hodgkinson was engaged to conduct an independent review of the need for a jurisdictional note, making provision for federal police operations.



Both the PFA and the AFP made submissions to the review and subsequently both organizations made supplementary submissions.

Mr Hodgkinson came to the following views as a result of his review –

- a. The provisions contained within s.8 of the 1991 OHS Act are too broad to properly reflect the area of concern advanced by the AFP in respect of the conducting of its operations.
- b. The definition of “dangerous operations” found in s.8 of the 1991 OHS Act is so broad and uncertain as to not be appropriate to be repeated in the Model Work Health and Safety (MWHS) Bill.
- c. There is a legitimate area of operations undertaken by the AFP that could be compromised if no provision is included in the MWHS Bill.
- d. The AFP's commitment to the maintenance of occupational health and safety standards in respect of all its operations forms an appropriate basis for the determination of the scope and operation of the provision to be included in the MWHS Bill.
- e. The AFP should have included in the MWHS Bill a more limited provision than that found in the 1991 OHS Act.
- f. That provision should be in similar terms to the definition of “covert operation” in s.8 of the 1991 OHS Act.
- g. The inclusion of such a provision in the MWHS Bill should not excuse the AFP from ensuring health and safety so far as reasonably practicable in all its areas of operation even in respect of the aspects of covert operations which the AFP is able to plan and control.
- h. The practice developed by the AFP of reporting matters properly encompassed by s.8 of the 1991 OHS Act to Comcare at a time when doing so could not prejudice or adversely affect the AFP operation is commendable and should be formalised and continued after the MWHS Bill has been enacted.

As a result the Bill that is proposed to be introduced into the Federal Parliament contains a jurisdictional note that meets the concerns expressed by the PFA in its submissions to Mr Hodgkinson.

Code of Practice-Policing

In February 2011 ANZPAA presented the PFA with a proposed “Code of Practice: Managing Work Health and Safety in Policing”.

We subsequently met with each of ANZPAA and the ACTU where we sought advice on the best way forward for the PFA. That advice was to write to both ANZPAA and Safe Work Australia (SWA) and seek a commitment from them to the establishment of a Temporary Advisory Group (TAG) to work on a tripartite basis with ANZPAA and SWA to develop a Code of Practice.

In August 2011 SWA released its Third Stage Codes list which included policing. It is expressed in that list that discussions around these Codes would be completed by early 2012.

The Safe Work Australia's Strategic Issues Group met in August 2011 and we have been advised that there will be a tripartite group established for this issue. Whilst we have been advised that SWA will be contacting parties, no timeframes appear to have been put on it at this stage.

Workers' Compensation

In relation to Workers' Compensation, the PFA sought the following commitment from all political parties in the lead up to the 2010 Federal Election –

...that the Australian Government will:

ensure that a harmonised workers' compensation regime does not disadvantage Australian police officers.

In response the ALP stated –

... should a harmonised national workers' compensation system be considered in future, that it does not disadvantage police officers serving in State and Territory Police forces. At present, there are no plans for harmonisation on foot.

Whilst the Government made this commitment to the PFA, discussions have been taking place at Departmental level with the ACTU regarding a future harmonized workers' compensation regime. We will continue to liaise with the ACTU regarding developments in this area.



Industrial Planning Committee

The IPC met on three occasions this year. These meetings ensure that all IPC members have a comprehensive overview of the national matters being pursued by the PFA. They are also invaluable in that they allow information and idea sharing amongst the branches, which increases the capacity of all Branches across Australia to best represent their members.

The IPC is focused on issues that are at the forefront of member concerns, especially in the current context of EB negotiations. Comparisons of benefits and conditions, as well as negotiation strategies have been a strong focus of IPC agendas this year.

The IPC has been closely following the progress of the Police at Work project, which will reach its final report in 2012. This has enabled the IPC to track the issues that affect the work of police across Australia, and has closely informed the IPC's agenda. As a result the IPC has identified OH&S as a major issue facing police officers around Australia, and therefore expanded its scope to give these issues the attention they deserve.

Occupational Health and Safety

Collective consideration of OH&S issues will continue to assist branches in remaining vigilant in monitoring the process of OH&S harmonisation. This is with the aim of ensuring the most effective model is adopted in the harmonised legislation, regulations and Codes of Practice, to best protect police at work.

In our last annual report, the PFA outlined its action to limit the flow on effect of Recommendation 82 in the OH&S harmonisation process, a jurisdictional barrier for police to be adequately covered by the OH&S scheme. The IPC has been actively monitoring the progress of harmonisation to ensure that this jurisdictional issue is not one which will spread to the State and Territory schemes.

Collaboration with WAC

A significant development in the past year is the increasing integration of the Women's Advisory Committee and IPC issues. In response to this integration, the committees have sought to establish a collaborative approach. The cooperation of these two committees on key issues such as Paid Parental Leave, Secure Employment Orders, domestic violence, and the Work and Family Bargaining Guide, will increase the capacity of both committees to achieve positive outcomes in these areas.

Other Key Issues

- A major issue facing police has been police housing, and the IPC has been active in assisting the Branches in advocating on this issue.
- The IPC has been at the forefront in considering the necessity and form of fatigue management plans. The IPC heard presentations from George Dunghan on this issue in March 2011. Following that, the collaborative structure of the PFA has assisted the Branches in developing ideas for the most effective fatigue management plans.
- With natural disasters affecting many places and people around Australia and beyond, the IPC has sought to reach plans and agreement between Branches that will best facilitate police assisting their interstate colleagues. This includes developing interstate deployment checklists, and policies and agreements regarding legal assistance for police officers who require such assistance while deployed interstate.
- In March the IPC heard a presentation by Nigel Murray, Federal Treasury Department, to ensure it was fully up to speed on the developments in superannuation over the past year. This has allowed Branches to advise members on the best course of action regarding their superannuation.

Women's Advisory Committee (WAC)

The WAC held two, two-day meetings this year, one in Canberra and one in Brisbane.

Cooperation with Industrial Planning Committee

A significant development which has begun in the past year is the increasing interaction of the WAC and IPC. This will see the next IPC and WAC meetings to be held concurrently. It has also prompted the PFA to publish WAC documents on the IPC page of the PFA website. This will ensure that the important issues covered by the WAC are on the agenda of the IPC, showing these issues to be important industrial ones. The cooperation of these two committees on key issues will increase the capacity of both committees to achieve positive outcomes in these areas. Current issues that are subject to joint action include the National Domestic Violence Project, the Work and Family Bargaining Guide, Secure Employment Orders and their relevance to police, and Paid Parental Leave.



Assisting Agenda Setting for Executive

All WAC delegates meet with their respective Presidents prior to PFA Executive meetings to outline key issues in WAC minutes as well as all Matrix documents. Bernadette Zimmerman was also invited to the June Executive meeting to report on WAC issues.

Comparative Data

The WAC has continued to provide up-to-date information on the issues of

- Model working conditions
- Women friendly union arrangements
- Statistical analysis of women in Australian police unions

This information has helped form a picture of women's involvement in policing in Australia, and to assess whether the police forces are effectively facilitating this involvement. It is this data which enables the PFA to maintain its jurisdictional comparative matrixes.

Women in Male Dominated Occupations and Industries

WAC is committed to being involved in key initiatives, and has resolved to send a representative to Women In Male Dominated Occupations and Industries meetings to ensure that we remain informed on initiatives and action plans on this issue.

Child Care

The WAC is seeking to improve child care access for police officers. In last year's Annual Report, the PFA and WAC reported on the development of a PFA policy, and a strategy for addressing this issue.

Uniforms and Equipment Sub-Committee

As I reported earlier in this report, we have asked that the Federal Minister pursue this issue through the Standing Committee on Police and Emergency Management.

To date we have not been able to get much traction in convincing jurisdictions to take a greater collaborative approach to purchasing even though they agree that there likely to be significant savings by taking such an approach. ANZPAA have advised that they are pursuing this issue through their committee processes but likewise we have seen little progress through that process.

Queensland Branch

The PFA has continued to work closely with the Queensland Police Union (QPU) to establish the Queensland Branch of the Police Federation of Australia. The QPU has continued to operate very closely with the PFA and its Branches and to participate in all PFA activities and meetings. Likewise it has continued to pay full affiliation fees to the PFA. We are now at a point where a draft set of rules has been developed and trust to be in a position shortly to initiate proceedings to formally establish the Branch.

International Council of Police Representative Associations (ICPRA)

The PFA continues to play an active role in ICPRA with the PFA CEO being on ICPRA's Executive Committee. The next scheduled ICPRA Council meeting is planned for Baltimore in the United States in March 2012. During the past 12 months ICPRA has been formally registered in the US and its bank accounts transferred from Canada and established in the US. The PFA has taken over the hosting role of the ICPRA website and also produces the ICPRA quarterly electronic news letter.

In May 2011 the Executive Committee met in Washington in conjunction with US Police Week. At that meeting we continued our relationship with the United Nations by having two representatives from New York attend and address the Executive. ICPRA is currently reviewing its submission to the UN in which it proposes to work closely with the UN Development Program. The UN is keen on a relationship as ICPRA can bring valuable experience to assist the UN in developing countries.

The Executive also endorsed an international lobbying effort to ensure that police and public safety agencies are provided with dedicated digital radio spectrum to protect their citizens and police. Such an allocation should handle mobile voice, data, video and broadband communications over a secure network, free from telecommunications company interference.

The Executive also endorsed continued work on the establishment of an International Day of Action against assaults on police, as well as the development of a related communications strategy.



Conclusion

Due the continued uncertain political environment it is important that we maintain our focus on key commitments given in the lead up to the 2010 election by both major parties. We are also in the process on ensuring that if an early election was called, we have a cohesive set of key policy issues that we could put to all parties in the lead up to an election.

Debbie Martiniello our Office Manager, Dianne Gayler our Senior Policy and Research Officer and our new staff member Angus Skinner our Project Officer continue to serve our members well. Their work ethic and professional attitude is often noted by members, branches, the federal bureaucracy and politicians alike. As the CEO I cannot talk highly enough about the support they continue to give me and the membership.

I again express my appreciation for the continued support of Branches. As a small office we rely heavily on the professional expertise that exists in police

associations/unions across the country. Likewise, we would not be able to provide the service that we do if it wasn't for the support of the PFA Executive. The goodwill that exists across the country has made our job that much easier. I thank every Executive member for their guidance and support. I especially wish to acknowledge the support given to not only me but all the PFA staff by the PFA President Vince Kelly. His leadership and counsel continue to be invaluable.

In the current political climate, 2012 promises to be a very interesting and unpredictable year. Our challenge is to make sure we're ready for whatever may occur. At the PFA, we're confident we are.

Mark Burgess
Chief Executive Officer



WALL TO WALL RIDE FOR REMEMBRANCE

17 September 2011





NATIONAL POLICE SERVICE MEDAL PRESENTATION

19 September 2011

While the notion of a National Police Service Medal has been in the discussion phase for almost 20 years, it was when the Police Federation of Australia re-invigorated the proposal at the Police Commissioner's Conference in 2006 that the issue again came to life. The PFA then went on to seek a commitment leading up to the 2007 Federal election from each political party for the medal.

We are delighted that the Gillard Government has seen fit to honour its commitment to this medal recognising the dedicated service of Australia's police men and women around the country. The Prime Minister, the Honourable Julia Gillard MP, on the 19th of September 2011, presented the first sixteen recipients, one long serving male and female officer from each jurisdiction, with their medals in a ceremony in The Mural Hall, Parliament House, Canberra in the presence of all Police Association / Police Union Presidents and the nation's Police Commissioners. This will be followed progressively by medal presentations for eligible members around the country in each jurisdiction.

The PFA is immensely proud to have achieved the National Police Service Medal for members with 15 years of police service to their communities.









AFFILIATES' REPORTS

NEW SOUTH WALES

2011 Salary Claim

Since the 2010 report the Branch and its Associated Body, the Police Association of NSW, has been focused on the 2011 salary claim. The successful member-led campaign in 2009 resulted in increases of 4% per annum over two years, protections to working conditions, as well as the achievement of a longstanding claim for increased breaks between shifts from 8 to 10 hours.

The Branch recognised that the organising strategy which proved so successful in 2009 could not be replicated due to the changed economic and political climate following the election of a Liberal/National Government in March 2011 for the first time in 16 years.

It was determined that the 2011 claim would be pursued via a legal strategy using the NSW Industrial Relations Commission (IRC). Commencing at the 2010 Biennial Conference elected delegates commenced the process of developing the claim. Surveys of members and motions from branches, along with conference outcomes, were factored into a claim which was endorsed in December 2010. A formal claim was lodged in April 2011 following a series of hearings in the Commission. In summary we are seeking a 5% per annum increase in salaries over 3 years, improved compensation for a range of specialist groups and a number of improvements to working conditions.

At the time of writing the case is being heard in the Commission, with hearings which commenced in August scheduled to culminate in December 2011 in regards to salaries and specialist claims. The claims for improvements in working conditions will be heard in 2012.

As part of this process scores of members have come forward to give evidence of significant change to the roles, responsibilities and the conditions under which police work is performed in the last few years, including changes in work methods that have led to greater efficiency and productivity. Comprehensive affidavits have been prepared and we are now engaged in the process of the providing of formal evidence, cross examination and workplace inspections.

We have been successful, through the conciliation process, in achieving an interim increase of 2.5% to the salary and salary related allowances for all members commencing 8 July 2011. This outcome was secured during the conciliation phase of the hearing which also clarified that any further increases to salaries can be backdated to that date.

Pre-Election Campaign

In the lead up to the 2011 State Election the Branch was very active in both the Unions NSW Better Services Campaign and pursuing our own specific agenda on a range of issues critical to the membership.

The Branch produced a comprehensive pre-election submission which was presented to both sides of politics in the lead up to the election. We utilised this campaign as an organising and capacity building opportunity and encouraged members to meet with local candidates and seek written commitments to our submission. More than 60 meetings were held with candidates. In addition the Branch met with the leaders of each of the political parties including the Shooters and Fishers as well as the Christian Democratic Parties who now hold the balance of power in the Upper House in NSW.

We also hosted a debate between the then Minister and Opposition Police Spokesman which was open to members and was videoed and made available on our website. This provided members with a first-hand opportunity to listen to the competing policies of the two parties and engage in a question and answer session. The debate was hosted by ABC journalist Quentin Dempster and was subsequently featured on the ABC 7:30 report in NSW.

Commitments were subsequently received from both major parties which were published in the lead up to the election to enable members, their families and the community to consider. Significant commitments which are now being implemented include a commitment to 550 additional police, mandatory life sentences for police murderers and the replacement of the Bullet Resistant Vests. There was also a commitment to maintaining the State Industrial Relation Commission for Police officers.



NSW Government Wages Regulation and Policy

Soon after the April 2011 state election the Government announced a wages policy which would have prevented the Branch from pursuing its claim for salary increases in the IRC.

The Government announced that it would urgently introduce a regulation that would require the Commission to adhere to its wages policy of salary increases of 2.5% per annum with any additional increases resulting from monies released as a result of agreements to employee related savings. This did not include any consideration of productivity, efficiency or work value improvements and any increases were not payable until the savings were actually achieved. It effectively means a requirement to trade off employment conditions. This policy was not communicated to the electorate, the Branch or our members prior to the election.

The Branch immediately engaged its members in a furious campaign to stop this regulation becoming law. A press conference at a community cabinet meeting was held early the next week and members were engaged in an email campaign with the cross bench members who hold the balance of power in the Upper House urging them to disallow the proposed regulation. This was accompanied by the direct lobbying of these politicians by officials of the Branch. We addressed the Labor Party Caucus meeting, the National Party members, met with the Attorney-General, the Treasurer, the Police Minister, the Minister for Finance and had meetings with numerous back bench members.

Subsequently the campaign focused on the Government and in addition to the emails, local branch officials sought meetings with the newly elected politicians to express their anger at what was seen as a betrayal given the meetings held in the lead up to the election. Each of the politicians received around 5,000 emails from members and supporters. At least 30 politicians were visited by PANSW representatives in their electoral offices and a further 22 contacted by telephone during the brief one week window of opportunity between parliamentary sittings.

The Branch also participated in a rally at Parliament House attended by over 10,000 members of public sector unions. Our campaign resulted in the Cross Bench members demanding an exemption from the regulation for police or they would vote down the regulation.

The Government granted this exemption which has permitted the case to be run in the IRC without being restricted by the regulation. However the exemption has been tightly drafted and only operates for the purposes of the claim currently before the IRC. We are even stopped from making any variations to the claim. Any future wage negotiations will be caught by the regulation and we will be stopped from seeking the assistance of the IRC in any meaningful way.

As a consequence the Branch has been actively involved in the campaign being run by Unions NSW to have this regulation abolished. Numerous regional rallies have been held with members taking an active role in both attendance and as speakers. A further rally is to be held in September in the Domain behind Parliament House. It is anticipated that more than 20,000 protesters will participate.

Death and Disability Scheme

Perhaps the most critical issue currently facing the Branch is the ongoing attacks on the Police Death and Disability Scheme. Since its inception rumors have been circulating about its financial viability. The Branch has continued to devote significant time and resources to protecting this critical member entitlement. I am proud of our efforts in this regard and that we are continuing to work with the new Government which has agreed that a viable scheme needs to be maintained into the future.

Alcohol Related Violence – Last Drinks Campaign

The Branch has continued to work with our colleagues from the AMA, the Nurses Association and the Health Services Union in our ongoing campaign to pressure the Government to take action in respect to alcohol related violence against members. It is generally accepted that more than 70% of assaults against police are alcohol related. Under Occupational Health and Safety Laws the employer has a duty to provide a safe system of work - and the Government is the ultimate employer of police.

Following the successful initiatives implemented by police with the assistance of the now defunct licensing court in Newcastle, the NSW Bureau of Crime Statistics and Research has confirmed a 37% reduction in assaults (including both police and the community). These initiatives included reasonable restrictions on trading hours (3:00 am closures), 1:30 am lock outs, restrictions



on the sale of shots and high strength alcohol etc at all premises in the precinct.

As reported in 2011, the 'keepourcops' web site has been rebranded to www.lastdrinks.org.au and is the vehicle for a range of action to achieve the reforms necessary to make an impact on this critical problem. This site has allowed us to engage the 30,000 members and supporters who have registered in a range on actions including a 10,000 signature petition which was presented to the Government and Opposition demanding the introduction of the Newcastle initiative across the state.

The campaign engaged the NRL team, the South Sydney Rabbitohs, to produce a video to be played both before and after their home games to promote the campaign.

We have been able to generate significant interest in the issue and an enormous amount of publicity. The Government, in December 2010 banned political donations by the hotel industry, including the AHA. This is a small but significant initiative in reducing the influence of the liquor industry in relation to the regulation of liquor and represents a major step forward in our campaign.

Future Challenges

The next year represents the perfect storm for the Branch and the PANSW. The salary case, the pressure on our Death and Disability Scheme and the new Government with a cost cutting agenda will provide significant challenges for our membership.

Scott Weber
President





VICTORIA

The number one priority for the Branch during the latter part of 2010 and up to the present time has been the negotiation of a fair and reasonable outcome to our enterprise bargaining pay claim.

It is very disappointing that these negotiations, which formally commenced on Thursday 16 December last year, after nine months into the negotiation phase have produced no outcome.

This is a damning indictment on the new Liberal/National Coalition Government, which prior to the November 2010 State election, promised much on law and order, and has delivered nothing when it comes to a reasonable salary increase for our members who are responsible for ensuring that law and order standards in Victoria are maintained and enhanced.

Initially, there were understandable delays from the employer's perspective, in that the Government, having been elected by a slim one seat majority in the Legislative Assembly, took some time to determine its public sector wages policy, which of course, includes police. When we were advised earlier this year that the public sector wages policy was to be set at 2.5 percent, we, and our members, were understandably shocked and surprised, given that our members have struggled to maintain law and order in a chronically under-resourced policing environment for over ten years.

Our EBA 2011 negotiations have been conducted under the banner of the Police Federation of Australia, Victoria Police Branch, because we continue to operate under federal industrial legislation.

This is the first time that we have negotiated an enterprise bargaining agreement under the new *Fair Work Act 2009*.

This legislation has brought about a number of changes to the industrial framework in Australia. One of those changes which has, disappointingly, been brought about by a Federal Labor Government, is the ability under the legislation for independent bargaining representatives to also be at the negotiating table. The part of the relevant legislation that allows bargaining agents can cause inordinate delays, negatively affect unity and our ability to

retain the collective approach that is so important when it comes to negotiating a successful enterprise agreement.

Whilst during the EB negotiations, some progress has been made on the non-salary related items, the government remains steadfast in its manifestly inadequate 2.5 percent salary offer. On Monday 28 March, this year, branch representatives commenced a series of membership meetings at 79 workplaces throughout Victoria, to personally advise members on the progress of our EB 2011 campaign. These meetings were well attended and culminated in a general meeting of members that was held on Monday 2 May this year, when the members adopted the following eight-point industrial action strategy which was forced on us by a recalcitrant government, refusing to honour its pre-election pledge of a salary increase that at least kept up with inflation which is projected to run at 3.6%, during the course of the remaining calendar year:

1. Members not to provide information or advice other than in an operational context to other government departments or agencies, including meeting with those departments and agencies.
2. Members ban the preparation and provision of statistical information to the Victoria Police Force, force management or the government, including completion of mas/time attrition sheets.
3. Members not to attend supreme or county courts as informants or witnesses other than in reply to a subpoena.
4. Members not to serve subpoenas or transport witnesses for the office of public prosecutions.
5. Members shall not volunteer to perform voluntary duties under clause 11 of the Victoria Police Workplace Agreement 2007.
6. Members to ban the use of email.
7. Members not to take receipt of speed camera films at police stations.
8. Members who are not actively engaged in response duties to attend at locations where fixed speed and



red light cameras or mobile speed camera cars are in place and activate flashing lights on their vehicles for periods of up to 15 minutes at a time.

At the general meeting, which was attended by 2,500 members, the following three motions were unanimously carried:

1. "that this meeting rejects the offer from the Government and Victoria Police Force of a pay rise of 2.5 per cent per annum with significant trade-offs."
2. "that this meeting endorses the industrial action strategy outlined at this meeting."
3. "that this meeting authorises an application to Fair Work Australia for the conduct of a protected action ballot in support of The Police Association's claim."

The mood of this meeting was one of commitment, support and strong resolve to the cause of a reasonable salary increase. The industrial action strategy was designed to allow as many members as possible to participate, and to impact on the government and the Victoria Police Force, but not compromise community safety. The industrial action strategy commenced on Tuesday 7 June 2011. Ninety nine percent of members who participated in a Fair Work Australia ballot supported this industrial action strategy.

At the time of writing, our negotiations with the Victoria Police Force on non-salary related items is almost complete. However, the Victorian Government is still not coming to the negotiating table to talk money. It is for this reason that, from 26 August this year, we decided to ramp up our industrial action strategy, which may culminate in a police march to Parliament House. A request for a ballot of our members, that is required to be conducted by the Australian Electoral Commission prior to this additional industrial action being taken, was lodged with Fair Work Australia on 30 August 2011.

We hope, and expect, that this additional action will apply further pressure on the government to at least come to the negotiating table to plan a way forward with regard to a well-deserved salary increase for our overworked members.

Brian Rix
President



WESTERN AUSTRALIA

The Western Australian Police Union continues to be a prosperous, strong, and unified organisation which has been instrumental in achieving a number of significant improvements for its membership in the last twelve months.

WAPU's Industrial Agreement

The Union's negotiations over the last twelve months have recently seen a rejection by the membership of a July proposal where members would have received a pay rise plus an increase in various allowances.

A new proposal has been forwarded to the Western Australian Government by the Board of Directors to accept 13.25% over three years (4.25%, 4.5% and 4.5% with no trade-offs) with a preservation date of 1 July 2011. If the offer is accepted by the Western Australian Government, it will be put to the membership for vote.

CHOGM

The Union has been involved in a lot of early planning with the WA Police over arrangements for the Commonwealth Heads of Government Meeting, "CHOGM", being held in Perth in October. The Union has been working hard to ensure that all industrial entitlements are satisfied and that the welfare of members is looked after. The Union has nominated two Directors as liaison officers for all interstate officers attending CHOGM in relation to industrial or legal matters (details have been supplied to each PFA affiliate).

The focus on issues surrounding accommodation, staff numbers at existing stations, rostering and meals have been addressed and we are confident that all police officers attending CHOGM will have good quality accommodation and meals.

We look forward to this event and have continued to be involved with the planning for member entitlements.

Ex-Gratia Payment – Matt Butcher

The Union welcomed this year's announcement of a \$3.3 million dollar ex-gratia payment awarded to Constable Matt Butcher. This is an outstanding result for Matt, his family, his lawyers and the Union which lobbied hard to ensure that Matt was awarded a fair payment that takes into consideration his loss of earnings due to his permanent disability.

As part of the ex-gratia agreement Matt is also eligible to claim under the Post Service Medical Benefit and he was given a commitment by the Commissioner of Police, through the Attorney General, that he will be able to stay with the WA Police for as long as he wishes.

I was disgusted to hear, shortly after the announcement of the ex-gratia payment, that Robert McCloud launched civil action against Matt, the WA Police and the State of WA. The Union and its members will continue to support Matt in every way possible.

We would also like to congratulate Katrina and Matt on the arrival of their baby boy earlier this year. We wish them every happiness.

Automatic Vehicle Locator (AVL) System

The Union was extremely happy with a commitment by the Commissioner of Police to only use AVL data as evidence against officers if it's corroborated.

This follows a Union ban on police pursuits after grossly inaccurate information from the Automatic Vehicle Locator (AVL) system was used against a number of officers.

The Union believed the ban was necessary because officers were being subjected to internal disciplinary action (MAPs) despite the data from the AVL system not being a certified measuring device and the existence of contradictory evidence from officers and independent witnesses.

Two days after the ban was implemented it was suspended following an undertaking by the Commissioner to carry out an independent review of the AVL, with Union involvement.



Two separate road tests were conducted with a Ford and Commodore at different speed settings, and then under a pursuit scenario. The results of the AVL testing showed it was inaccurate and the Commissioner has ceased using uncorroborated AVL data against officers.

Together we have achieved a great outcome, which will see officers treated fairly when it comes to the use of AVL data and ensure that all MAPS are reviewed in relation to this matter.

Police Vehicles

The Union has pushed for the introduction of a hi-tech emergency services concept car for some time and I went to Melbourne in August last year to view the \$60,000 prototype vehicle.

It was pleasing to see that in February WA Police unveiled the concept car at a media conference and announced they were trialling the vehicle. The WA Police Union fully endorses the trial and applauds WA Police for looking at it as a serious option.

The safety of our members is paramount, not the cost. This car has been purposely built for Australian police forces, it's completely kitted out with lights, sirens and the latest technology. It has every bit of safety equipment, technology, in-car computers, in-car cameras, specially built seats designed to comfortably seat officers who are wearing their accoutrements. The WA concept car has been fitted with the latest Star Chase technology from the USA, which fires a tracking device at an offender's vehicle and enables POC to track a vehicle and offenders hopefully with a successful conclusion.

The vehicle is still being tested on the road and all indications are that the equipment and technology is what our frontline officers require and we now look forward to the police department and government purchasing more of these vehicles. The Commissioner has announced that he will be purchasing new Falcon XR6s and Commodore SV6s. These are to replace the stock standard Falcon XTs and Holden Omegas sedans which the Union has campaigned against due to safety reasons.

I believe it presents an opportunity for Australian police forces to exercise better buying power if every state and territory agreed to a uniform vehicle.

Police Auxiliary Officers

As a result of a motion from the 2010 Annual Conference to accept Police Auxiliary Officers (POAs) as members of the WA Police Union, an application was lodged with the WAIRC (Industrial Commission) in late 2010.

The matter has been before the WAIRC as the CSA/ CPSU continued its push to cover POAs. Evidence had been given by our Industrial staff, serving police officers and police auxiliary officers. The matter has now been finalised with all constitutional changes and the WAPU now, as of the 6 September 2011, has full coverage of Police Auxiliary Officers throughout the state.

CAD2COURT

Due to unprecedented increases in workload for frontline officers over the last 10 years the WA Police Union has embarked on a project called "CAD2COURT" (CAD = computer dispatch for tasking). We have used six to eight various scenarios i.e. criminal damage/ domestic violence/burglary offences. This has shown that from 2001 to 2011 there has been a significant increase of up to 500% – 600% of officers being unable to attend frontline policing due to the amount of paperwork and policy requirements. The Union has met with the Commissioner of Police and he is immediately reviewing three areas of concern which will enable our members to reduce their time in the office.

Staffing

The Union has engaged a consultant to review workload pressure and staff numbers across Regional WA and the metropolitan area. This action has been taken due to continual complaints of lack of numbers for frontline policing.

Regional Housing

The Union is continuing the campaign to get subsidised housing and free rent for all Police in regional areas as a result of the National Party's "Election Promise" in 2009.

Roebourne, a country town which is located in the Pilbara, has been a significant problem for police officers and their families due to the anti-social behavior and violent incidents within the town. I have met with the WA Minister for Housing and to his credit he has immediately formed a working party with police to look at new houses within the town.



WAPU Secretary

The Union has recently appointed Ms Chris Vitler as the first WA female Union Secretary (I believe the first in Australia). Chris has a wealth of experience in the WA Police Union and we are extremely proud to have her in the position of Secretary.

Conclusion

The many successes of the WA Police Union - from better conditions, increased staffing levels, safer vehicles to the wages arena - provide our members with the support and confidence they need in the difficult and dangerous profession of policing.

We continue to be proud members of the PFA and commend the head office and affiliates for their support and assistance in 2011. Congratulations from the WA Police Union on the retirement of Mr Brian Rix, President of The Police Association of Victoria.

Russell Armstrong
President





SOUTH AUSTRALIA

Enterprise Agreement

The branch received a formal offer from government for a sixth enterprise agreement in March 2011. Delegates met two days later and by unanimous vote commended the offer to the membership.

The offer came after almost 12 months of intensive negotiations, in a difficult economic environment, between the association, government and the Commissioner.

It provides for average wage increases of 17 per cent over 36 months, from July 1, 2010 to July 1, 2013.

In addition, the association has secured a wage increase in January 2014 and a guaranteed payment date for the next agreement from the beginning of the first pay period commencing on or after July 1, 2014.

The offer also provides increased allowances, a range of new allowances, and improved conditions, including:

- A 12 per cent increase to EA 2007 allowances with another increase in 2013.
- New patrol-sergeant rotational shift allowance.
- New 2IC patrol officer allowance.
- Improved country service incentives.
- Increased paid maternity leave.

A retention-of-experienced-police incentive has also been included, rewarding those members who stay in the job long-term.

At the association annual conference last October, Premier Mike Rann spoke of the need to improve the retention of highly-valued, highly-trained officers, whose experience is vital to the South Australian community.

The government has made a clear commitment to policing through its offer, and this will go a long way toward addressing retention issues.

Police Association members overwhelmingly supported the enterprise bargaining offer from government, with 99 percent of those who returned their ballots voting YES.

It is the highest percentage since the Police Association began enterprise bargaining 15 years ago.

Coroner finds offender wholly responsible for chase deaths

In February this year, the branch defended the actions of one of its members after Deputy Coroner Anthony Schapel made a number of recommendations regarding police pursuits.

He suggested that a need existed to avoid pursuits that were engaged in on the basis of minor offences or unfounded suppositions of criminal activity and argued that pursuits should not be undertaken when a suspicion exists that the driver is drunk or drug-affected.

He further indicated that the difficulty that exists in determining whether a driver is under the influence of alcohol or drugs brings into question the appropriateness of police pursuits in general.

The recommendations related to an incident at Bridgewater, where a 19-year-old man fled police and, a short time later, crashed into a wall, killing himself and his passenger. He was later found to have a blood-alcohol reading of 0.142 and cannabis in his system.

At the time, the branch defended the actions of the member, arguing that evading police and driving in a dangerous manner was not a minor offence. The association indicated that it could not support a system which gave criminals to understand that, if they sped away on the road, police would not pursue them.

Then, in May, Coroner Mark Johns found that a drunk and drugged driver, Andrew Peter Petersons, who initiated a pursuit after speeding away from police, was wholly responsible for the crash that killed him and an innocent motorist at Pooraka in 2008.



After fleeing police, Petersons ran two red lights and was clocked by a red-light camera travelling at 189.5km/h. Petersons and his passenger continued for a short distance along Bridge Road before the ute in which they were travelling spun out of control and collided with an oncoming car.

Coroner Johns made clear in his findings that Mr Petersons was wholly responsible for his own death and that of the driver of the other vehicle, and the serious injuries of three passengers.

The branch maintains that ultimate responsibility for the tragedies that result from pursuits rests entirely with offenders who choose to drive in a manner which places so many others at risk.

Another police officer shot

The horrendous triple murder at a Hectorville house on Montacute Road in April came as another reminder of the dangers front-line police officers confront every day. The first-response officers who attended the scene were fired on, with one suffering a shotgun wound to his face.

He and his partner got to the house just 99 seconds after police received an emergency call of shots being fired. Inside, the offender had already killed three members of one family – two of them elderly – and had wounded a teenage boy. Had the courageous officers not intervened, more lives would likely have been lost.

Fortunately, the injured officer has been released from hospital and is recovering well, and the second officer is receiving treatment for a serious knee injury.

Of course, a pall hangs over the wider police community after the shooting and subsequent death of Gold Coast senior constable Damien Leeding.

Again, front-line police work has shown itself to be perilous in nature and deadly in consequence. All officers at the coalface deserve the ultimate in support, acknowledgement and gratitude from those of us who enjoy their protection.

Stalwarts retire

The branch lost two of its most valued contributors in July with the retirements of Deputy President Trevor Haskell and committee member Barbara Parfitt. Each had given the association and its members long and distinguished service for 20 and 15 years respectively.

And, throughout those years, Trevor and Barbara considered every matter carefully, debated every issue robustly, and always put members' interests well ahead of their own.

Mark Carroll
Branch President



TASMANIA

I am pleased to provide this report which gives an overview of the activities of the Tasmanian Branch and its associated body the Police Association of Tasmania. In my last report I said the events of the previous 12 months could be described as extraordinary. This time we have witnessed numerous antics at the political level as the State comes to grips with a Labor/Green coalition in government and a belated recognition of a parlous budget situation.

Readers of previous reports will no doubt be aware of events surrounding the comings and goings of various Commissioners which really commenced in March 2008 with the retirement of Richard McCreadie. The saga was finally concluded in October 2010 with the appointment of Darren Hine as the new Commissioner of Police. He had been the Acting Commissioner for almost two years whilst other matters regarding the incumbent Jack Johnston went through various processes. The appointment was welcomed by members expecting a change in management style and a more contemporary approach to policing.

The first real test for the new Commissioner was to negotiate a new Enterprise Bargaining agreement. In a framework of a less than promising budget forecast an agreement was struck in January which included pay rises which kept our members rates of pay close to the national average, provided for a restructure of many allowances including improvements or savings provisions, reduced the amount of shift work required in certain areas and also included a substantially improved country policing package.

All eyes this year followed the political turmoil at the State level. The Treasurer and the Premier left politics shortly into the life of the government. The new Premier was quick to point out that the budget situation was dire with the oft used expression that 'there was no hay left in the barn'. The cause for this predicament was sheeted home to the Global Financial Crisis and the reduction in GST receipts but in reality many believe that government competence has been a factor.

The Government's solution to these financial woes was to slash the budget, particularly of Health, Education and Police. The resultant cuts over the forward estimates will see at least 100 fewer frontline police in the next three years. The extra 30 that the Government promised at the election in 2010 materialised for a tantalisingly brief moment in March this year before recruiting was frozen and numbers began to dwindle through attrition. So parlous are the finances that redundancies will not be offered and the reduction in numbers will be achieved through natural attrition.

As news of the cuts filtered through the fog of government spin, the Association campaigned in the elections for the upper house seats of Parliament, in one of which the Police Minister was facing re-election. In a short, sharp paid media campaign the voting public were told what the Government were proposing to do. In what was considered a safe Labor seat, the left of centre vote was substantially reduced and the Minister lost her seat. This did not deter the Government from continuing with the savage cuts.

The cuts have quite rightly outraged many sectors of the community. A rally was held on budget day and for the first time in 20 years members of Tasmania Police protested against the actions of its Government. The budget strategy itself is in question. It is more akin to that of a right wing neo-conservative party than a Labor/Green party of the left. As confirmation of this view, the budget was lauded by the bastions of commerce who have never been sympathetic to anything but small government. The cynics amongst us won't be surprised if the budget magically returns to surplus around the time of the next election due in 2014.

Possibly the combination of a new Commissioner and the belt tightening expected from Government has seen the Association wear a well trodden path down to the Industrial Commission this year as entitlements for our members have been placed under scrutiny and payments disputed. No sooner was the ink dry on the Enterprise Agreement and we were already in dispute on some payments.



At last, after many years of lobbying an intransigent management, Tasmania Police has rolled out a new operational uniform. Now our police are able to wear items of uniform that many of our mainland counterparts have been wearing for years. We now have baseball caps and wash and wear trousers as part of the new uniform. Members can now wear jumpers outside! Our OH&S concerns regarding utility belts have been recognised with the introduction of load bearing vests. As with all change, those with a predilection for dwelling in the past predicted that this would be the thin edge of the wedge, the commencement of a slide into perdition, however the last time I looked the sun came up and all was well.

The replacement vessel PV Fortescue continued to provide interesting reading as it was revealed that \$1.1M vessel required up to \$500K worth of modifications and rectifications in order to make it seaworthy. Despite the extra money spent the vessel still has limitations. The Auditor General conducted a review and now the matter is the subject of a Legislative Council Select Committee inquiry. Unfortunately our marine police are now saddled with a vessel that has operating restrictions which compromise their ability to deliver optimum service.

After a groundswell of community dissatisfaction regarding governance in this State, an Integrity Commission was established and commenced operating this year. With a focus on education as well as enforcement it will be interesting to see whether the perceptions regarding governance in this State improve as a result of the activities of the Commission. We certainly hope it meets the expectations of the community.

Randolph Wierenga
Branch President



NORTHERN TERRITORY

Overview

The Northern Territory Police Force has continued to face many challenges during the last 12 months. It was evident during the 2011 NT Police Consent Agreement Ballot, (see below) that many of our members believe that current staffing levels do not match the demands of either the community, the NT government, or the Australian government.

Our Association has consistently acknowledged the current NT Government's commitment to increasing police numbers following the "O'Sullivan Review" in 2003.

However, one of the other significant recommendations of the O'Sullivan report related to the ongoing assessment and allocation of police resources. These recommendations were ignored by Commissioner White and the current NT government.

Our Association believes that the issue of police resources should be examined in a measured, professional, and responsible way with minimal political commentary.

At the time of writing our Association has a proposal with the NT Government to undertake this process with their cooperation and that of the Commissioner of Police.

Federal Intervention

One of the major resource issues confronting our Territory in the immediate future is the ongoing commitment of the Australian Government to the intervention or NT Emergency Response. It is simply unacceptable for the Australian Government to walk away from funding police positions that were created at the behest of a Federal Coalition Government and subsequently the Federal Labor Administration.

Our Association has previously observed the intervention was *"in Policing terms a crisis of resources. Our Police Force simply did not have the capacity to suddenly deploy members to a further 18 remote NT communities over a sustained period. Lack of capacity is not a lack of skills and as I have already said such an insinuation to the contrary is simply nonsense"*.

There are at least 74 positions that the Australian government has a moral obligation to continue to fund. It is also incumbent upon the Australian government to listen more carefully to Territorians, particularly our members, in relation to the location of very expensive police stations.

Our Association has maintained since the intervention commenced in 2007 that the real issue facing policing in remote communities is that Federal funding of the NT Police to continue to work in these communities is not guaranteed beyond June 2012.

There will be a further resources crunch at some point. Our challenge will be to ensure that governments at all levels do not start looking for a cheap option, that is, outsourcing or dumbing down the service that is and should be provided by sworn Police Officers.

Aboriginal Sworn Staff Research Project

Our Association, with the financial support of the Federal Department of Families, Housing, Community Services and Indigenous Affairs and the Federal Department of Education, Employment, and Work Place Relations, has commenced a research project with the Northern Institute, Charles Darwin University, to examine those factors which motivate Aboriginal people to join and remain in the NT Police. The project is also aimed at identifying factors which discourage Aboriginal people pursuing a career in policing and the problems faced within the profession for Aboriginal people.

The project is on track for completion in March 2011.

Significant Industrial Outcomes – 2011

Re-write of Determination

It has been an outstanding requirement of consecutive Consent Agreements since 2001 that the Commissioner of Police and the NT Police Association undertake a review and modernisation of the Police Arbitral Determination – an "award" type of document that forms the basis for sworn members' terms and



conditions of appointment.

After several attempts at producing a revised, modernised document, the new Determination was ratified by the Police Arbitral Tribunal on 15 February 2011, coming into effect as the Police Arbitral Determination No.1 of 2011.

The new Determination simplifies a number of outdated standards and conditions of service as well as consolidating the content of a number of Consent Agreements, being the Accommodation Entitlements Consent Agreement 2005, Maternity/Parental Leave Consent Agreement 2008 and the Aboriginal Community Police Officer Consent Agreement.

Northern Territory Police Force Consent Agreement 2011

The highlight of the 2010/2011 reporting year was the negotiating and ratification of the Northern Territory Police Force Consent Agreement 2011.

The Agreement represents a mainstream “steady as you go” outcome for all of our members. With an annual 3% wage increase per year for the life of the Agreement, there have been some significant improvements to our members’ terms and conditions of employment. Areas that have been improved on include:

- A consolidation of some remote policing entitlements into a new Consolidated Remote Incentive Payment (CRIP) with an enhanced value to reflect the fact that remote policing members are often required to be called out after hours;
- Better access to the higher duties allowance, with the required period of higher duties having been reduced from more than 10 rostered shifts to more than 5 rostered shifts;
- An increase in the on-call allowance from 5% of the top increment Senior Constable to the top increment Senior Sergeant;
- The broadening of the General Duties Allowance into a General Policing Allowance that gives access to the allowance to members, including Auxiliaries, who deal with members of the public on a regular basis and the introduction of a Detectives Allowance for designated detectives working in the major investigative areas of the Police Force;

- Changes to the rostering provisions to give greater flexibility to the Commissioner of Police when needing to change rosters due to operational requirements;
- Improved parental leave provisions including paid leave for up to 18 weeks and continued superannuation contributions for the first six months of parental leave for the primary care giver; and
- The introduction of an extended leave scheme whereby a member may sacrifice 20% of her or his pay over 4 years and take 12 months leave at the same rate (i.e. 80% of their salary) in the 5th year;

In summary, this Agreement has provided reasonable salary increases at all levels from Auxiliary to Superintendent. This Agreement also sees an improvement in existing conditions for isolated policing locations and members generally which reflect the professional policing environment in which they work.

Review of Disciplinary, Retirement and Appeal Provisions

The NTPA is currently working with the Deputy Commissioner to review and implement changes to the disciplinary, retirement and review provisions of the *Police Administration Act*.

The NTPA proposed a detailed position to the Commissioner in October 2010. The Deputy Commissioner has recently re-engaged with the NTPA to progress the review and implement changes as quickly as possible.

Housing Public Safety Officers

The NTPA was earlier in 2011 approached by the Department of Housing, Local Government & Regional Services, seeking the Association's view on an “Exposure” Draft Bill to amend the Housing Act introduced into the May 2011 sittings of the Legislative Assembly by the Housing Minister, Dr Burns.

The Exposure Bill included a proposal to create a new public service position of “Public Housing Safety Officer” (PHSO) and to equip those public servants with powers of arrest, search and detention with the aim of better protecting public housing tenants and property assets.

The NTPA was extremely concerned about the proposed legislation. These concerns were reinforced at both face to face meetings and in our written submissions on 15 June 2011.



In that submission the NTPA set out legitimate and sound reasons as to why policing functions should remain squarely with those best to deal them – i.e. the sworn men and women of the Northern Territory Police Force.

The NTPA is extremely concerned and vigilant to ensure the role and function of Police Officers in the Northern Territory are not threatened by Government attempts to introduce “second tier” policing alternatives – colloquially known as “policing on the cheap”.

CONCLUSION

The above summary highlights another busy year for the NT branch of the PFA. The challenge of ensuring adequate resourcing of our Police Force cannot be overstated.

As indicated in our 2010 summary, the ongoing policing challenges 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
President





AUSTRALIAN FEDERAL POLICE ASSOCIATION

It is with great pleasure that I provide this 2011 report to the Police Federation of Australia (PFA). As a founding member of the PFA and an inaugural member of the Federal Executive, I am proud of the significant achievements of the PFA over the last 13 years.

The Australian Federal Police Association (AFPA) Branch of the Police Federation of Australia has had a busy year with priorities being focused on the development and implementation of an AFP Executive Enterprise Agreement (Superintendents and Band 9 civilian employees) followed by the development of an AFP Enterprise Agreement for all other employees (excluding Executive and SES). This latter Enterprise Agreement Offer was rejected by AFP employees in August 2011. Negotiations have recommenced to attempt to have an agreement reached between the AFP and Bargainers by early 2012.

During the 2010/11 financial year the AFP operational environment has been relatively stable enabling the AFPA to focus on key issues within our four operational "pillars" of **Profession; Employment; Life; and Welfare**.

The following is a brief summary of the key issues addressed by the AFPA over the last 12 months:-

Profession

2010/11 Federal Budget

In the lead up to the 2010/11 federal budget, the most challenging task for the AFPA was to maintain the Federal Government's commitment to expand the AFP by 500 net sworn police officers over 5 years. Extensive lobbying of the Government by the AFPA and PFA led to the Government retaining the budget funding allocation consistent with its 2007 election commitment to the AFPA and the PFA.

The subsequent result of AFPA and PFA lobbying was that the AFP 2010/11 budget remained largely unchanged with funding remaining allocated in out years for the 500 sworn police officers. This was a significant achievement when most other federal government agencies suffered significant budget and staffing cuts.

Lobbying for Law Enforcement Reforms

The AFPA has continued lobbying for significant law enforcement reforms in both the Federal and ACT jurisdictions.

The AFPA provided submissions and gave evidence before a number of Commonwealth Parliamentary committees in relation to inquiries and legislative amendments. This has included:

- The Inquiry into the operation of the Law Enforcement Integrity Commissioner Act;
- The Inquiry into the adequacy of aviation and maritime security measures to combat serious and organized crime;
- The Inquiry into Integrity Testing of AFP employees by the Parliamentary Joint Committee on the Australian Commission for Law Enforcement Integrity;
- Lobbying for an E-crime Fencing Bill;
- Lobbying for a False Claims Bill; and
- Lobbying for amendment to the Proceeds of Crime Act to include unexplained wealth provisions.

The AFPA has also provided submissions and given evidence before a number of ACT Legislative Assembly committees in relation to inquiries and legislative amendments. This has included:

- The Inquiry into the ACT Liquor Licensing Bill 2010;
- Legislative amendment to increase penalties relating to hinder and assault Police;
- The Justice and Community Safety Review of Criminal Investigative Powers;
- The Bail Amendment Bill 2010;
- Criminal Proceedings Legislation Amendment Bill 2011;
- Crimes (Penalties) Amendment Bill 2011; and
- Crimes (Sentencing) Amendment Bill 2011 and the Coroners Amendment Bill 2011.



I would like to thank the PFA Chief Executive Officer, Mark Burgess for his efforts in raising public and political awareness of the importance of law enforcement in Australia, including the important role of the AFP.

Employment

Removal of AWAs and Common Law Agreements from Policing

The AFPA and PFA have raised concerns in relation to secret remuneration agreements in the policing profession on integrity and transparency grounds. During the 2010 Federal Election the Government and Opposition both committed to the removal of such arrangements in response to the PFA manifesto.

The AFPA has successfully negotiated an AFP Executive Enterprise Agreement with AFP Superintendents and Band 9 Civilian employees translating from Australian Workplace Agreements (AWAs), Common Law Agreements and AFP CA Supplementary Agreements, into this new AFP Executive Enterprise Agreement.

The AFPA is pleased that our AFP Executive members now have transparent terms and conditions articulated in an AFP Executive Enterprise Agreement. At last the AFPA has succeeded in the removal of secret employment agreements in the Executive level of the AFP.

The AFPA would like to also see transparent salary packages of all AFP SES employees to ensure equity in employment for our SES members and to remove potential administrative corruption risk of 'secret salary' deals such as individual being over market rate based on favouritism or indeed under market rate as a form of bullying. The AFPA will continue to fight for the removal of secret salary agreements on integrity grounds.

AFPA 2011 Enterprise Agreement Negotiation

The AFP Enterprise Agreement 2011-2015 negotiations commenced late November 2010 and were completed in August 2011.

Of particular concern during negotiations was the directive given by the Federal Government to all Commonwealth agency heads, not to negotiate above a 3% annual salary increase and to move towards uniform public service terms and conditions rather than agency specific terms and conditions.

Although the AFPA achieved through negotiation an

annual pay increase of 3%; 3.5%, 4% and 4% over four years backdated to the 1 July 2011, the AFP offer was rejected by the majority of AFP employees. This offer is now 'off the table' and negotiations have only just recommenced. It is unlikely that we will have an alternate AFP Offer for consideration before early next year.

Proposed Introduction of AFP Integrity Testing Regime

Over the last 24 months the AFP has been considering introducing integrity testing without independent authorisation, direction, oversight or legislative safeguards for employees. The AFPA has been involved in significant lobbying of decision makers in relation to this proposed additional integrity measure. This has led to a public inquiry into Integrity Testing being conducted by the Parliamentary Joint Committee on the Australian Commission for Law Enforcement Integrity.

The AFPA anticipates that the Parliamentary inquiry will recommend the introduction of integrity testing in the AFP. If this is to occur the AFPA position will be that *Integrity Testing* should not be introduced into the AFP unless it is targeted only, has independent authorisation, direction, and oversight by ACLEI, with legislative safeguards for employees and that it is limited to corruption investigations (Category 4 matters) under s.6 of the *Law Enforcement Integrity Commissioner Act 2006*.

General Issue of Electronic Incapacitating Devices on Occupational Health & Safety Grounds

Over the last 24 months the AFPA has been seeking general issue of Electronic Incapacitating Devices (EIDs), such as Tasers, to all operational AFP Officers so they have access to another non-lethal option to their firearm.

The AFPA has been successful in convincing the ACT Attorney-General, Simon Corbell and the AFP ACT Chief Police Officer, Roman Quaadvlieg to introduce EIDs for experienced AFP operational employees on Occupational Health and Safety grounds. The roll out has commenced with ACT Patrol Sergeants and Senior Constables.

The AFPA will continue to seek the roll out of EIDs to all operational employees across the AFP commencing with high risk areas such as community policing and national operations.



Life

During the last 12 months the AFPA expanded its Lifestyle discount services to our members to include the PFA deal on Holden vehicles. We have also entered into a similar package with BMW and Mini in providing additional benefits for AFPA members.

During the year the historic Canberra Services Club was razed to the ground. The AFPA had a strategic partnership with the Club and it was utilised for various events, including police funerals, police remembrance day, AFP functions, AFPA functions and by individual members.

Although it was a tragic loss with the destruction of such a historic building, it has given the AFPA members and the Canberra Services Club members a great opportunity to work with the ACT Government and the Manuka Oval Trust to build a new Club to provide various facilities to the Manuka area and for our combined membership. It is an exciting time for the AFPA in relation to this potential joint venture opportunity.

Welfare

As an AFP employee it is almost impossible to obtain personal Life Assurance; Funeral Expenses Cover; Income Protection; Serious Illness Insurance; Critical Injury Insurance etc. As such, the AFPA provides access to AFPA Welfare support including:

- **AFPA Member Legacy**
- **AFPA Member Assistance**
- **AUSPOL- Police Welfare Foundation**

On 1 July 2010 the AFPA enhanced welfare assistance and welfare benefits for all AFPA members, their families and loved ones. Our new welfare package has been designed to provide members and their families with a suite of benefits and assistance covering them worldwide, 24 hours a day, 7 days a week.

AFPA Member Legacy provides cash to a member's family to help cover the cost and financial loss resulting from the tragic death of an AFPA member. It enables lump sum cash benefits to be paid to the family and loved ones to help them manage loss of income, major household debts such as the mortgage, car repayments, funeral costs and education costs for children.

AFPA Member Assistance provides payments (including lump sum cash payments where appropriate) that an AFPA member can use to help with their loss of income, everyday expenses, rehabilitation and medical costs.

The AFPA is proud of the enhanced welfare protection that we now provide financial members of the AFPA under our **AFPA Welfare** pillar. Since its introduction in July 2010 we have received very positive feedback from members.

AUSPOL -Police Welfare Foundation continues to assist Australian police employees including past employees, and their families, in times of need. The AFPA has continued to underwrite the charitable activities of AUSPOL Police Welfare Foundation. It has made a number of donations to Police employees and their families over the last 12 months including donations to State Police as well as Federal Police, complimenting local Legacy arrangements.

Conclusion

In conclusion, I would like to take the opportunity to thank the PFA Federal Executive for the support they have given to the AFPA Branch. I look forward to working with the Federal Executive during 2012.

Finally, I would like to thank the AFPA Branch Delegates, the AFPA National Executive, the AFPA CEO Jim Torr and the AFPA National Office staff for their dedication and support of AFPA members.

Jon Hunt-Sharman
AFPA National President





ASSOCIATES' REPORTS

QUEENSLAND

Enterprise Bargaining

On 11 August 2011, the Queensland Industrial Relations Commission (QIRC) handed down their determination following our lengthy and hard fought enterprise bargaining campaign. The process began back in 2009 with a survey of all members, and proceeded to the enterprise bargaining stage in early 2010. Our members were offered a 2.5% per annum wage increase by the Queensland government, which we argued would not maintain living standards. Unmoved by a robust advertising campaign, the Queensland government refused to increase the offer and referred us to the QIRC. We participated in unsuccessful conciliation in late 2010 and finally presented our case for arbitration before the Full Bench of the QIRC in early 2011. The QIRC delivered their determination of a 3.8% wage increase from 1 July 2010, a 3.8% wage increase from 1 July 2011, and a 3.5% wage increase from 1 July 2012. We as a Union are pleased that the QIRC has recognised that police officers work in 'dangerous, dynamic, high pressure, difficult and at times distressing environments', and have thus questioned the Queensland government's 'one size fits all' wages policy.

Dan Stiller

We began 2011 still reeling from the shock of our first police fatality in over three years. Sergeant Dan Stiller was tragically struck and killed by a jackknifing truck while escorting a wide load on the Bruce Highway near Mount Larcom. Dan was an outstanding officer who was highly respected by his peers, and we as a Union have supported his wife Julie, also a police officer, and his son Brodie who was born after his death. Dan's death is a stark reminder of the dangerous nature of all police work, and our thoughts are with his family and friends.

Damian Leeding

The tragic death of Detective Senior Constable Damian Leeding following an armed robbery on the Gold Coast in late May led to an outpouring of support from police all across Queensland and the country. There was also a

great amount of support from the general community, who joined the police in paying tribute to the dedicated detective. Over 4000 people attended Damian's funeral in early June, and we as a Union have supported Damian's wife Sonya, also a police officer, and his two young children, Hudson and Grace. Damian's death reminds us all of the inherent dangers of police work, and the weight of the responsibility we have in keeping the community safe.

Operation Seymour

In the aftermath of Damian's death, the Queensland police service launched Operation Seymour, a month-long taskforce aimed at targeting the spree of violent crime across the Gold Coast region. Fifty police officers were seconded from other regions to crackdown on criminal and anti-social behaviour. Preliminary police figures show a reduction in break and enters, in unlawful use of a motor vehicle and in theft, and most importantly, there were only eight armed robberies during Operation Seymour, compared to 33 in April and 20 in May.

Operation Seymour has now concluded and the fifty officers have returned to their usual units. We fear crime rates will again be on the rise. Though targeted operations and proactive patrolling may continue, the sudden withdrawal of so many officers from the area can only have a negative effect. We are calling for a commitment to increased permanent officers on the Gold Coast, to cope with the population explosion in the region. Nothing will compensate for permanently increased police presence on the ground.

Legal

The Union continues to provide legal support to our members in both individual matters and in continuing to lobby the QPS for the best working conditions and policies for all Queensland police. Our legal support has consisted of the Union representing its members in the High Court, District Court, Magistrates Court, coronial inquests, discipline hearings and at the Queensland Civil and Administrative Tribunal.



In late 2010, the QPU took the historic move of taking the CMC to court by way of an application for an injunction for their threatening the Police Commissioner in relation to Palm Island. The CMC were ordered to pay out costs which was a landmark win for the Union.

Operation Tesco

Following almost two years of investigations and many millions of taxpayers' dollars, the CMC tabled a report in the Queensland Parliament in June that cleared our police service of systematic, organised corruption. The CMC began in early 2009 by investigating allegations against three officers for using and supplying illicit drugs, the inappropriate release of information to criminals, and the receipt of benefits from those criminals. The final result of Tesco was that only one police officer (who has since resigned) was charged with the unlawful possession of drugs, and another five were recommended to be considered for disciplinary action. This is a heartening result which indicates that the vast majority of our officers are honest, hardworking professionals who are simply going about their job, supporting and protecting the community.

Daniel Morcombe

The recent discovery of three bones at Beerwah on the Sunshine Coast have been confirmed by DNA testing to be those of Daniel Morcombe's, the local teenager who went missing almost eight years ago. The discovery follows the arrest of a Perth man believed to be Daniel's murderer, and has heralded the imminent end of one of the largest police investigations in Australian history. We as a Union commend the hard work and commitment of all police officers, other service providers and community volunteers involved in investigating Daniel's disappearance, and hope the Morcombe family are able to begin the process of healing.

Ian Leavers
General President



FINANCIAL STATEMENTS

POLICE FEDERATION OF AUSTRALIA

A B N 31 384 184 778

FINANCIAL STATEMENTS

for the year ended 30 June 2011

TREASURER'S REPORT

I am once again pleased to provide this financial report to members.

The attached financial statements once again indicate the strong financial position of the PFA. Income from membership subscriptions increased by \$37,465 and rent income on our downstairs offices increased by \$18,977. However our expenditure this year increased by \$94,975.

Major issues that accounted for that increase in expenditure included \$25,723 to the ACTU industrial relations campaign, an increase of \$10,265 in legal fees and advising, \$20,760 in motor vehicle expenses which included a new motor vehicle and increases in salary and superannuation of \$69,488 which was made up of a mid-year re-evaluation of office salaries and the employment of a new staff member during the year. Regardless of this increase in expenditure, our financial statements still indicate that we came out of this financial year still in the black and in a strong financial position for the future.

You will note that our accumulated funds have increased to \$989,495. At the June 2011 Executive meeting we made a strategic decision to retire a large portion of the PFA Canberra building mortgage. This will be reported on in next years' Annual Report however it will place us in a very good financial position during the next financial year as we retire the building debt.

We have, during this reporting period, also continued to increase our provisions for Long Service Leave and Annual Leave ensuring that all employee entitlements are accounted for.

I once again wish to place on record my thanks to our Office Manager Debbie Martiniello and our Auditor Tom Tsia for their professional and diligent administration of the PFA accounts. Regardless of the current debate surrounding expenditure in some unions, members can be assured that their affiliation fees are being managed professionally.

I also take this opportunity to thank my fellow Executive members and the PFA staff for their continued support and I commend the accounts to the Federal Council.

Randolph Wierenga
Treasurer



POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

COMMITTEE OF MANAGEMENT'S STATEMENT

On the 19th day of September 2011, 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 2011.

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 Industrial Registrar;
- 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 RAO Schedule and the RAO Regulations; 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 Registrar duly made under section 272 of the RAO Schedule has been furnished to the member of Registrar; and
 - vi. there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the RAO Schedule.
- f. In relation to the recovery of wages activity
 - i. There were no recovery of wages activity for the Police Federation of Australia for the year ended 30th June 2011.

For Committee of Management:

Treasurer Randolph Wierenga

Date: 19th day of September 2011

President Vincent Kelly



POLICE FEDERATION OF AUSTRALIA

A B N 31 384 184 778

INDEPENDENT AUDIT REPORT

To the members of the Police Federation of Australia

REPORT ON THE FINANCIAL STATEMENT

I have audited the accompanying financial report of the Police Federation of Australia for the year ended 30th June 2011 which comprises the statement of financial position, the statement of comprehensive income, statement of changes in equity, statement of cash flows, a summary of significant accounting policies and other explanatory notes and the Committee of Management statement.

COMMITTEE OF MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL REPORT

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

AUDITOR'S RESPONSIBILITY

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

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

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

INDEPENDENCE

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



AUDIT OPINION

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

SIGNED AT CANBERRA this 19th day of September 2011

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



POLICE FEDERATION OF AUSTRALIA

A B N 31 384 184 778

RECOVERY OF WAGES ACTIVITY STATEMENT

Financial Year ended 30th June 2011

Based on representations made to me by my client, the Police Federation of Australia, and my audit work undertaken for the year ended 30 June 2011, it appears that there were no recovery of wages activity for the Police Federation of Australia for the year then ended.

SIGNED AT CANBERRA this 19th day of September 2011.

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



POLICE FEDERATION OF AUSTRALIA

A B N 31 384 184 778

STATEMENT OF FINANCIAL POSITION

As at 30 June 2011

	Notes	2011	2010
Accumulated Funds			
Retained Earnings		\$ 989495	\$ 988266
Reserves		153751	153751
		<u>\$ 1143246</u>	<u>\$ 1142017</u>
Represented by			
Current Assets			
PCU Easy Access account		57405	151710
PCU Market Link account		204949	196920
PCU Savings Plus account		59071	47090
PCU membership fees		10	10
Cash on hand	3	1	9
Amounts due from branches	4	32721	-
		<u>354157</u>	<u>395739</u>
Non Current Assets			
Property - 21 Murray Crescent			
Griffith ACT – At Independent Valuation	5	1150000	1150000
Plant & Equipment		30784	
Less provision for depreciation		<u>17623</u>	<u>15911</u>
Motor vehicle		38690	
Less provision for depreciation		<u>14993</u>	<u>29501</u>
		<u>1186858</u>	<u>1195412</u>
Total Assets		<u>1541015</u>	<u>1591151</u>
Less Current Liabilities			
Trade creditors and accruals	6	61200	49938
PCU loan secured over property	5	205920	274522
Provision for annual leave	7	26848	10975
Provision for long service leave	8	99808	85848
Provision for GST		3993	12883
Receipts in Advance	9	-	14968
Total liabilities		<u>397769</u>	<u>449134</u>
Net Assets		<u>\$ 1143246</u>	<u>\$ 1142017</u>



POLICE FEDERATION OF AUSTRALIA

A B N 31 384 184 778

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2011

	Notes	2011	2010
Income			
Affiliation fees from branches	10	911025	873560
Interest received		10392	7279
Rents received		51607	32630
Commission received		-	1797
Research contributions		80000	120000
		<u>\$ 1053024</u>	<u>\$ 1035266</u>
Less expenditure			
Audit and accounting fees	11	25700	23450
Annual leave	7	37188	36700
ACTU Affiliation fees	12	79157	73194
Bank charges and duties		142	264
Computer and website design		29921	33101
Delegation expenses	13	247717	239013
Depreciation	14	8554	8427
FBT		22823	18277
General office expenses	15	18096	25770
Industrial Relation Campaign		25723	-
Insurances		14360	11560
Legal fees		12839	2574
Long service leave	8	13960	28693
Loss on disposal of assets		-	704
Motor vehicle expenses		28693	7933
National Memorial expenses	16	11770	7413
Property expenses	17	54858	92851
Research expenses	18	100000	100000
Salary & packaging		189818	152014
Superannuation		119685	88001
Telephone		10791	6881
Total Expenditure		<u>1051795</u>	<u>956820</u>
Net Surplus for the year		1229	78446
Accumulated funds at beginning of year		<u>988266</u>	<u>909820</u>
Accumulated funds at end of year		<u>\$ 989495</u>	<u>\$ 988266</u>



POLICE FEDERATION OF AUSTRALIA

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STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2011

	Retained Earnings	Asset Revaluation Reserve	Total
Balance as at 30th June 2008	786648	-	786648
Net surplus for the year 2009	123172	-	123172
Balance as at 30th June 2009	909820	-	909820
Net Surplus for the year 2010	78446	-	78446
Revaluation Increments 2010		153751	153751
Balance as at 30th June 2010	988266	153751	1142017
Net Surplus for the year 2011	1229	-	1229
Balance as at 30th June 2011	<u>\$ 989,495</u>	<u>\$ 153,751</u>	<u>\$ 1,143,246</u>



POLICE FEDERATION OF AUSTRALIA

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STATEMENT OF CASH FLOWS

for the year ended 30 June 2011

	2011	2010
Cash Flow from Operating Activities		
GST Received	102846	109380
Receipts from Members	869112	905564
Interest Received	10392	7279
Rents Received	51607	40381
Research Contributions Received	80000	120000
Reimbursements and other income	42098	54453
Total Cash Received	<u>1156055</u>	<u>1237057</u>
Less Cash Flow from Investing & Financial Activities		
Payment of GST Expenses on Acquisition	64580	64744
Payment of GST to ATO	48694	39588
Payment of Employee's Entitlement	355017	307048
Payment of Loans to PCU	84000	79100
Payment of ACTU Affiliation Fee	79157	73194
Payment of Purchase of Office Equipment	-	13643
Payment of Research Sydney University	100000	100000
Payment of Other Expenses	480651	438877
Payment of FBT	18259	18277
Total Expenditure	<u>1230358</u>	<u>1134471</u>
Net Increase (Decrease) in Cash Held	(74303)	102586
Cash at the Beginning of Financial Year	<u>395739</u>	<u>293153</u>
Cash at the End of the Financial Year	<u>\$ 321436</u>	<u>\$ 395739</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	<u>\$ 321436</u>	<u>\$ 395739</u>
PCU Easy Access Account	57405	151710
PCU Market Linked Account	204949	196920
PCU Savings Plus Account	59071	47090
PCU Membership Fees	10	10
Cash on Hand	<u>1</u>	<u>9</u>
	<u>\$ 321436</u>	<u>\$ 395739</u>



POLICE FEDERATION OF AUSTRALIA

A B N 31 384 184 778

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

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 Board and the Fair Work (Registered Organisations) Act 2009.

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 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.

b. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with the Police Credit Union.

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

for the year ended 30 June 2011

e. **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.



POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

	2011	2010
Land and Building		
Carrying amount at the beginning of the year	1150000	996249
Independent Valuation 2010	-	153751
Carrying amount at the end of the year	<u>\$ 1150000</u>	<u>\$ 1150000</u>
<p>The land and building is valued on the 15.4.2010 by the independent valuer Herron Todd White. Valuation was made on the basis of open market value. The revaluation surplus was credited to an asset revaluation reserve in accumulated fund.</p>		
Plant and equipment		
Carrying amount at the beginning of the year	15911	5595
Additions	-	13643
Depreciation	(2750)	(2623)
Write off	-	(704)
Carrying amount at the end of the year	<u>\$ 13161</u>	<u>\$ 15911</u>
Motor vehicle		
Carrying amount at the beginning of the year	29501	35305
Depreciation	(5804)	(5804)
Carrying amount at the end of the year	<u>\$ 23697</u>	<u>\$ 29501</u>



POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

f. 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.

g. 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.

h. 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.

i. Reserves

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

j. 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.

k. Comparative information

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



POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

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).

	2011	2010
3. Cash on Hand		
Petty Cash	<u>\$ 1</u>	<u>\$ 9</u>
4. Amount due from branches		
Police Association of South Australia	6819	-
Police Association of Victoria	17442	-
New Zealand Police Association	<u>8460</u>	<u>-</u>
	<u>\$ 32721</u>	<u>\$ 0</u>
5. Property at Independent Valuation		
21 Murray Crescent Griffith ACT		
Settled on 24.1.2003 – cost	996249	996249
Independent Valuation Increment by		
Herron Todd White on 15.4.2010	<u>153751</u>	<u>153751</u>
	<u>\$ 1150000</u>	<u>\$ 1150000</u>



POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

	2011	2010
6. Creditors and accruals		
Staff superannuation	-	4245
PAYG re staff wages	4941	3580
Audit & accounting fees	25850	24200
Various expenses	25845	17913
Fringe Benefit Tax	4564	-
	<u>\$ 612000</u>	<u>\$ 49938</u>
7. Provision for Annual Leave		
Balance as at 1.7.2010	10975	9676
Add additional provision for the year	37188	36700
	<u>48163</u>	<u>46376</u>
Less paid during the year	21315	35401
Balance as at 30.6.2011	<u>\$ 26848</u>	<u>\$ 10975</u>
8. Provision for Long Service Leave		
Balance as at 1.7.2010	85848	57155
Add additional provision for the year	13960	28693
Balance as at 30.6.2011	<u>\$ 99808</u>	<u>\$ 85848</u>
9. Receipts in advance		
Qld Police Union	-	\$ 14968
10. Affiliation Fees from Branches		
Australian Federal Police Union	62777	58988
Police Association of NSW	235641	249547
Police Association of NZ	14351	14758
Police Association of SA	74394	72307
Police Association of Tasmania	20437	20181
Northern Territory Police Union	28399	20634
Queensland Police Union	170657	163436
Police Association of Victoria	211693	182694
Western Australia Police Union	92676	91015
	<u>\$ 911025</u>	<u>\$ 873560</u>

POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

	2011	2010
11. Auditor's Remuneration		
Audit fees	8500	8500
Other services	17200	14950
	<u>\$ 25700</u>	<u>\$ 23450</u>
12. ACTU Affiliation Fees		
Normal affiliation fee	<u>\$ 79157</u>	<u>\$ 73194</u>
13. Delegation Expenses		
Consultancy fees	6279	10774
Conference expenses	25707	49161
Executive expenses	117054	89168
IPC	24453	19100
WAC	15931	17203
APPSC/PSITAB	10868	3077
Federal Council	47425	50530
	<u>\$ 247717</u>	<u>\$ 239013</u>
Delegates are not paid any fees or allowances to attend conferences or executive meetings		
14. Depreciation		
Plant and Equipment	2750	2623
Motor Vehicle	5804	5804
	<u>\$ 8554</u>	<u>\$ 8427</u>
15. General Office Expenses		
Filing fees	259	817
Police Superannuation Administrative fees	400	291
Printing, stationery & postage	9707	10458
Sundry office	6530	10399
Storage	-	1080
Welfare assistance	1200	1200
Commissions - PANSW	-	1525
	<u>\$ 18096</u>	<u>\$ 25770</u>



POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

	2011	2010
16. National Police Memorial Expenses		
Graphic design website expenses	-	2053
Executive expenses	11770	4225
Administration Fees	-	943
Courier Fees	-	192
	<u>\$ 11770</u>	<u>\$ 7413</u>
17. Property Expenses		
Cleaning & waste disposals	3000	3110
Council rates	9997	9842
Insurance	2081	1929
Interest - PCU	15399	19505
Land tax	11580	11405
Light & power	2946	2654
Repairs & maintenance	8144	40492
Security	-	541
Water rates	1711	1600
Valuation fee	-	1773
	<u>\$ 54858</u>	<u>\$ 92851</u>
18. Research Expenses		
Paid to University of Sydney	<u>\$ 100000</u>	<u>\$ 100000</u>



POLICE FEDERATION OF AUSTRALIA

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2011

	2011	2010
19. Employees Benefits		
Employees benefit to holders of office		
Wage and salary	-	-
Annual leave paid to employees	-	-
Annual leave provision	-	-
Long service leave paid	-	-
Long service leave provision	-	-
Superannuation	-	-
 Employees benefit to employees (other than holders of office)		
Wage and salary	189818	152014
Annual leave paid to employees (see note 9)	21315	35401
Annual leave provision (see note 9)	37188	36700
Long service leave paid	-	-
Long service leave provision (see note 10)	13960	28693
Superannuation	119685	88001



ANNUAL REPORT

2010-2011



Police Federation of Australia

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