



Future Events:

**Police Federation of
England and Wales
Annual Conference 16-17
June 2020, Manchester
Central,
England**

**Canadian Police
Association General
meeting/Legislative
Conference 20-22 April
2020
Ottawa**

In this issue

ICPRA Chairman's Welcome

Tom Stamatakis, President, Canadian Police Association

Bin "Offensive" Draft Legacy Legislation - PFNI

Mark Lindsay, Chair, Police Federation for Northern Ireland

National Police Bravery Awards

Scott Weber, CEO, Police Federation of Australia.

Wall to Wall Ride

Scott Weber, CEO, Police Federation of Australia.

**Officers hailed at 5th Annual Scottish Police Federation
Bravery Awards**

Calum Steele, General Secretary, Scottish Police Federation

Police Remembrance Coin Launch

Scott Weber, CEO, Police Federation of Australia

Proactively Addressing Member Health and Wellness

Mike McCormack, President, Toronto Police Association

ICPRA Chairman's Welcome

Tom Stamatakis

December 2019

ICPRA President's Message

The Holiday season is upon us, and once again I'd like to take a moment to thank you for reading thru our latest ICPRA newsletter, highlighting some of the key issues that our member associations are taking on around the world. While our individual circumstances can often offer some unique challenges, particularly with respect to our domestic political climates, in my experience, the overarching themes facing front-line policing are often quite similar for all of us who have taken on the role of an association or union representative for law enforcement personnel.

From a Canadian perspective, our main concern right now is addressing the unique mental health challenges faced by first responders, and the direct impact those are having on our members. While the most tragic, and obvious consequence of this new reality has been the focus on death by suicide, it would be a mistake to believe that's the only issue. Thru a number of significant efforts on the part of police associations in our country, we have been somewhat successful in reducing much of the stigma around mental health, and encouraging our members to ask for, and receive help when they need it, but the reality is that without significant investments in resources, particularly with respect to ensuring we have enough officers in our services to fill-in for those who need the appropriate time to recover, we're still not able to get ahead of the problem.

That being said, one of the key values of our international association is our ability to share information and resources with one another, in order to benefit from the experiences that our members in other parts of the world have. Directly from our last conference in Canberra, I was able to partner with the Police Association of Victoria (Australia) to develop a version of their Equipt App directly for our members in Canada, and we're looking forward to a full launch of the program early in the New Year.

That's just one example of the value of our international collaboration, and I look forward to being able to build on these efforts when we gather for our next international conference, in Glasgow, Scotland, on June 8th and 9th of next year. I would encourage all of our member associations, who are available, to join us on those dates, as I'm quite certain our colleagues with the Scottish Police Federation will be tremendous hosts. I'd also encourage anyone who has ideas or issues that they'd like to see addressed at our conference to communicate with me directly to ensure that we have the appropriate speakers prepared to present information that will be relevant to your local circumstances, as best we're able to do.

Finally, on behalf of myself, and the entire ICPRA Board, I'd like to offer my most sincere best wishes for a happy holiday, and a safe and prosperous 2020, to you, and to all of your members. I look forward to seeing as many of you as possible in the new year.

Regards,

Tom Stamatakis

[Back to top](#)

Bin “Offensive” Draft Legacy Legislation - PFNI

Mark Lindsay, Chair, Police Federation for Northern Ireland

The past will always be hotly contested in Northern Ireland. It is a bone of contention that threatens the policing of the present and the future, opens old wounds and undermines efforts to move us all into a better place. Matters are made worse by a crass draft parliamentary Bill entitled the Stormont House Agreement.

This draft Bill attempts to navigate a way through the past, but instead has managed to inflame and polarise. The Police Federation for Northern Ireland is arguing strongly for the Bill to be abandoned and the Government to start afresh.

Towards the end of October, the PFNI and colleagues from the Retired Police Officers Association travelled to Westminster to give evidence on the proposed legislation to the Northern Ireland Affairs Committee.

[Click here](#) to read the full article

National Police Bravery Awards

Scott Weber, CEO, Police Federation of Australia.

Wednesday 18 September saw the 2nd Annual National Police Bravery Awards conducted at the National Museum in Canberra. Home Affairs Minister Peter Dutton presented the 2019 award to Senior Constables Linda Farrand and Mark Turner from Northern Territory Police.

[Click here](#) to read full article.

Wall to Wall Ride

Scott Weber, CEO, Police Federation of Australia.

Riders came from around Australia to celebrate the 10th annual Wall to Wall Ride for Remembrance in September, as part of Police Week 2019.

[Click here](#) to read full article

[Back to top](#)

Officers hailed at 5th Annual Scottish Police Federation Bravery Awards

Calum Steele, General Secretary, Scottish Police Federation

The Scottish Police Federation represents all police officers in the ranks of constable, sergeant, inspector and chief inspector, police cadets and special constables; over 18,500 people, 98% of all police officers in Scotland.

[Click here](#) to read Regional Media Release

[Click here](#) to read National Media Release

Police Remembrance Coin Launch

Scott Weber, CEO, Police Federation of Australia

The PFA worked with the Australian Mint to strike a distinctive \$2 coin to mark the 30th Anniversary of National Police Remembrance Day. The coin was released in September to coincide with Police Week.

[Click here](#) to read the full article

Proactively Addressing Member Health and Wellness

Mike McCormack, President, Toronto Police Association

The Toronto Police Association (TPA) adheres to the belief that an organization is only as healthy as its most valuable assets – its members. That is why the health and wellness of our membership is a priority. Particularly so, following the implementation of the Toronto Police Service's (TPS) modernization plan in 2017.

The modernization plan implemented a three-year moratorium on promotions and hiring, sweeping organizational change, cuts to frontline policing, and proposals for privatization and outsourcing. In a few short years, the TPS lost over 20% of its uniform staff due to budget cuts and attrition.

Many of the plan's recommendations created a climate of stress, job insecurity and increased workload demands. In a survey administered by the TPA in 2017, 94% of members surveyed reported that the recommendations negatively impacted their morale, and a further 66% indicated they would consider employment with another police service. Members felt stressed, demoralized, fatigued and burned out.

[Click here](#) to read full article

[**Back to top**](#)

The End