



A SHORT HISTORY OF THE POLICE FEDERATION OF AUSTRALIA

Name changed
and Recorded
on 26/8/97 POLICE FEDERATION OF AUSTRALIA

Name changed
on 6/8/1995

NAME AND ADDRESS
NAME changed 8/9/1958
RECORDED hereon
on 15/9/1958.
NAME changed and
RECORDED
hereon on 27.8.82
_or in

Police Federation
of Australia –
the National Voice
of Policing.

200 - VTC

Vol 3 341

19

Form 5.

COMMONWEALTH OF AUSTRALIA.

The Commonwealth Conciliation and Arbitration Act 1904-1927

Certificate of Registration of an Association as an Organization of Employees.



I, ~~MURRAY HILNE STEWART~~ ALEXANDER MURDOCH STEWART, Industrial Registrar, hereby

certify that on the 4th day of February One

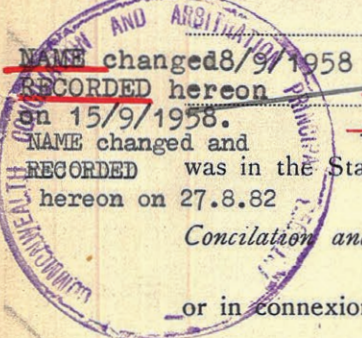
Name changed and Recorded on 26/8/97

thousand nine hundred and forty-two an Association called

POLICE FEDERATION OF AUSTRALIA

Name changed on 6/8/943

~~DEFENCE ESTABLISHMENTS GUARDS ASSOCIATION~~
~~PEACE OFFICER GUARD ASSOCIATION~~



NAME changed 8/9/1958

RECORDED hereon on 15/9/1958.

NAME changed and

RECORDED hereon on 27.8.82

~~COMMONWEALTH POLICE OFFICERS' ASSOCIATION~~
~~AUSTRALIAN FEDERAL POLICE ASSOCIATION~~

was in the State of Victoria registered by that name under the Commonwealth

Conciliation and Arbitration Act 1904-1927 as an organization of Employees in

or in connexion with the industry of protecting and guarding all

~~establishments and annexes under the Commonwealth Defence~~

~~regulations~~

industry of the Commonwealth Police Force and the Australian

Federal Police



Dated at Melbourne, in the State of Victoria, this 4th

day of February 1942.



Alexander Murdoch Stewart
Industrial Registrar.

C.6948.

15 November, 1993:

“They believed it tended to threaten their authority as state employers and commissioners. They also believed policing was very much state-based, and that there was no capacity for a national industrial dispute to occur.”

Peter Alexander



1946

The Police Federation of Australia and New Zealand (PFANZ) was an unregistered organisation constituted by organisations that represented persons employed by the AFP, state and territory police forces.

The PFANZ was formed as a result of emergency war legislation, which brought all state and territory police under federal control and in reaction to the police associations seeking to develop a common set of working conditions in anticipation of the continued federal control post the war.

Although this did not happen and state and territory control re-established, the PFANZ continued to provide a forum for the exchange of information and the establishment of a national and international network of support.

1986

Set against a backdrop of union amalgamations encouraged by Australian Council of Trade Unions (ACTU) policy and promoted by federal legislation in the late 1980s and 1990s, a proposal was put by the Police Federation of Australia and New Zealand to support the formation of a large umbrella group to represent all police in Australia, which was endorsed by the PFANZ national executive committee.

It was understood that this group was not to be an industrial union and the existing association or union structure in each individual state or territory was to stay the same.

1987

The first year that 29 September was celebrated as National Police Remembrance Day. The idea of a national day of remembering was first raised by then Queensland Police Union President John ‘Bluey’ O’Gorman at a PFANZ meeting. The PFA then drove momentum for a national police memorial to be built in Canberra, with the first committee meeting occurring in 1994.

1988

October
The PFANZ federal council resolved that a ‘police federation’ be registered under the federal industrial statute. Instead of attempting to register a new union, it was proposed that the new ‘super union’ be established by using a rule change application, altering the AFPA’s rules covering the union’s industry description (Rule 2) and membership eligibility criteria (Rule 3) to give the association national coverage.

1992

May
The Minister for Industrial Relations – Senator The Hon Peter Cook – approved \$125,000 grant for the proposed amalgamation between the AFPA and state police unions and associations.

1993

Throughout the negotiations, there were objections from some state governments to the formation of a national union; a ‘terms of settlement’ was negotiated after the Association agreed to vary the proposed rules so that it was made clear that the new Rule 3 referred to only sworn state police officers and not ‘civilian’ employees.

15 November

The Association’s application in the modified form was approved by the Australian Industrial Relations Commission and this started a lengthy legal appeal process brought about by objecting jurisdictions, ending up in the High Court.

Ready to thwart the move were the governments of WA, Victoria and Queensland, several police commissioners and the industrial division of the AFP who on appeal received a ‘stay order’ against the decision.

1996

‘Deed of Agreement’ between the Association and the state police unions concerning the structure and membership of the federation was negotiated in late 1996.

The ‘Women Officials in Police Unions’ first met in Canberra. The group met annually to report on progress and make recommendations to the individual jurisdictions on matters concerning women in policing.



19/97

19/98

19/99

20/00

20/01

1997

March

All seven judges of the High Court affirmed the 1993 decision and ruled that there could be a Police Federation of Australia.

26 August

The Australian Federal Police Association (AFPA) became officially known as the Police Federation of Australia (PFA). The reason for the name change was to reflect that, under its new eligibility rules, the AFPA would now be able to represent police officers throughout the whole of Australia.

The AFPA joined other jurisdictions and took on branch status, meanwhile the PFA maintains a very close working relationship with the New Zealand Police Association.

“Police in all states will be unified for the first time with the expected formation of a powerful new national governing body. Among the first issues for the new body will be a set of national competency standards to improve police professionalism.”

Charles Miranda *The Daily Telegraph* Friday 10 October 1997 p23

31 December

Australian police officially now have a two-tiered system of representation. Officers are members of their own state, territory, or federal union and, at the same time, members of the PFA at the national level. The rules of the PFA have an ‘autonomy’ provision, meaning it cannot direct any of its branches to undertake certain actions. All branches have autonomy to operate, particularly in relation to industrial relations and finances.

Thus, one of the strengths of the PFA is the goodwill that must exist for the organisation to operate effectively.

1998

2 January: 10 am

The first meeting of the transitional federal executive of the PFA was conducted by teleconference.

- 1 The inaugural president of the PFA is Leon Kemp TAS.

The PFA began operating out of rented premises in the Sydney CBD.

1999

At the Australasian Women in Policing Advisory Committee meeting in Hobart, facilitated by the PFA’s consultant Chris Hayes, the group formerly aligned itself with the PFA and changed its name to the Police Federation of Australia Women’s Advisory Committee.



20/02

20/03

20/04

20/05

20/06

20/07

2000

A strategic plan was developed and endorsed by the Executive in August, listing the following priorities for the PFA

- 1) Lobbying
- 2) National research
- 3) Conferences, seminars and publications
- 4) Industrial services
- 5) Professional development
- 6) National secretaries/admin meetings

- 2 Peter Alexander, President of PASA, becomes PFA president.

2001

28 September

Justice Minister Chris Ellison announced that the long-awaited National Police Memorial would be built in the capital's Parliamentary Triangle.

The PFA's national fundraising appeal raised over \$128,000 for the families of the police who lost their lives in the New York September 11 World Trade Centre tragedy.

2002

Life Membership conferred on Leon Kemp of the Tasmania Branch.

Thanks to a media campaign, the support of talk back radio host John Laws and concentrated canvassing of marginal seats, the PFA scores a victory over the federal government with police officers given an exemption from fringe benefit tax.

- 3 The PFA purchases 21 Murray Crescent, Griffith ACT.

Relocating the CEO to Canberra and the purchase of the building is a significant move for the PFA, giving the Association a *real* presence in the national capital for the first time and provides a base to facilitate strategic political lobbying of the federal government.

Issues on the agenda:

- federal funding for policing
- police-specific superannuation issues
- development of a 'secondment package' for members working at the NCA/ACC
- lobbying relative to DNA and paedophile legislation
- and police bravery awards to mention a few.

2003

CEO moves to Canberra.

16 September

- 4 The PFA building is officially opened by the then Prime Minister the Hon John Howard.

On the PFA agenda:

- Continue the campaign for legislation change to enable police officers to retire at age 55 with full access to their superannuation.
- Give support to the introduction of a process which would allow sworn police officers to transfer across state borders (inter-jurisdictional mobility) at rank.
- Ensure the integrity of the system under which PFA members in the International Deployment Group operate abroad.
- Raise \$800,000 in funding for the construction of the National Police Memorial in Canberra.

2004

Western Australia Police Union established full branch status, with the composition and boundary of the Western Australia Police Service.

By late 2004 the rules of the Queensland Branch are all but complete and ready to be endorsed.

A new strategic plan was developed at the 2004 Federal Council meeting.



2005

The Howard government introduces draconian industrial legislation for all workers under Work Choices.



2006

10 February

- 5 Governor-General Michael Jeffrey used a sparkling gold Police Federation of Australia shovel to turn the first sod in the construction of the National Police Memorial.

April

The PFA battles Work Choices ...

The Executive meeting at Bungendore was perhaps one of the most important meetings in the PFA's short history. Failure to reach agreement on a way forward at that meeting could have seen the longer term demise of the PFA as an organisation representing the professional and industrial interests of Australia's police.

The unanimous commitment of branches to stick together regardless of the federal government's new industrial legislation cemented the unity of the PFA.

The PFA amendment to Work Choices legislation was adopted by Government.

29 September

- 6 Dedication of the National Police Memorial.

2006 continued

The PFA makes a submission to the Australasian Police Commissioner's Conference, proposing a police-specific national medal to be awarded under the Australian Honours and Awards system.



2007

The development of the first PFA pre-election policy, *Law and Order in Australia: Policies for the Future*, presented to each political party – asking for:

- a national workforce planning study,
- a commitment not to extend police style powers to non police,
- commitments to CrimTrac and an automatic number plate recognition system,
- the establishment of a National Police Registration Board and Scheme, and
- a National Police Service Medal as recognition by the by the Federal Government of the unique role that our sworn police play in the preservation of peace, the protection of life and property and the maintenance of law and order throughout Australia.

Peter Alexander retires as President of the PFA and becomes a life member of the PFA.

- 7 Vince Kelly, President of NT Branch, becomes President of the PFA.



2008

December

Senator the Hon John Faulkner Special Minister of State and Cabinet Secretary advises the PFA that the Queen had given in principle support for the National Police Service Medal (NPSM).



2009

- 8 The Government signs off on the awarding of the new National Police Service Medal.





10



11



12

20/13

20/14

20/15

20/16

20/17

2010

22 June

The Parliamentary Friends of Policing friendship group was established by Senator Stephen Parry and Chris Hayes MP. The group's aim is to host functions, briefings and meetings between senior police and relevant peak bodies from all jurisdictions with federal politicians and to facilitate improved dialogue, raise awareness of issues facing police and promote events such as National Police Remembrance Day. Close to 100 MPs and Senators signed on to the group making it one of the largest Friendship groups in the federal parliament, and through their membership each has pledged to lend their support to police nationally.

Mark Burgess becomes a life member of the PFA.

9 The inaugural Wall to Wall: ride for Remembrance.

The concept of Assistant Commissioner Mick Corboy (Life Member NSW Police Association) and Inspector Brian Rix (Life Member Victoria Police Association), both keen motorcyclists, sees riders from across the country – travel from their state wall of remembrance and meet at the National Police Memorial in Canberra.

The aim of the ride is to:

1. Remember fallen colleagues;
2. Raise money for Police related charities; and
3. Promote safe and legal motorcycling.

2013

Queensland Police Union moves to branch status.

2014

Vince Kelly steps down as President of the PFA.

- 10 Mark Carroll, President of PASA becomes President of the PFA.

Vince Kelly receives life membership.

John Hunt Sharman receives life membership.

2016

- 11 10 year anniversary of the National Police Memorial.

Delivery of a new strategic plan 2016 – 2021

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

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

2017

PFA influences the Turnbull government's decision to quash changes to the paid parental leave arrangements.

PFA released the results of the largest national survey of police into Flexible Working Arrangements.

PFA receives \$1 million from government for a national awareness campaign on member wellbeing. The campaign is aimed at promoting awareness, understanding, prevention and early intervention of mental health issues through print, television, social media, Apps, workshops and the production of a documentary styled video. The money, sourced from the Proceeds of Crime will be rolled out over two years.

- 12 As at 2017 – the PFA has donated \$830,000 to police legacy organisations and charities since 2010 from the annual Wall to Wall: Ride for Remembrance.

2018

15 – 29 September

The inaugural Police Week; a celebration of policing in Australia, bookended by the Wall to Wall and National Remembrance day.



Police Federation of Australia

Celebrating 20 years as
The National Voice of Policing



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