



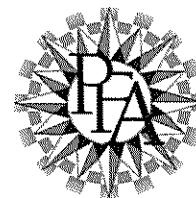
Police Federation of Australia

ANNUAL REPORT 2002/2003



Front Cover: Prime Minister John Howard with PFA President Peter Alexander (centre) and PFA Chief Executive Officer Mark Burgess at the official opening of the Association's new headquarters in Canberra. An external view of the new office building.

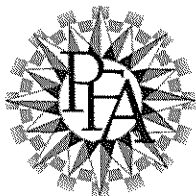
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Police Federation of Australia

Affiliates

BRANCH	MEMBERSHIP	NO. OF DELEGATES
New South Wales	14,995	7
Victoria	10,457	5
South Australia	3,902	3
Australian Federal Police	2,245	2
Tasmania	1,135	2
Northern Territory	922	1
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".		

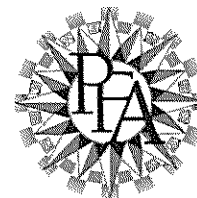
Associates

	MEMBERSHIP
Queensland	8,342
Western Australia	4,793
New Zealand	8,681

Office Bearers

President	Peter Alexander (South Australia)
Vice President	Jon Hunt Sharman (Australian Federal Police)
Vice President	Shane Butler (Victoria)
Treasurer	Vince Kelly (Northern Territory)
Executive Members	Ian Ball (New South Wales) Randolph Wierenga (Tasmania)
Associate Members	Queensland Western Australia New Zealand
Chief Executive Officer	Mark Burgess
Office Administrator	Debbie Martiniello
National Industrial Consultant	Chris Hayes

Staff



Police Federation of Australia

Meetings Conducted

Federal Council:

11 & 12 November 2002 Gold Coast, Queensland

Executive:

10 November 2002	Gold Coast, Queensland
27 March 2003	PFA Office Canberra
18 & 19 June 2003	PFA Office Canberra
16 & 17 September 2003	PFA Office Canberra

Industrial Planning Committee:

8 & 9 July 2003 PFA Office Canberra

Women's Advisory Committee:

15 September 2003 PFA Office Canberra



Police Federation of Australia

President's Report



*Peter Alexander – President
Police Federation of Australia*

Last year when I gave my report I indicated that it was a significant time in the development of the Police Federation due to the pending purchase of our own building in Canberra. Well that has now come to fruition. In what was an historic occasion for the Federation and for policing in general in this country, the Prime Minister of Australia opened our offices on 16 September 2003. The fact that the holder of the highest office in this land accepted our invitation to officiate at the opening has not been lost on a great deal of people in the nation's capital. The Police Federation of Australia has arrived.

A lot of work was done to make this a reality and I wish to personally congratulate every Police Association President in this country for supporting the concept of a national Police Federation office in Canberra. I know that history will indicate that the decision you took on behalf of our 47,000 members was the right one for the long-term future of policing in this country.

The building purchased, a new staff member employed and the CEO's relocation to Canberra places us in a good position to move forward. With a pending election, likely prior to the 2004 Federal Council, we can look forward to a busy year ahead.

Already your Executive has outlined a range of priority issues that are covered in the CEO's report. We must move forward from today united as one to ensure that the voice of our members and the communities they serve throughout Australia is heard by the Federal Government and the bureaucracy.

But there are still many challenges ahead. What is that we expect of the Federation in the future. Are we focused in the direction we need to pursue over the next decade and is it resourced to meet those needs? These are some of the questions that the incoming executive and their respective Branches will need to consider over the next 12 months. We cannot afford at this stage to rest on past glories and we cannot think that time will stand still to allow us an opportunity to consolidate. We must be able to meet the rapid changes that are taking place in policing, many of which are being influenced by international events. We must be across everything that is happening in policing, not only in Australia, but right across the world. This is our challenge.

I again must pay thanks to our staff. I sincerely welcome on board Debbie Martiniello who has taken on the role as our Office Administrator. Debbie has taken to the task as if she had been there for many years and her support to our CEO and the whole Executive is much appreciated.

We have seen excellent results from our industrial consultant, Chris Hayes. His knowledge of the political and industrial world in each jurisdiction and nationally, has been of enormous benefit to us in our formative years.

Our CEO, Mark Burgess, continues to perform at the highest level. His efforts over the last 12 months are worthy of the highest praise. I thank him also for his loyalty and support to me in my role.

Once again it is also pleasing to report that our close relationship with our colleagues from New Zealand has stood the test of time. Through their President Greg O'Connor I thank their Board for their continued foresight to see the advantages of maintaining that close bond.

With the changes I mentioned earlier, and in particular our joint roles on the Australasian Police Professional Standards Council, that close working relationship has never been more important.

To my fellow Executive members, once again I thank you for your support and patience. As your President I am conscious of one thing - that we endeavour to run the PFA by consensus as opposed to majority rules. There are many decisions we make that could disenfranchise a Branch. I believe it is important to work through each of those decisions to ensure that at the end of the day, every one of our members' concerns is taken into account when a decision is made.

The last 12 months have been historic. But history will judge us on a much longer period. The challenge is ours and I look forward to meeting it with you.

Peter Alexander
President

Chief Executive Officer's Report



Police Federation of Australia

It gives me great pleasure to prepare this 2002/03 Annual Report from our new headquarters in the nation's capital city, Canberra. It has been a very exciting year and as we move towards 2004 we are preparing a range of issues on which we will lobby both the Government and Opposition in the lead-up to the Federal Election.

As we reflect on the past 12 months of operation there have been many issues that require recording.

Life Membership Awarded to Leon Kemp (Tasmania Branch):

At the PFA Council Meeting in 2002 Leon was awarded the inaugural Life Membership of the Police Federation of Australia, by a unanimous vote of delegates. It was a remarkable achievement and capped an outstanding police and police union career for Leon upon his retirement.

His record of achievements within the Police Association of Tasmania, the Police Federation of Australia & New Zealand and the Police Federation of Australia speaks for itself:

Police Association of Tasmania:

1983 – 1984	Trustee
1985 – 1988	Junior Vice Chairman
1989 – 1993	Senior Vice Chairman
1994 – 2002	President

Police Federation of Australia & New Zealand:

1994 – 1997	Tasmania Delegate to PFANZ
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Police Federation of Australia:

1998	Inaugural President
2000 – 2001	Treasurer
2001 – 2002	Vice President

International Law Enforcement Council (ILEC):

The Queensland Police Union and the PFA were the hosts of the ILEC Conference on the Gold Coast, Queensland on 14 and 15 November 2002. This was the first time this conference has been held in Australia and was the best attended of all ILEC Conferences to date.

The following delegates attended –

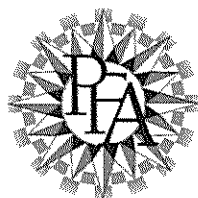
Danish Police Union	Tommy Thomsen (Chairman) Ole Weiss (Treasurer) Peter Schou
Fraternal Order of Police (FOP)	Chuck Canterbury (Vice President)
Combined Law Enforcement Association of Texas (CLEAT)	Ron DeLord (President)
National Association of Police Organisations (NAPO)	Bill Johnson (Executive Director)
Scottish Police Federation	Norrie Flowers (Chairman) Norrie MacLeod (Deputy General Secretary)
British Transport Police Federation	Roger Randall (General Secretary) Alex Robertson (Chairman)



Mark Burgess – Chief Executive Officer



Leon Kemp – Life Membership



Police Federation of Australia

Chief Executive Officer's Report

(Continued)

International Law Enforcement Council (ILEC) (cont.):

Police Federation of Northern Ireland	Bob Wilson (General Secretary)
Police Federation of England & Wales	Jan Berry (Chairperson) Clint Elliott (Secretary)
Canadian Police Association	Dale Kinnear (Director of Labour Relations)
New Zealand Police Association	Greg O'Connor (President) Chris Pentecost (Chief Executive)
South Australia Police Association	Peter Alexander (President & President PFA) Andy Dunn (Secretary)
Queensland Police Union	Gary Wilkinson (President) Denis Fitzpatrick (Vice President)
New South Wales Police Association	Ian Ball (President) Peter Remfrey (Secretary)
Australian Federal Police Association	Jon Hunt Sharman (President) Dave Boston (Vice President)
Victoria Police Association	Shane Butler (President) Paul Mullett (Secretary)
Tasmania Police Association	Kate Fitzgerald (President) Randolph Wierenga (Vice President)
Northern Territory Police Association	Vince Kelly (President)
WA Police Union	Chris Cassidy (Deputy President) Russell Armstrong (Vice President)
Police Federation of Australia	Mark Burgess (Chief Executive Officer) Chris Hayes (Industrial/Political Consultant)

The meeting was chaired by the PFA President Peter Alexander and the agenda allowed all participants to ascertain what was happening in policing in all jurisdictions represented.

Dale Kinnear from the Canadian Police Association gave an overview of the history of ILEC from its beginnings when it was hosted by the Canadian Police Association (CPA) in September 1996 at Windsor, Ontario Canada in conjunction with the Annual General Meeting of the CPA.

The original concept was to invite associations and unions from other countries to discuss topical issues and to establish an international network of police unions to facilitate information sharing on subjects involving the administration of police associations, police labour issues and criminal justice reform.

It was agreed that no one organisation would have ownership of the council and the host of the day would call for agenda items and be responsible for organising and hosting the event.

It was also agreed that the council should meet on a biannual basis and the CPA agreed to host the event in 1998 in Ottawa, Ontario in conjunction with the 50th anniversary of the CPA's Annual General Meeting. The 2000 meeting was held in London and hosted by the Police Federation of England & Wales, with the 2002 meeting in Surfers Paradise, Queensland hosted by the Queensland Police Union and the PFA. The 2004 meeting will be hosted by the Scottish Police Federation in Edinburgh.

Chief Executive Officer's Report

(Continued)



Police Federation of Australia

Full minutes of the meeting were kept as well as transcripts of presentations given by overseas delegates to the PFA Council meeting which preceded ILEC. The ILEC agenda included –

- Private sector involvement in policing;
- Independent elements in Police Complaints;
- The use of IT in Police Federations and Unions;
- Chiefs of Police lack of independence and its effect on policing;
- 20 year disengagement/pensions;
- DNA testing of police officers and recruits;
- Licensing/Registration of police officers;
- Health and safety issues;
- Presentation of interactive CD by Police Federation of England & Wales;
- The structure and future of Police Unions;
- The future of ILEC; and
- Police Leadership Executive Program in the US.

Purchase of PFA office Canberra:

We moved into our new office at 21 Murray Crescent, Griffith, on Wednesday 29 January 2003. Following the employment of staff and a fit-out of the office and boardroom, the building was officially opened by the Prime Minister on 16 September.

The decision to purchase was one which was flagged in last year's Annual Report and comes at a time when more and more focus is being placed on National policing issues. It has also been determined that all of our future Executive, Industrial Planning Committee and Women's Advisory Committee meetings will be held in Canberra.

The purchase price of the building was \$950,000. Finance was gained from the Police Credit Union and the financial report indicates that Branches agreed to an increase in subscriptions to allow the purchase to proceed. In addition to the purchase of the new office we also employed an Office Administrator, Debbie Martiniello, who commenced with the PFA on 3 March 2003.

The building fit-out gave us the opportunity to lease out a portion of the building, as well as some parking bays, to offset our repayments to the Credit Union. We work out of the upstairs section of the building, which was empty at the time of purchase. The front section upstairs allows for three offices as well as a foyer area, with the back section as a boardroom.

Downstairs are two separate office suites which we lease out. Of the eight car parks allocated to the building, one is allocated to each of our downstairs tenants, we have maintained three for our use and three others have been leased back to the building's previous owners. This gives us a net rental return of approximately \$36,000 per annum.

The long-term accommodation arrangements of the PFA are now secure. Our location in the nation's capital allows us to vigorously pursue those issues which have been outlined in our strategic plan and by successive Council and Executive meetings.



New PFA headquarters in Canberra. Below, Prime Minister John Howard with PFA President Peter Alexander (centre) and PFA CEO Mark Burgess after opening the building





Police Federation of Australia

Chief Executive Officer's Report

(Continued)

National Police Memorial:

At the 2002 Federal Council Meeting I gave an update report on developments regarding the construction of the National Police Memorial.



Memorial Site

In that report I indicated there were two key issues which would ultimately need to be resolved –

- The definition of “killed on duty” which will be used to determine whose names are placed on the memorial; and
- The funding of the memorial.

Many will be aware that a meeting in 2001 of the Australasian Police Minister's Council committed the PFA to a one-third share of the cost of the memorial, \$800,000. A further third was to be provided by the Federal Government with the final third being provided by the State and Territory jurisdictions.

At the June 2003 Executive meeting the following resolution was carried –

“That the CEO be authorised to correspond with John Davies of the AFP indicating that the PFA had never committed to or been approached to provide \$800,000 funding for the National Memorial and further, that if such an agreement is ever reached, what would be the deadline for the provision of the funding.

Further, the CEO should approach the Federal Government to seek the further funding of that \$800,000.”

We raised the issue of funding at the APMC during a presentation we gave to them in July and subsequently met with the Federal Justice Minister and further raised our concern at the cost implication for the PFA. At the time of compiling this report it is apparent that we will be required to fund \$800,000 of the cost of the Memorial.

At the September 2003 Executive a sub-group, comprising the Treasurer Vince Kelly, Vice President Shane Butler and the CEO, was empowered to develop a proposal for the funding, including a risk analysis to be presented to the 2003 Federal Council Meeting.

During the year we have also been developing a database of all police officers “killed on duty”, as provided by jurisdictions. This list is currently being checked against records held in each jurisdiction so as to ensure that we have not inadvertently left anyone off the National list, or alternatively, someone does not appear on the National list who is recognised as being killed on duty in their own jurisdiction. That list currently has some 700 names on it.

Superannuation Issues:

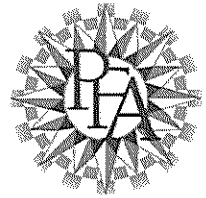
At the time of compiling this Annual Report little headway has been made into the issues of Superannuation as they apply to Police.

We have now broken Superannuation into three key areas –

- Preservation Age requirements;
- Optional Early Disengagement; and
- Proposal to mandate the taking of Annuities as opposed to Superannuation lump sums.

Chief Executive Officer's Report

(Continued)



Police Federation of Australia

We were afforded the opportunity to present our case first-hand to the Police Commissioners' Conference in March and as a result of that presentation, the Commissioners unanimously endorsed our position on seeking an exemption from Preservation Age requirements and agreed to write to both the Federal Government and Opposition seeking an exemption for police from the requirements.

We were given a similar opportunity when we addressed the APMC in July. Again we were well received, but unfortunately this issue remains outstanding. At the same time we raised the issue of Optional Early Disengagement, but as we have no firm proposal we did not seek a formal show of support for this proposal.

Earlier in the year a meeting was sought with Assistant Treasurer Helen Coonan, and although she has never met us to discuss the issue, leaving it to her staff, she has declined to meet with us on the Preservation Age matter.

Whilst the Opposition continues to give some positive signs that they will support an exemption for police, confirmation of this has not yet been forthcoming.

As we pointed out to the APMC, every member who is less than 39 years of age at 1 July 2003 will now not be able to look forward to retirement until they are 60 years of age. On our current calculations that is nearly 28,000 members.

In respect to Optional Early Disengagement we are still yet to develop a firm policy. It now seems logical to concentrate on the Preservation Age issue until it is resolved, then begin to move forward with the Optional Disengagement Proposal.

In respect to the proposal to force all retirees to take an Annuity as opposed to a Lump Sum, we took this matter up direct with members of the Senate Select Committee on Superannuation, who had released their report in August 2003. It is pleasing to note that in correspondence received from the Chair of that Committee, subsequent to our meeting, he indicates this recommendation is a

"...move that would only happen at a time when the superannuation system in Australia had matured further and superannuation savings had increased significantly...."

It is an issue which we will have to continue to monitor in the future.

Presentation to Commissioners' Conference:

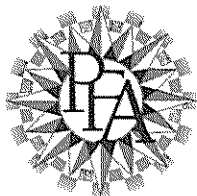
We were invited for the second year running to make a presentation to the Police Commissioners' Conference in Perth in March.

In 2002 we were asked to speak on "Advancing the Police Profession" and this year we were asked to speak on HR Issues in the context of the Police Federation of Australia.

The key areas we addressed were –

- Superannuation Preservation Age requirements;
- Optional Early Disengagement Scheme;
- The development of a training "skills passport" for police;
- Use of, and links with, the National Training Framework in police training; and
- Family friendly policies (childcare, maternity leave, working from home provisions etc).

As indicated in the Superannuation section of this report, in respect to the issue of Preservation Age requirements, the Commissioners unanimously endorsed supporting our call to the Federal Government and Opposition for exemptions for police. They subsequently wrote to Senator Helen Coonan Federal Assistant Treasurer and Nick Sherry Opposition spokesperson on Superannuation issues.



Police Federation of Australia

Chief Executive Officer's Report

(Continued)

Presentation to Australasian Police Ministers' Council (APMC):

We were invited to address the APMC in July in Melbourne. This is the first time that the PFA has been invited to address this group at which all Commissioners and Ministers are present.

We were not given a topic to address; instead we advised that we would speak on National policing issues. They included –

- Superannuation Preservation Age requirements;
- Optional Early Disengagement Scheme;
- Greater Federal funding of State, Territory and Federal Police by the Commonwealth; and
- National Police Memorial.

As a result of that presentation we have been invited back to the November 2003 meeting of the APMC to make a further presentation and a formal written submission to Ministers.

Australasian Police Professional Standards Council (APPSC):

In last year's Annual Report I reported on developments of the Police Profession and the role that the Australasian Police Professional Standards Council (APPSC) was playing in that development.

Last year I advised that a number of key recommendations were being made to the Council. They have now resulted in the formation of a number of projects on which the PFA and the NZPA are represented.

Those projects are –

Project 1 Competencies and training development

This is an ongoing project and as such does not have a specific Project Team attached to it.

Project 2 Australasian Police Qualifications Framework

This project aims to review the existing Police vocational qualifications in the Public Safety Training Package to ensure contemporary qualifications are, and continue to be, appropriately endorsed under the Australian Quality Training Framework.

It uses the career model of Police Practitioner, Supervisor, Manager, Executive and Specialist which will recognise the skills and knowledge expressed in qualifications necessary and appropriate in the police context, whilst providing a mechanism to plan education directions. The project will ultimately propose an Australasian Police Education Qualifications Framework incorporating skills-based vocational qualifications and higher education outcomes.

Project 3 Australasian Police Code of Conduct

This project, whilst recognising the existing Codes of each jurisdiction, will attempt to articulate a common Code which once validated by all jurisdictions and the APPSC Council will be promoted as the 'Masthead' of Australasian Policing.

Project 4 Entry and Progression Education Standards

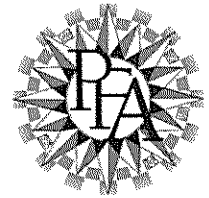
The aim of this project is to establish an Australasian Police education standard for the confirmation or permanent appointment to Constable Designation. The aim therefore is to have a consistent standard in all Australasian Police Forces.

Project 5 Employment Requisites to the Policing Profession

The aim of this project is to establish sustainable requisite standards, aside from education, for entry to the profession of policing. This will encompass consideration of personal integrity, experience and behavioural, physical and psychological fitness for admission to the profession as well as the timing of such admission. Potential exclusionary factors such as court appearances, criminal and traffic history and/or convictions and medical history will also be addressed.

Chief Executive Officer's Report

(Continued)



Police Federation of Australia

Project 6 Inter-Jurisdictional Mobility at Rank

The aim of this project is to identify a workable mobility model and enabling mechanisms to facilitate inter-jurisdictional mobility at rank. HR and IR issues will form a large part of this project and there may also be a number of legislative issues to be addressed.

Project 7 Transition from VET to Higher Education

Many jurisdictions have already developed links with universities at various levels. The aim of this project is to canvas existing links to identify and develop a model framework for delivery and transition from vocational to higher education in recognition that policing requires both skills based training and knowledge-based education.

The PFA has nominated the following members to represent us on these projects: Andy Smith from the Northern Territory will be on Projects 2 and 7. Denis Fitzpatrick from Queensland will be on Project 5. Barry Mullan from NSW is on Project 4 and Mark Burgess from the PFA is on Projects 3 and 6.

APPSC sponsored a two day meeting of all Project Team members at the Victoria Police Academy on 7 and 8 May and from those two days project plans have been developed along with timelines for the finalisation of projects allowing for wide consultation amongst the membership before being presented to the APPSC for endorsement and the development of a business case for implementation.

Bravery Awards:

Whilst this issue has been reported on over a few years, unfortunately we have not been able to progress to implementation stage.

We have held negotiations with a major media organisation but at the time of compiling this report we have not been able to finalise a proposal. The Executive has endorsed our continuing commitment to develop the proposal and we are now seeking an interested sponsor to be involved with us.

Formation of the Western Australia Branch:

A set of rules for the Western Australia Branch have been formulated, with the assistance of the Australian Industrial Registry. The development of these rules was complicated during the year following the introduction of new amendments to the Workplace Relations Act, "Registration and Accountability of Organisations Legislation". We had to re-write sections of the Western Australia Branch rules to ensure that they complied with this new legislation otherwise the body could not be registered.

We are now hopeful that these new rules will be put before the November 2003 Federal Council for endorsement.

Application by CPSU to alter Eligibility Rules:

This issue is covered in the Industrial section of this report by Chris Hayes. Suffice to say it was an important issue for the PFA to pursue as it was ultimately a direct challenge to the sole coverage that the AFPA had within the AFP.

At the time of compiling this report we had agreed to withdraw our objection based on undertakings from the CPSU to alter its proposed rule change therefore taking away any threat to seek coverage of AFPA members.

It needs to be recognised that such a challenge is not out of the question in future particularly as the AFP looks to take over the Australian Protective Service (APS) personnel in the future. Currently APS are covered by the CPSU.



Police Federation of Australia

Chief Executive Officer's Report

(Continued)

Proposed DNA Legislation in Tasmania:

In 2002 the Tasmanian Police Force and the Tasmanian Government proposed legislation that would make it mandatory for police officers to provide DNA samples to eliminate themselves if a crime scene was inadvertently contaminated. Both the Tasmanian Branch and the PFA objected strongly to such a proposal.

Throughout the latter part of 2002 a number of meetings were held with the Tasmanian Government, the Tasmanian Police Force and the ACTU. The intervention of Sharan Burrow, President of the ACTU, was vital to the ultimate positive outcome and the PFA applauds her actions and thanks her for her strong advocacy skills.

At the same time the Australian Law Reform Commission was conducting an inquiry into and called for submissions from a discussion paper entitled "Protection of Human Genetic Information". The PFA, on behalf of its affiliate Branches, made a submission to this inquiry. The Tasmanian Police Force or the Tasmanian Government did not.

In our submission we stated our policy position on this issue from a decision of our National Executive in February 2002 –

"That the compulsory taking of DNA from employees is an employment issue. Police Officers, in their employment, should have the same rights, entitlements and protections in their workplace, as any other employee. The PFA does not support the singling out of police, by the employer's direction to our members to provide their DNA, on the basis of the protection of their civil rights. The PFA sees the directing of their members to provide DNA as an employment issue and a breach of their basic civil and human rights."

The PFA does not take issue with the rights of members providing voluntary DNA samples provided that there are adequate safeguards for the security and use of the sample and it is used only for the intended purposes."

We also went on to point out that the rationale for the legislation and mandatory sampling was allegedly to allow police officers to be eliminated if they inadvertently contaminated a crime scene. We argued that police are not the only group to regularly attend crime scenes. Ambulance Officers, Fire Fighters, State Emergency Service Workers and even the Coroner are regularly at crime scenes yet the legislation did not attempt to cover those people.

We also went on to argue that if police are continuing to contaminate these scenes then we would argue that it was a training issue and should be dealt with as such.

The report of the Law Reform Commission is currently with the Attorney General's Department and we are monitoring its progress through that area.

At the time of writing, the Victorian Law Reform Commission has invited us to join a 'Workplace Privacy Consultation Group'. One of the topic areas that that group will be studying is in relation to workplace testing.

This is an issue that will need to be continually monitored as it is likely to be experienced in another jurisdiction in the future.

PFA Website:

At the July 2003 meeting of the IPC, the PFA website was launched "live" and each of the IPC members were stepped through the operation of the website in a presentation and hand-over by Vectra Corporation.

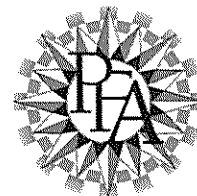
Those members of the IPC were subsequently assigned as State administrators and thereby given the responsibility of issuing user access to their jurisdiction's members and their branch staff.

During the month of August, some teething problems were identified and corrected by Vectra.

A number of national and international links were established and included on the website.

Chief Executive Officer's Report

(Continued)



Police Federation of Australia

State awards and other relevant documents have now been uploaded to the website for viewing by all jurisdictions.

Following a meeting of the editors of the police journals, the PFA website was identified as an appropriate mechanism for co-coordinating the sharing of articles and better communication between journals. The necessary changes to accommodate this facility have been submitted to Vectra Corporation for addition to the site.

Outstanding FBT Reporting Issues:

During 2003 we were invited to provide a submission to Treasury regarding all our outstanding FBT Reporting issues. This invitation was based on the commitments by the Prime Minister to review this tax on police.

In that submission we raised the issues of –

Police Housing –

Members who are living in police premises within a 100 kilometre radius of a town with a population of more than 130,000 are still subject to Reportable Fringe Benefits Tax. The vast majority of those premises are attached to police stations and we have continued to argue that the alleged fringe benefit is unusual and peculiar to our members' employment.

In our submission we raised the issues that many of these police stations/residences are being used by other police when working from those locations, with the officers being responsible for the upkeep of the premises and being 'on call' 24 hours a day in a residence where many have a large illuminated POLICE sign out the front.

Additionally, many are also 'holding yards' for exhibits such as damaged motor vehicles, many from fatal accidents, which are clearly visible from the residence and yard where the officers' children play. In some areas they are also used for the storage of stray livestock, and these residences/stations are also often used as the control/coordination point should major incidents such as bushfires and other serious events occur.

It is for these reasons we argue that all Police-provided housing should be exempt from RFBT.

Conveyancing Costs –

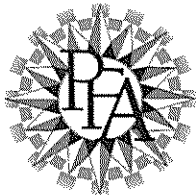
When a Police Officer is transferred from one location to another, costs such as conveyancing are paid for by the police service.

If an officer sells their home in their previous location within two years and purchases a home in their new location within four years, then those conveyancing costs are not treated as RFBT. If an officer sells or buys outside of that period then the costs are treated as RFBT. If an officer does not own a property in their previous location, and therefore cannot sell one if they purchase in their new location, conveyancing costs are subject to RFBT.

We argue that all conveyancing costs should be excluded from RFBT.

Problems are also being experienced where an officer purchases a new home prior to selling at their previous location and are then being subject to the tax. The ATO advised some police departments to advise their members that to avoid the problem they should delay seeking reimbursement of the acquisition costs until a time when either the dwelling has been sold or the two year period will have expired prior to the end of the FBT year. This approach, they argued, would enable the reimbursement to be accurately classified as being FBT liable or FBT exempt at the time of preparing the FBT return.

We argued strongly in opposition to this process. That scenario may require a member to be without the reimbursement of acquisition for up to two years when they are entitled to it. It is our view that members should not be subject to RFBT on acquisition costs until the timeframe for purchase and sale has expired, or in the case previously argued if they do not have a previous premises to sell.



Chief Executive Officer's Report

(Continued)

Remote Area Benefits –

There are still a number of incidences where officers, working in remote locations and receiving subsidies by the employer for the purposes of travel, even if it is to seek health or hospital treatment, is subject to RFBT.

We are arguing that officers working in remote locations deserve special consideration in respect to those issues that currently attract RFBT.

Motor Vehicles on call used by Police Officers working at the Australian Crime Commission –

The final area of our submission was in respect to police working at the ACC using ACC motor vehicles when on call.

When the Government granted exemptions to police officers in respect to travel between their place of residence and the place that they were required to carry out their duties, the regulations developed were specific to an exclusion being granted if:

- The employee is a member of a police service;
- The car is used by that police service;
- The employee has the car at home to enable them to respond to an event involving the possible commission of a crime or a possible threat to public safety; and
- The car is fitted with a
 - o Police radio
 - o Concealed or portable warning lights
 - o Concealed or portable sirens.

An anomaly has now been identified in that police officers working at the Australian Crime Commission are not being afforded the same exemptions as other police officers due to the wording of the regulation. The ACC is not considered a Police Service as required under the regulation and vehicles may not be fitted with "Police" radio or portable or concealed warning lights and sirens.

We have argued in our submission that these members should be afforded a like exemption to Police Services in that they are exercising powers under the various Police and Crimes Acts across the country, they are members of their respective State/Territory/Federal Police Service and they are on call and are called to incidents of crime and where public safety is threatened.

We are aware that Treasury has prepared an advisory for the Government based on our submission and we are currently awaiting the outcome.

Prioritisation of Issues:

During the year we discussed developing a matrix prioritising the issues that the PFA was endeavouring to pursue.

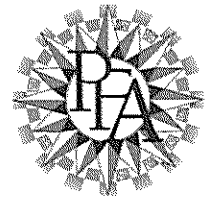
A list of all the issues currently being worked on was developed and submitted to a sub-committee comprising Peter Alexander, Ian Ball, Paul Mullett and Mark Burgess for a report back to the Executive.

A perusal of that list indicated that it was impossible to do justice to every issue we had identified as warranting some work. The decision was taken to break the matrix down into five categories –

- Public Campaigns;
- Industrial;
- Lobbying;
- Profession; and
- Administration.

Chief Executive Officer's Report

(Continued)



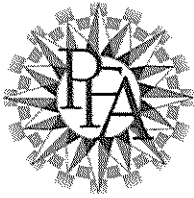
Police Federation of Australia

We also then broke these down further into –

- Short-term priorities
- Long-term priorities

It became evident early in the process that some of the issues crossed many of the categories. For example, the issue of Superannuation was seen as part of a potential Public Campaign, Industrial, Lobbying and Profession, and whilst most aspects of superannuation changes we were seeking could have been considered as long term priorities, some aspects were also short term.

The Executive at its September meeting determined that the Prioritisation of Projects matrix be a standing agenda item at future Executive meetings to ensure that the key issues we are pursuing are the most contemporary.



Chief Executive Officer's Report

(Continued)

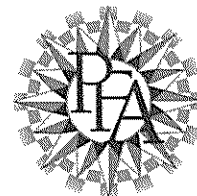
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PRIORITISATION OF PROJECTS

	PUBLIC CAMPAIGN	INDUSTRIAL	LOBBYING	PROFESSION	ADMINISTRATION
Short Term	1. Commonwealth Funding ↓	1. ACC Secondment Package 2. CPSU Rule Change	1. FBT Issues 2. Peadophile Legislation 3. Changes to Veterans Entitlements Act	1. DNA Testing 2. Bravery Awards 3. Police Professional Issues Conference ↑	1. Reporting Requirements * Legal * Council 2. Property Issues 3. Establishment of WA and Qld Branches 4. Website Development 5. Annual Report 6. Information Sharing to and between Affiliates
Long Term	↓	1. Superannuation 2. Affiliate EBs 3. Application for Joint Award 4. Employee Status ↓	1. National Memorial 2. Salary Packaging	1. Professional Recognition 2. Submissions to Outside Agencies * Local Govt & Cost Shifting * Crime in the Community * Law Reform Commission * WA Royal Commission * ACC Joint Parliamentary Injury 3. Supplementary/Voluntary Policing	

Chief Executive Officer's Report

(Continued)



Police Federation of Australia

Projects in conjunction with the Australian National University:

At the September Executive meeting we heard presentations from representatives of the Australian National University (ANU) who invited us to work co-operatively with them on two projects:

- **"Police Unions and Policing in the 21st Century"**
This project will investigate the nature of police unionism in Australia over the past three years and the role police unions are likely to play with regards to the wide ranging changes which are taking place within the policing arena.
- **"Creating a New International Police Labour Relations Framework"**
In essence this project will review and propose changes to International Labour Organisation (ILO) conventions as they relate to police. Police unions for the United States, Canada, New Zealand and Scotland will also be involved in this project.

Both of these projects will allow us to build a relationship with the ANU, one of the major universities in Australia.

Conclusion:

In closing I want to take the opportunity to reflect on the past three years.

The strategic goal we set at the end of 2000 was to relocate the PFA to Canberra and build the PFA's reputation as a strong, recognised lobbyist for policing issues and to bring in Western Australia and Queensland as full members.

The first I would argue has now been achieved. This report outlines the achievement of the building purchase and opening by the Prime Minister and we are proud of the fact that we can count members from both sides of politics as well as the bureaucracy as strong advocates of the PFA and policing in general. We have also developed firm relationships with other members and groups in the Canberra community.

At the Council meeting this year Western Australia will become a full member. Queensland's rules are currently being finalised and we trust that in either late 2003 or the early stages of 2004 it will also be a full member.

You will recall that in July 2000 we had net assets of \$29,116. A perusal of this year's records show that net assets today are \$424,342 - a significant turnaround.

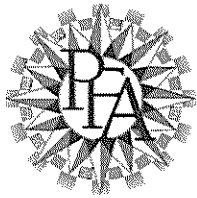
The Prioritisation matrix in this report is an indication of the issues we have taken on, on behalf of our members and policing, and this and the past two annual reports list our many achievements.

The President in his report has set out our next challenges.

Where to from here? Are we ready to meet the changing needs of our members and are we focused on what are their key issues? What changes and challenges will confront policing in the future and are we ready to meet them? I look forward to discussing those issues with the Council, Executive, IPC and WAC throughout 2004.

I wish to take this opportunity to thank all the Branches and their staff for their support over the past 12 months.

Our move to Canberra has been made all the easier due to the appointment of Debbie Martiniello as our Office Administrator. She has done a wonderful job setting up and administering the office, co-ordinating our activities and organising meetings of the Council, Executive, IPC and WAC. Her excellent book-keeping skills have also ensured that our finances are always up to date and that both the Treasurer and I are always apprised of our financial situation.



Police Federation of Australia

Chief Executive Officer's Report

(Continued)

I likewise thank Chris Hayes our Industrial Consultant for his advice and counsel, our Treasurer Vince Kelly and our Auditor Tom Tsia for their assistance in ensuring the strong financial position we are in today.

Finally to the Executive, I thank you once again for your support, patience and foresight and to our President Peter Alexander whom I again cannot thank enough for his commitment, support and guidance.

I said in the closing of my report last year that the next 12 months will see a new phase in the PFA's history. That has been the case. Our challenge now is to prepare ourselves for the future.

Mark Burgess

Chief Executive Officer



REPORT ON ACTIVITIES OF INDUSTRIAL PLANNING COMMITTEE:

The Industrial Planning Committee (IPC) has met only once this year in July in Canberra. This was for no other reason than the move to the new building and the setting up of the office took precedence. It is expected that meetings of the IPC will be held more frequently now that that moving process has been completed. The next meeting of the IPC is scheduled for late November 2003 just after the Federal Council Meeting.

There was still plenty of activity around issues with which the IPC is dealing.

Police Vehicle Standards and Road Spikes:

The issue of Police vehicle standards and Road Spikes had its genesis at the IPC and has been an ongoing issue for that committee.

In last year's Annual Report we reported that we had completed a formal proposal to Standards Australia for the development of a Standard for First Response Police Vehicles, the development of a Handbook and a product specification. We advised in the report that we were waiting for a response.

Late last year we were advised that a survey had been conducted by Standards Australia to gauge the support for the proposed project amongst relevant stakeholder interests. We had earlier been advised by the Australasian Centre for Policing Research, which had been to that time coordinating police vehicle fleet matters since 1992, that they could not support the proposal at this time.

In Standards Australia's response to the PFA we were advised –

"We were somewhat surprised to find that neither the car industry (through the Federal Chamber of Automotive Industries) nor the State Police Departments supported the proposal...with no support from the key stakeholder interests, (Standards) was unable to recommend going forward with this proposal".

The IPC recommended to the Executive that this matter now be raised direct with Police Ministers at the APMC meeting in November.

In respect to Road Spikes the Executive has endorsed the IPC's recommendation and has written to all Commissioners seeking that the ACPR undertake research into their use.

Website:

This issue is covered in the CEO's report but as with the Vehicle Standards, originated in the IPC.

It was specifically designed, with the Committee's direct input, to provide a library facility for advisings, awards, EB material and other documents which are not easy to access from each jurisdiction.

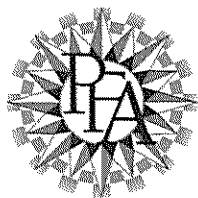
They will now be available 24 hours a day, seven days a week for all professional staff. The information is password protected.

Australian Centre for Industrial Relations Research and Training Survey:

The decision was taken this year that at this stage the Australian Centre for Industrial Relations Research and Training (ACIRRT) survey would not be continued. This survey has been discussed for some time.



Prime Minister John Howard speaking with PFA industrial consultant Chris Hayes at opening of PFA headquarters



Police Federation of Australia

Industrial Report

(Continued)

The original concept was for ACIRRT to conduct a survey from Sydney University which would examine salary comparisons across jurisdictions. After much debate and many meetings it was determined to expand the concept to be a longitudinal survey done by electronic means. It was seen as a way of tracking members through their careers by looking at comparisons of various duty types, ranks and locations in respect to their salaries, promotional prospects, etc.

During the process it was realised that to undertake the project we would need access to the employers' email systems. As we found it extremely difficult to find a common program which would work in all jurisdictions it was determined not to continue with the project at this stage.

Comparative conditions and salary information:

We now have information which is regularly updated that gives comparative information across jurisdictions about various terms and conditions of employment and salary rates.

This information has become very helpful in the lead up to EB negotiations and when dealing with matters such as the ACC secondment package proposal and proposed multi jurisdictional police stations.

Issues referred to IPC by Executive:

Following the September 2003 meeting of the Women's Advisory Committee (WAC), the Executive forwarded two key issues of research to the IPC –

- Pay Equity; and
- The development of a National Model for mentoring women's involvement in Police Unions.

Both of these issues were advocated by the WAC and supported by the Executive. The expertise on the IPC will now be used to research and develop models for both topics.

The IPC is still an excellent forum for the Branches' industrial practitioners to get together to discuss current trends across Australia and New Zealand. They are able to be briefed first-hand on developments occurring in other jurisdictions which may have future relevance to their own. A good case in point this year was the 'draft' Tasmanian Police Bill which contained items that if passed would have undermined a range of hard-fought conditions of employment for Tasmanian police officers. It may also have had a flow-on effect for other jurisdictions.

The IPC process allowed for a good exchange of information thus allowing Tasmanian representatives to prepare solid arguments for their Government.

Report by Chris Hayes - Industrial Consultant to the PFA

CPSU Rule Change:

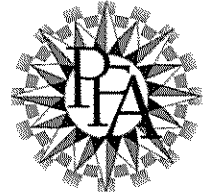
As reported to the last PFA Conference, the Combined Public Service Union (CPSU) made application to vary its eligibility rule in response to the then proposed changes by the Federal Government in respect to command and control of the Australian Protective Service (APS).

Under the changes announced by the Government, the Australian Federal Police (AFP) will become the employer of APS personnel. The effect of this change in the departmental responsibility significantly and detrimentally impacts on the eligibility of the CPSU to retain coverage of these employees.

The PFA enjoys a demarcation order inherited through actions of the Australian Federal Police Association prior to the formation of the PFA. The effect of the order grants exclusive coverage of all persons who are members, staff members or special members of the AFP to the AFPA. In giving effect to this exclusion, the Industrial Commission also varied the rules of the Public Sector Unions to prohibit their ability to enroll as members any personnel of the AFP.

Industrial Report

(Continued)



Police Federation of Australia

All we sought to do was to preserve the coverage of the PFA's membership rule and to ensure that the AFPA Branch is not adversely impacted upon any rule change of the CPSU and further, ensure the integrity of the demarcation order is not compromised.

Through various conferences, the CPSU articulated the position that it wanted the ability to follow their members and enjoy industrial coverage regardless of which Act their members were employed under. The PFA consistently maintained its position that we would not seek to enroll APS personnel unless such people were to become employees of the AFP and further, that the PFA would enforce its exclusive coverage of all employees of the AFP.

As a result of discussions with the CPSU on 28 August, the PFA was formally advised that the CPSU now wished to amend its application in such a way as to restrict their interest to employees of the Commonwealth Employment Services and its successor organisation, Jobs Network Services. In September the union moved to amend its application to remove those areas subject to challenge including the PFA's objection concerning the AFP employees. Essentially the amendment now provides:

"Notwithstanding anything to the contrary in these rules, any person employed or engaged in the provision of Commonwealth employment services shall be eligible for membership of the union. For the purposes of this sub rule, Commonwealth employment services means any service, benefit, program or facility that is provided by, or on behalf of, a body or organisation which is a Provider under a Job Network Employment Services Contract in or in connection with the performance of that contract".

The effect of this amendment significantly narrows the scope of the rules change to the point that it does not impact on police services. On this basis, the PFA has withdrawn its objection in the matter and therefore, should the Government proceed with its decision to place the APS Officers under the AFP, the PFA will be entitled to enroll all transferred personnel as members of the AFPA Branch.

Inter-jurisdictional mobility:

One of the more contentious recommendations of former Queensland Commissioner Jim O'Sullivan in his report into the status of the Northern Territory police Service concerns the issue of inter-jurisdictional mobility. Mr O'Sullivan has specifically recommended the lateral entry of 50 officers at the rank of Sergeant or Senior Sergeant over a period of three years. While this recommendation is in direct response to an identified chronic shortage of experienced police officers in the Northern Territory, Government's acceptance of this recommendation has pre-empted the national debate of inter-jurisdictional mobility.

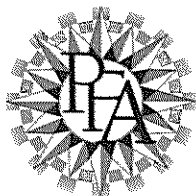
The purpose of this report is to stress the importance of the PFA's participation in the debate so as to firstly ensure an appropriate balance in the consideration of mobility and its impact on career structures and secondly, to critically evaluate the review mechanisms so that they genuinely protect the interests of members.

For some time, the debate in respect to inter-jurisdictional mobility and particularly lateral entry on rank has developed as a consequence of the drive towards the establishment of a Police Profession.

The development of a Police Profession has been the public position of all State and Territory Governments since its unanimous adoption by the Police Ministers' Council in 1986. In arriving at this position the Council also made the collective decision to ensure the necessary regulative changes were made to facilitate inter-jurisdictional mobility of Police. In fact the two issues, the Police Profession and inter-jurisdictional mobility, are co-dependent concepts; in other words, it would be difficult to have one without the other.

This issue was specifically addressed in the 1996 Royal Commission into the NSW Police. In his report, Justice Wood said:

"It is a mark of professionalism that there is competition for positions and that barriers to protect the inadequate disappear. By opening up the field, the quality of applicants is likely to improve ... Moreover, it is a step towards establishing a national profession of policing which will permit mobility of staff and benefit all Services through the Cross pollination of ideas and experiences."



Police Federation of Australia

Industrial Report

(Continued)

He went on to say:

"The Commission also considers it appropriate that mutual arrangements be established with other Police Services for the transfer and secondment of officers for periods of time as a step towards a national profession, which would allow the infusion of policing skills acquired in other jurisdictions."

From the Police Service point of view, understandably the opening up of inter-jurisdictional mobility will provide a greater pool of qualified applicants to be drawn upon in assessing the best person for the job. However, it could be argued fairly that from a national union perspective, far greater career opportunities would be available to professional police officers, opportunities which are not restricted by State and Territory geographic boundaries.

There is no doubt that in the short-term issues such as the effect on morale will require active attention. Understandably, members would be upset if they only saw jobs and promotional opportunities being swallowed-up by outside candidates. Ultimately, the issue of inter-jurisdictional mobility is not one of simply remedying shortfalls in the ranks of experienced officers, but the expansion of career opportunities for all professional police.

Leaving aside parochialism, in essence the challenges to be confronted are really no different to the issues which were addressed by each of the jurisdictions when the Police Services moved away from an established seniority-based progression to a merit-based system. In terms of effect on police members, the introduction of competitive selection had a direct impact of every member, yet the change was managed.

Through the introduction of appropriate checks and balances to ensure objective behaviour in selection processes, appeal rights for aggrieved members coupled with a system of review, merit-based appointment has not only worked but has served to enhance the career opportunities of police.

There is no doubt that an enormous amount of work needs to be done before such a system is seriously contemplated, let alone becomes a reality. However a lot of essential infrastructure is being developed under the auspices of professional police development paving the way towards inter-jurisdictional mobility. Such developments include:

- **Police Education and Training**

Through APPSC, which comprises all Commissioners of all Australian and New Zealand police jurisdictions together with the PFA and NZ PA, the council is currently overseeing the standardisation of police education and training in an endeavour to provide national recognition and a reduced need for conversion activity.

- **National Criminal Code**

The differences in criminal law between jurisdictions require a measure of conversion activity. The development of a National Criminal Code is currently before a working party reporting to Standing Committee of Attorneys General.

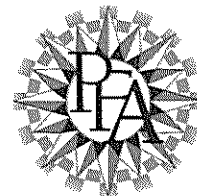
- **National Involvement in Law and Order**

The ownership of law and order related issues have traditionally and constitutionally fallen to State and Territory Governments. However, in recent years the Commonwealth has increasingly adopted a facilitative role in the coordination of such initiatives as crim-trac, nationally consistent DNA models of collection and retention, as well as sponsoring the development of a national criminal code. Similarly, I would expect that a measure of formal recognition between State, Territory and Commonwealth Governments will eventually be necessary to both facilitate and accommodate the mobility of police.

However, amongst many other considerations, if the proposal for mobility is to have traction amongst police practitioners, clearly efforts to address the basic concerns of members should not be left to last. For instance, in order to protect the integrity of the system as well as protect the interests of members, a review mechanism will need to be established. Through an appropriate tribunal, the establishment of a uniform review or appeal mechanism should be considered to ensure appropriate protection of members and the genuine application of a merit-based system of appointments.

Industrial Report

(Continued)



Police Federation of Australia

Whilst none of the key APPSC Projects currently taking place are specifically directed at the development of Police Registration/Licensing, many argue that Registration will be a logical outcome of this process.

The issue of a policing profession is critical to the development of mobility. Underpinning professionalism will see the need for the establishment of an independent Registration Board to:

1. Provide definition of educational and other requirements for registration; and
2. Licence Police to facilitate inter-jurisdictional mobility.

Notably, such a body would be responsible to the peers of the police profession and not to the employers of police.

Notwithstanding the status of these developments, and in addition to the recent recommendations in the O'Sullivan Report concerning lateral entry, the following are current examples of inter-jurisdictional movement:

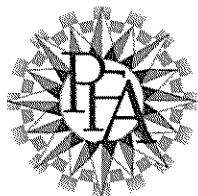
1. NZ recruitment of 80 UK police at sergeant level;
2. AFP advertising and recruitment of State and Territory police members, utilising accelerated pay;
3. QLD policy of recruiting police from other jurisdictions and accelerated progression; and
4. Multi-jurisdictional Police Facility at Kintore in the Northern Territory, which will be jointly staffed by NT and WA Police, based on a philosophy of a shared approach to justice issues, with a shared responsibility for management, operation and sustainability.

With the introduction of this new dynamic into policing there will be a very clear impact on industrial and remuneration practices as they apply to Police. Unlike now where Governments seek to cover Police through the application of generic public sector wages policy, inter-jurisdictional mobility will ensure consideration is given to the attraction and retention value in wage and salary determination. Failure to do so could see members exit a jurisdiction in pursuit of career opportunities only for them to be replaced through expensive recruiting exercises.

Hence, inter-jurisdictional mobility has the potential of delivering to police access to greater career opportunities and nationally recognised skill and professionally-based remuneration, but only if police unions are involved in the establishment of its guidelines.

Chris Hayes

Industrial Consultant



Police Federation of Australia

Women's Advisory Committee Report

Like the IPC, the Women's Advisory Committee (WAC) has only met once in the past 12 months. During that time there was debate about the ongoing process and protocol of the WAC.

At the June 2003 Executive Meeting the following protocols for the conducting of WAC meetings were endorsed –

- That there is a role for the WAC;
- That the key focus be the development of women in police unions and to advise the Executive on Women and Policing issues;
- All meetings to be held in Canberra;
- Two meetings per year to be held
 - o Suggest that they be held immediately prior to the Executive (commence 12 midday on one day and complete by 12 midday the next). Executive to commence at 12 midday on second day of WAC and first item of business to be report from WAC;
- The Chair of the meetings to be on a rotational basis to assist in the development of WAC members in chairing meetings;
- Where possible delegates to be sworn union/association members;
- Principle objective to be greater female participation in Police unions;
- CEO to be secretariat;
- Prior to the meeting the CEO to invite Branches to place issues on the agenda and the agenda be circulated prior to the meeting;
- Any agenda item with an Industrial perspective to be forwarded to the IPC for its consideration and advice prior to being placed on the WAC agenda; and
- First meeting be held in conjunction with September 2003 Executive and building opening.

The first meeting under these new protocols was conducted in September 2003 and chaired by Janet Mitchell from the Victoria Branch.

Issues discussed included –

- **Equal pay for work of equal value**

This issue is in relation to the way positions are classified and to positions and worksites where there are a predominance of women. Research has indicated that traditional areas of 'women's work' are undervalued and therefore underpaid at an appropriate rate in comparison to work of equal value in other areas usually performed by men.

This issue was subsequently forwarded by the Executive to the IPC for progress and advice.
- **Anti-discrimination and fostering principles of access and equity**

A statement of principles document in relation to this issue has already been completed and endorsed by the Executive.
- **Police journals**

The use of our Journals in publicising women's issues and being proactive in providing a woman's perspective on industrial issues was considered vital.
- **Anna Stewart Memorial Project**

The Anna Stewart Memorial Project was agreed as a key strategy for encouraging participation and development of women in police unions.
- **Model working conditions**

This document, similar to the one developed by the IPC is being developed/updated by the WAC to give real comparisons between jurisdictions on 'family friendly policies' such as child care for use in EB negotiations in particular.
- **Mentoring**

Women's Advisory Committee Report

(Continued)



Police Federation of Australia

Mentoring was identified as a key issue regarding participation and retention of women in police unions. The WAC is keen to pursue the development of a National Model.

This issue was subsequently forwarded to the IPC by the Executive for the development of such a Model.

- **Women and promotions**

This issue was identified as one worthy of research via a longitudinal survey tracking both men and women's promotions.

The Executive has authorised the CEO to lobby Police Commissioners to pursue this research on behalf of members.

- **Return from maternity leave**

An example of the death of a female member when returning from Maternity Leave was used as a graphic example as to why a program such as 'Keep in Touch', in operation in Victoria, should be pursued for all jurisdictions.

- **Flexible delivery of competency-based modular training for part-time Police**

Concerns have been raised that traditional police training methods have not accommodated flexible work practices. The use of training blocks, e-training or trainers attending work sites instead of participants having to attend Academy's were discussed.

The Executive authorised pursuing this issue through its representatives on the Australasian Police Professional Standards Council (APPSC).

- **Financial implications for part-time workers**

There was discussion on the implications for members on reduced hours in relation to Superannuation entitlements.

The CEO was authorised by the Executive to research this issue.

- **Women as union activists**

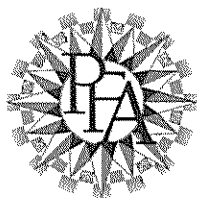
This was a key issue where a number of strategies are being developed to encourage greater female participation in police unions. To support this, a statistical analysis will need to be undertaken together with research into the barriers which impede their involvement.

The CEO was authorised by the Executive to research this issue.

With the way the meetings are now structured, in that the WAC immediately precedes the Executive meeting, the WAC representatives were able to make a presentation to the Executive on these issues.



Women's Advisory Committee members



Police Federation of Australia

State/Territory Reports

NEW SOUTH WALES

The Executive of the NSW Branch of the PFA has met on three occasions and fulfilled all its statutory and reporting obligations during 2002 – 2003.

The major issues impacting on the Branch and Policing in New South Wales in the past 12 months are outlined below.

NSW Branch:

Our 2002 Biennial Conference saw a 17-member Executive elected under the new rules which were put in place following the reorganisation of our electoral processes. Since Conference there has been a by-election for one Regional Executive Member, following the incumbent's voluntary transfer from his electoral region – again in accordance with the new rules and a replacement has been successfully elected.

The sudden illness of our President in January 2003 was a salutary lesson to all Branches of the necessity to ensure that appropriate lines of succession are in place and those procedures and processes exist to ensure proper communication flows. I am pleased to report that our President has returned to full duties and continues to provide that leadership and vision which we have come to expect in New South Wales.

Membership continues at record levels, with the Branch having 99 per cent coverage of all sworn ranks of the NSW Police, from Probationary Constable to Commissioner.

NSW Police:

It is now some 12 months since the last restructure of the NSW Police and the term of our current Commissioner has brought some much needed leadership and stability to policing in this State.

Police numbers are at record levels – some 15,000 sworn members, with 2,000 of these attested over the past 12 months, due to a need to meet previous Government policing commitments dating from the 1999 State Election.

A new Police Headquarters building has recently been opened at Parramatta (the geographic heart of the Sydney metropolitan area). This has seen the closure of the old Headquarters building which had served NSW Police for the last 30 years.

During the year two of our members – Kylie Smith and Mark Speechley – paid the supreme sacrifice in separate incidents. This once again highlights the great commitment of our brothers and sisters and the inherent dangers of policing. May they rest in peace.

State Election:

March 2003 saw the State Government returned to office for another four-year term. Following the election a new Minister for Police has been appointed – John Watkins, an Australian Labor Party Member of the Legislative Assembly. There is also a new Shadow Minister for Police – Liberal Party M.L.A. Peter Debnam.

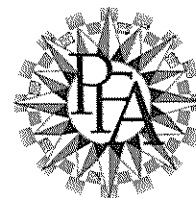
Our NSW Branch members lobbied vigorously in the lead-up to the election with our **3 R's Submission**. This incorporated:

- (a) **Respect** – the need for a police-specific Blue Ribbon Superannuation scheme
- (b) **Recognition** – the need for a “police premium” in the next 2005 salary round
- (c) **Resources** – the need for a strategic and transparent approach to the building and maintenance of our Police Stations.

We gained commitments from both sides of politics prior to the election and were successful in keeping the law and order debate focused on the needs of our members, as this would produce maximum benefits for the community of New South Wales.

State/Territory Reports

(Continued)



Police Federation of Australia

Also during the election campaign we secured additional commitments for:

- on-going funding of NSW Police high-visibility policing operations;
- retention of our Police Prosecutors; and
- a \$5,000 incentive allowance for Police in special remote stations.

Tripartite and PMAC:

Our involvement in the Tripartite Committee with representatives of NSW Police and the Police Ministry continues as we endeavour to address human resource issues in policing. This committee has been ongoing since our 2000 Biennial Conference and has seen a coordinated approach to those issues which impact on our members.

Our President continues to sit on the Police Ministers' Advisory Council (PMAC), although its future direction under our new Minister is somewhat uncertain.

Issues which have been progressed within the past 12 months include a Ministerial Inquiry into Police Promotions (which is yet to report back), the rationalisation of our Duty Officers from four levels to three (now all at Commissioned Officer rank) and the re-evaluation and consolidation of Special Duties Allowances, which has seen some 2,500 members achieve allowances totaling \$1.8 million.

Occupational Health and Safety:

The Workcover Authority prosecution of NSW Police under the Occupational Health and Safety Act on behalf of our members serving as weapons trainers and who had tested positive for elevated blood levels, has finally resulted in a \$70,000 fine being imposed on NSW Police by the Industrial Relations Commission – this took into account an early plea in the matter by NSW Police.

The application of the Attorney-General for a guideline judgement with respect to assaults on Police in the course of their duty was declined by the full bench of the Court of Criminal Appeal on the basis that new legislation in respect to some of the issues had recently been enacted and should be allowed to be monitored in the first instance. Whilst we were very disappointed by this decision we have undertaken to continue to seek legislative change in order that our members have greater protection when carrying out their duties on behalf of the community.

We have again been successful in obtaining a further \$100,000 grant from the Workcover Authority to continue our program of workplace training for Branch Officials and Activists in the areas of occupational health and safety and workers' compensation. This ongoing program has great benefits for all our members as well as for NSW Police.

Trials of a new uniform have been completed and the final uniform items are now subject to a staged roll-out across New South Wales. These are the first major changes to the NSW Police uniform for some 30 years and have involved extensive member consultation and trials. We have also been successful in obtaining needlestick-resistant gloves for our members. Some 6,400 pairs are being supplied at a cost of \$480,000 as a result of this occupational health and safety initiative.

Police Integrity Commission:

The Police Integrity Commission (PIC) has commenced an Inquiry into the "use of illegal drugs and abuse of prescription drugs by some members of the NSW Police."

Our Branch will be monitoring this Inquiry and will be making a submission in relation to the issues under investigation. In the meantime, we have indicated our continued support for the NSW Police Drug and Alcohol Policy and Amnesty.

Moving Forward:

The NSW Branch is committed to moving forward over the next term on behalf of our members and our fraternal comrades in the PFA.



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VICTORIA

The Victoria Police Branch of the PFA is the organisation through which we operate in respect to our major industrial issues and national matters affecting our membership. The Victoria Police Branch Executive has continued to meet on a monthly basis. The issues for discussion have primarily focused on matters arising from the 14 joint working parties which were agreed to in the Victoria Police Force Certified Agreement 2001.



Paul Carr

On a national level, the PFA now has its office established in Canberra. This body, representing approximately 50,000 police officers throughout Australia, is establishing itself as a political lobby group at the Federal level, particularly in matters relating to superannuation and Commonwealth legislation which affect our membership. It is important for us to recognise the collective bargaining power of the PFA and its affiliates throughout the country. We are of the view that the Federal Government ought to be contributing more to law and order issues in this country, particularly given the terrorist threat that is now prevalent in our society and from which Australia is not immune. It is no longer the sole province of State Governments to provide all of the funding for these causes.

The process relating to EB 2006 is now well underway. The basis of EB 2006 will be related to those matters which were not achieved in EB 2001. As 2006 approaches, we intend to again seek advice from our members in terms of the outcomes that they would like to achieve.

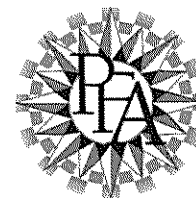
In recent years, attempts have been made by various groups, both from inside and outside policing, to weaken what has been traditionally referred to as the policing brotherhood/sisterhood. The events surrounding Paul Carr's death and subsequent funeral only serve to reinforce in our minds that the bond among us is as strong today as ever before. The emotion and passion at Paul's funeral could, in our view, never be matched in any other profession.

Paul was a policeman through and through. He would have been extremely proud of the tributes paid to him during the service. Those acknowledgements have left his wife, children, parents and other family members with memories that they can forever embrace.

Paul was an outstanding man who will be sadly missed by each and every member of the Police Association. His contribution to this organisation has been significant. His commitment will at some time in the future be acknowledged in a tangible manner by the Association.

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SOUTH AUSTRALIA

The South Australian Branch of the PFA (SABPFA) continues to focus on its major objectives of ensuring that our members receive the best possible wages and working conditions. Further, we are providing an excellent range of services to members including the legal defence scheme which is so important in an environment of increasing accountability and litigation.

Besides performing all of its traditional functions, the Association is now being required to involve itself in an increasing range of issues which impact on members both industrially and politically. Perhaps the best example of this is the lobbying required to ensure that the Government of the day funds appropriate levels of police recruitment.

Unfortunately the Rann Government, since coming to office, has failed to provide any recruitment beyond natural attrition. When you consider all the extra responsibilities being placed on police officers including that required by the new DNA legislation to mention just one, the Government's lack of commitment to police numbers is disappointing. Its lack of action in this area can only be described as hypocritical given its public utterances on law and order.

The previous Liberal Government allowed police numbers to fall to ridiculously low levels with resultant political fall-out. The Police Association, a non-party political organisation, will continue to bring to the community's attention the failure of this Government to provide adequate police numbers.

Also of concern to the Association has been the failure of the Commissioner of Police to adequately staff his LSA structure. This has resulted in high levels of anxiety being experienced at the workplace, particularly within the patrol function. The failure to provide minimum staffing of the patrol function is not in the public interest, nor conducive to good morale within SAPOL. The SABPFA calls upon the Commissioner of Police to staff the structure he has put in place.

Select Committee:

The branch has prepared a written submission to the Select Committee of the Legislative Council examining staffing, resourcing and efficiency within SAPOL.

Superannuation:

We currently have members in three separate superannuation schemes. We are in negotiations with Government to have the more than 1,000 members in the SSS scheme placed in the lump sum scheme which has a defined benefit. The uncertainty of the SSS scheme is, in our view, not appropriate for police employment.

Industrial:

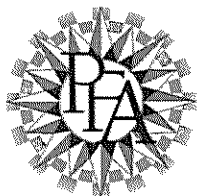
It has been another busy year industrially for the branch and its membership. We have dealt with over 350 files constituting personal, industrial or legal issues during the year in review.

Major issues either concluded or continuing include:

- **Police Prosecutions Industrial Dispute**

The lack of staff and extensive workloads in police prosecutions culminated in the matter being heard in the Industrial Relations Commission (IRC) between February and April of this year. We were concerned that the failure to satisfactorily address the continuing staff shortages had an adverse effect on our members and the prosecution function generally. The situation in our view was detrimental to the proper administration of justice and not in the public interest.

Commissioner Lesses of the IRC made a recommendation to the parties in voluntary conferences which the parties accepted. The recommendation is intended to form a mutual



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basis for the Branch and SAPOL to identify and address critical issues concerning staffing levels in prosecution units. It also provides for a framework of consultation between the parties based on the following principles:

- Consultation will involve the sharing of information and the exchange of views between the parties. SAPOL must provide a genuine opportunity for the Branch and its representatives to contribute effectively to any decision making process.
- SAPOL must consult in good faith and not simply advise the branch of what will be done.
- The branch and its representatives will be given the opportunity to adequately consult with the prosecution's staff in the workplace.
- SAPOL will ensure that all levels of management involved in addressing the issue are fully apprised of the staffing level issues raised by, and the recommendations of, the Extracted Interim Staffing report of SAPOL.
- Relevant staffing developments since August 2002 will be disseminated to ensure that SAPOL obtains appropriate feedback from all such levels of management on a continuing basis.

• **Maximum Tenure in Country Locations**

In June of this year SAPOL moved to enforce policy relative to maximum tenure pursuant to Regulation 34 of the regulations under the Police Act 1998. The branch opposes what appears to be a tenure policy which is subjective and will rely on submissions from members to justify any extension of tenure. The Branch believes that this will result in a lack of consistency of application and is not conducive to the good morale of country members.

Members affected have received correspondence from SAPOL and are being offered the opportunity to make submissions to their local service manager in regard to extending their current tenure. The Police Act 1998 requires that no member is to be subject to arbitrary or capricious administrative decisions.

For their part, SAPOL states that performance management issues are *"akin to complacency, compromised policing service and overall effectiveness of service in the community which evolve from prolonged exposure to the same working environment"*. Consequently, members are not necessarily performing unsatisfactorily; rather they are not performing at their "optimum".

This is a spurious argument put forward by SAPOL Human Resources. And if SAPOL honestly believes this, why is maximum tenure applied, in the main, in country locations? The Branch is perplexed by SAPOL's move to enforce this policy. Why isn't the maximum tenure of any position instead used as a trigger point for an individual to move on at their request, rather than having to justify why they should stay? SAPOL is having difficulty in filling country locations. Members have been encouraged by the Government home purchase scheme to purchase housing in country locations, yet SAPOL holds over members' heads the threat of being moved out after four years.

Enterprise Agreement 2001 (EA 2001) Outcomes:

Some issues finalised or continuing for EA 2001 are as follows:

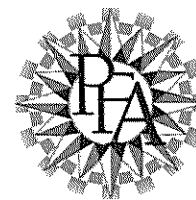
• **Senior Sergeants**

Clause 13 of the agreement provided inter alia for a review of all Senior Sergeant roles and responsibilities to be undertaken during the life of the agreement. After consultation with SAPOL, it was agreed that the employer would conduct its review from a management perspective. The Branch determined to provide its own submission relative to the review undertaken with a view to its inclusion in its claim for the next Enterprise Agreement.

SAPOL has acknowledged that structural changes to the organisation impacted on the accountabilities and working conditions of Senior Sergeants and further that the number of officers has been reduced with a resultant increase in workload and managerial expectations

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for Senior Sergeants. The Branch will seek to include remuneration outcomes in the next agreement in recognition of this fact.

- **Voluntary Flexible Working Arrangements**

This issue has been the subject of dispute proceedings initiated by the Branch to have SAPOL deal with the issue. Draft policies have since been provided to the branch for comment and we have provided feedback. These policies relate to special leave without pay procedures, working from home procedures, purchased leave, flexitime, part-time and career breaks. Although it is disappointing that this issue is yet to be concluded, the policies are being progressed and remain an important issue to be finalised.

- **On-Call Guidelines**

The agreement required that guidelines for the application of on-call/recall arrangements be developed. Extensive negotiations between the parties resulted in guidelines being ratified at the SA IRC. The on-call/recall guidelines have been inserted into EA 2001 as Attachment Four.

These guidelines now form an important part of members' conditions of service.

- **One and Two Person Station Guidelines – Dispute**

There has been a long history of tension between the parties regarding the interpretation of Clause 14 of the POA. The branch specifically focused attention on this issue during negotiations of the third enterprise agreement and negotiated an appropriate framework in the agreement to deal with this issue. Notwithstanding, the parties have been unable to agree on appropriate guidelines as envisaged in EA 2001. Specifically, no agreement on the fundamental issue of whether these employees work a 10 in 14-day period or work a 14 in 14-day period has been reached. SAPOL's position is that they may work members in one and two person stations for the full 14 days.

Custom, practice and historical intention has seen Clause 14 workers rostered in a way that has provided (on paper) four rest days off duty in each 14-day period, but there has been no practice of overtime or time off in lieu being granted to these employees in the event they are required to work on days off. As we are unable to agree on guidelines, the Branch is now seeking to vary the Award to clearly articulate that employees work a 10 in 14-day period and are entitled unequivocally to four rest days off duty in a 14-day period.

The branch contends that without this award variation and particular guidelines, employees have no protection from excessive and unreasonable demands on their time. This has adverse impacts on individuals and families, as is evident from the examples and comments described by many members over the years and admitted by SAPOL in country review documents. The purpose of the application to vary the Award is to articulate the requirements of work for police officers in one and two person stations to ensure that these officers have uninterrupted rest days off duty and appropriate and necessary rest breaks from call out.

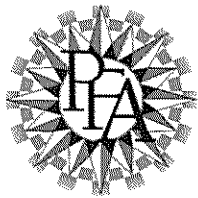
The matter is continuing before the SA IRC.

Enterprise Bargaining Fourth Round:

EA 2001 nominally expired on 30 June 2003. The parties will commence negotiations for a new Enterprise Agreement at a time agreed between the parties. The first wage increase in the next Enterprise Agreement will apply from 1 July 2004.

The Branch, on behalf of its members, has prepared the foundations of a claim for the fourth round of enterprise bargaining.

It is important in this round to ensure the gains made over the past three enterprise agreements are not eroded. The fourth round of enterprise bargaining will be the most important industrial issue to the branch, its delegates and members. It will dominate the industrial landscape in the coming year. Expectations from a broad range of membership groupings will have the potential to test our collective strength.



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TASMANIA

This year has proved to be a very busy and challenging year for the Tasmanian Branch. We have seen the introduction of voluntary DNA sampling of Police officers; the introduction of the draft Police Service Bill; work commenced on the new EB round; a conference and consideration for a full-time President.

The Association also farewelled one of its longest and staunchly loyal Executive members, Immediate Past President, Kate Fitzgerald. Kate took on the Presidency when Leon Kemp retired in October 2002. Kate did not re-nominate when the position came up in the bi-annual elections in December 2002 as her own retirement was only just around the corner. Kate was an Executive member for 17 years and was hugely respected not only by her colleagues here in Tasmania but among PFA affiliates all over Australia and New Zealand.

Randolph Wierenga commenced the Presidency in January of this year with Pat Groves coming in as Vice President and Pat Allen as Deputy Vice President. Without doubt Randolph has come into the role at one of the busiest and most demanding times the Association has faced in years.

At the beginning of the year the Association was confronted with Cabinet-approved legislation which gave the Commissioner of Police the power to direct Police officers to provide their DNA – the Commissioner being of the firm belief that he needed DNA from police officers for elimination purposes from crime scenes. Negotiations quickly commenced with the ACTU becoming involved. This resulted in a MOU being drawn up between the three parties which resulted in officers being able to volunteer their DNA and only being directed if they attended a crime scene where unidentified DNA was located. Officers also have the ability to withdraw their DNA at any time. The DNA sample and information is to be stored in Tasmania in secure facilities and on a secure database. The legislation has not been introduced.

In April this year the Association held a conference in Hobart. The conference was well attended by representatives from Australian and New Zealand affiliates. The conference focused on EB issues in which it considered and recommended matters for the upcoming round.

A highlight of the conference was a presentation delivered by Kathryn Heiler, Senior Research Fellow from ACIRRT on the Radio Communications System in Tasmania. Kathryn conducted a review of the Occupational Health and Safety implications on the EDACS radio system on behalf of the Association after years of ongoing complaints from members about the system. Kathryn's report is due in the very near future.

Another highlight of the conference was the presentation of the Honorary Life Membership Awards. Past President Leon Kemp, past Vice President Kate Fitzgerald and past Executive Member Phil Wilkinson were awarded honorary life membership to the Association for their significant contribution over the years. All were most deserving and humbly received.

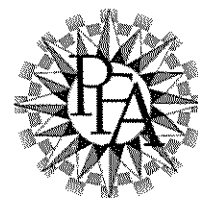
The current enterprise agreement is due to expire in January 2004, and the Association has been preparing for the upcoming round. The Police Association Victoria has generously provided assistance in this process and will continue to assist in coming months. The membership has been surveyed and results are being analysed. The Association's consultants are currently developing a campaign strategy for the PAT.

The most consuming issue for the Tasmanian Branch this year has been the introduction of the Police Services Bill. This Bill, which has been three years in the making, is a total re-write of the existing legislation which governs Police Officers, the Police Regulations Act 1898.

The Draft Bill gave vast and new powers to the Commissioner. It was sent to the PAT in June as part of the consultation process of interested stakeholders. The PAT embarked on a State-wide tour speaking to its members about the Bill. There was overwhelming criticism leveled squarely at the department in relation to the immense, and in some areas unfettered, power of the Commissioner, and also the broad wording and lack of detail within the Bill. The membership was left confused and angry. Intense negotiations commenced with the Department. During this time there were some 13 or so versions of the Bill re-drafted to incorporate changes and negotiated amendments.

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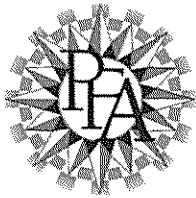
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At the time of writing this report most issues of concern have been resolved with a couple outstanding. This legislation will see the introduction of a number of new concepts for Tasmania Police and includes a code of conduct, a new discipline system based on breaches of the code of conduct, Commissioner's loss of confidence dismissal, an inability to perform duties section, targeted integrity testing, drug and alcohol testing and a new review/appeal system. Full review/appeal rights remain in place for dismissal, demotion, promotion, and any monetary infringement imposed including reduction in rank.

The membership is currently considering the introduction of a full-time President. It will be fully discussed at a local conference to be held later in the year and a poll of all members will be conducted.



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NORTHERN TERRITORY

The last 12 months have been an exciting and busy time for the Northern Territory Police Association (NTPA). Following the election in August 2002 of a Labor Government for the first time in the history of Territory self-Government, the NTPA achieved a long overdue restructure of the Police Arbitral Tribunal and the refund of more than \$300,000 in legal costs by the new Government.

At the 2002 Annual conference the NTPA reaffirmed our belief that there was a requirement for an extra 150 police officers in the Northern Territory and that a review of police resources was urgently required.

In January this year following persistent public pressure by the NTPA, the Government announced an Assessment of Police Resources. Former Queensland Police Commissioner Jim O'Sullivan was appointed to head the assessment.

The O'Sullivan report was officially released on 7 August 2003. The report completely vindicated the public position of the NTPA in relation to police numbers since the 1990's and in particular since the 2001 election. Further, the report confirms the existence of many of the significant problems we have within the police force.

The NTPA has been shown by this assessment to be an objective and responsible organisation which has a crucial and undeniable role in promoting the interests of both our members and the broader community in the law and order debate.

It is from this perspective that Mr O'Sullivan recognised that our Association has a critical and independent role in the implementation process.

The O'Sullivan report makes a total of 112 recommendations, all of which the Government has committed to implement. The majority of the recommendations have our endorsement. In particular, the report recommended an increase of 128 sworn police officers, 28 Aboriginal Community Police Officers (ACPOs) and 87 civilian support staff.

One of the more difficult recommendations of the report relates to proposed lateral entry at the rank of Sergeant and Senior Sergeant. During preliminary discussions with the Commissioner about the report implementation phase we have indicated that if a lateral entry scheme is to receive any support the interests of current serving members, who have remained loyal to the NT Police in difficult times, must be protected.

While this is early days the successful development of such a scheme has the potential to flow on to other jurisdictions.

We have also suggested that the Commissioner consider an alternate scheme focused on long serving members at the rank of Senior Constable and Sergeant who have the ability to carry out these duties within the NT Police.

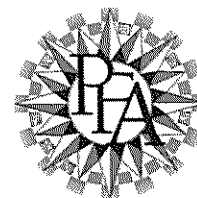
A further recommendation is to remove the retirement age for police in line with recent changes to the public sector. This recommendation clearly is contrary to our efforts at a national level to introduce a scheme which allows police to exit this profession with dignity at a time of their choosing.

The Government has committed to immediately addressing housing inadequacies identified in the report. It has also committed to providing death and disability insurance coverage for recruits who have joined since August 1999 to the level of "own occupation". This is a significant step forward in recognising that members who cannot access the CSS or NTGPASS are inadequately covered in the event of death or disability.

The report has also recommended that a number of industrial conditions be extended to ACPOs. This is the first step in recognising the unique contribution of our ACPOs to policing the Territory and ending discriminatory industrial practices.

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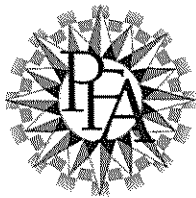


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Preparation for the O'Sullivan report has occupied much of our effort this year, however we also achieved an increase in our housing allowance which is now linked to the CPI and cannot be tampered with by Government or the Commissioner.

In other positive moves the Commissioner has released the NTPA President from operational duties to work on industrial matters from the NTPA office. This step is recognition by the Commissioner of our role and a display of his commitment to ensuring we have an effective association.

The NTPA extends our thanks to PFA CEO Mark Burgess for his assistance in examining the organisational structure of the NTPA over the last 12 months. We would also like to acknowledge the contributions made to our Association by the larger police Associations and Unions. The support provided by the large affiliates to our branch is crucial to our operations and reaffirms the truly national perspective of the PFA.



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QUEENSLAND

Enterprise Bargaining Agreement:

The Union ran a vigorous and long campaign for a new Enterprise Bargaining Agreement. During the campaign we received strong support from our inter-State counterparts, for which we were extremely grateful. It was our fourth Agreement and the toughest and longest battle so far.

In December 2002 our Enterprise Bargaining Agreement was certified by the Queensland Industrial Relations Commission. This is a five-year Agreement delivering pay increases as high as 44 per cent, with most members averaging approximately 33 per cent over the five years. The new pay structure has removed the need for Senior Constables to pursue promotion solely for the purpose of income, with the inclusion of six new pay points which narrows the gap between Senior Constable and Sergeant to approximately \$320 per annum.

Our Sick Leave Bank has been restructured so that members no longer donate a day of their annual leave to the Bank. The days for the Bank are drawn from each member's sick leave at the rate of one day per annum. This in effect has given every member an extra day of annual leave each year.

The Agreement covers many aspects of employment for our members and is a comprehensive document with 10 schedules, covering matters such as lateral transfers, locality allowances, Officers in Charge, progression from Constable to Senior Constable, conditions for our Police Liaison Officers, Watchhouse Officers and the Police Band. This Agreement had the highest percentage of members vote and the highest percentage in favour of the Agreement.

Drug and Alcohol Legislation:

The Queensland Government has recently introduced the Police Service Administration (Alcohol and Drug Testing) Amendment Bill 2003.

Unfortunately, the State Government did not abide by its consultative obligations and as a result the legislation is full of ambiguities and possibly inoperable sections.

The QPUE supports targeted testing, but this legislation also provides for random testing. The Union has met with the Police Minister since the introduction of the Bill into Parliament and in response to our request the Bill was amended to extend the testing to recruits and give the Commissioner the prerogative to stop alcohol testing of covert police operatives.

However, it appears that the ambiguities will only be resolved in the courts once they commence the testing regime.

Intensive Case Management:

The QPUE has been concerned for some time with the increasing number of stress-related workers' compensation claims and the time it takes WorkCover to process such claims.

There has been a significant increase in workers' compensation costs for workplace stress within the QPS and as a consequence the Service is trialling an Early Intervention Stress Program based on intensive case management.

This trial is based on a similar program in the Victorian Police Department and involves two independent external service providers running the Pilot Program.

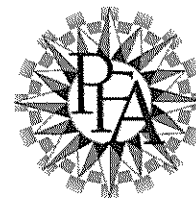
The objective of the Program is to facilitate an early and sustainable return to work for Police officers through the identification and management of work factors impacting on the psychological/psychiatric injury.

Workplace Health and Safety:

The Union has initiated an ongoing campaign to address the falling standard of workplace health and safety within Police Stations. This campaign is concentrating on workplace amenities and includes such issues as appropriate floor area, proper ventilation, meal rooms, security of stations, proper storage hazardous substances and the general condition of buildings.

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WESTERN AUSTRALIA

The past year from a personal point of view has had many highs and lows.

While two significant and very welcome legislative items were achieved, the damage done by the public exposure of the misdeeds of some of our members during the Royal Commission and the general malaise of the Police Service Administration, has made life extremely difficult for myself and our staff. All forms of negotiation and communication with the Service have taken on a laborious legal face, causing the decision making process to be extremely difficult.

However, it is again pleasing for me to report that the WA Police Union is in fine condition on all fronts.

The most outstanding achievement for the year was the final proclamation of the Occupational Safety and Health Act in February 2002. Such legislation is critical for the members of the WA Police Service. In such a high risk profession, safety and health must be the ultimate consideration.

The legislation covering an officer's right to appeal a dismissal before the Industrial Relations Commission also deserves recognition.

EBA 4 (2003):

The challenges for the current EBA negotiations have included a substantial percentage pay increase, incremental pay scales and country incentives. From the start we made it very clear that trade-offs are unacceptable.

The quality and professionalism of our claim is exceptional and the Union recognises the skills and dedication of our Industrial Staff - Mr Peter Kelly, Ms Miriam Fransom and Ms Louise Richards.

There is no doubt that the end product of substantial industrial and legal research has produced a product which very few other professional Unions or Associations could equal.

After an intensive six-week political and media campaign, an improved EBA offer was received from the Government.

Most importantly, the revised offer included a number of important elements which we had insisted should be included. Not the least of these is an overall wages outcome of 15 per cent over three years with retrospectivity to 1 July 2003.

This 15 per cent, three-year offer occurs in the context of historically very low inflation rates (which seem set to continue) and an economic regime in which the annual increase in Australian wages is running at about 2.2 per cent.

Another essential aspect is that there are no trade-offs.

The Union has attained one of its long-term goals for improving members' wages, particularly for officers caught in the compression of limited promotional opportunities. Additional increments for Senior Constables, Sergeants and Senior Sergeants have been included, along with new increments for Senior APLO's, First Class Constables and Superintendents Grade 2.

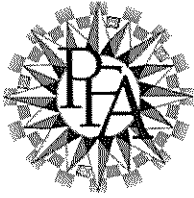
Also, officers classified as "experts" in their fields such as fingerprints and document examination were offered a 10 per cent salary loading to ensure their skills and experience are retained in the WAPS.

A breakthrough was made in the area of housing with officers at 25 nominated hard-to-staff Police stations being offered free housing.

For the term of the EBA, the ordinary hours of duty will continue to be 40 per week.

At this time the Offer has been submitted to the vote of our members but a positive response is expected.

The offer will provide parity with Victoria.



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Royal Commission:

It is appropriate that I recognise and commend our Vice President, Mr Christopher Cassidy.

Mr Cassidy placed his career on hold for the last 12 months and has on a daily basis maintained the Police Union Office at the Police Royal Commission and provided legal and moral support to hundreds of Police Officers and their families.

I know that not one member was deprived of his assistance. His calmness and efficiency in this highly charged environment was of immense help to all those involved.

The Union's promise to provide competent counsel to all serving and retired Police officers was kept and I thank the many Senior Counsel who radically reduced their fee structures. Their commitment and welfare support for our members is also recognised.

The Union has ensured that every member's right to due process and fairness was protected, however given the theatrical nature of Royal Commissions this has been difficult and certainly it has injured our members.

It has been a trying time for the Police Service and the Union however I am still more than ever confident that corruption is not endemic and our reputation as honest, decent and hardworking people dedicated to the well-being of the public of Western Australia is assured.

Again I make the point: The Police Union does not condone corruption. The Police Union will cooperate with any official legal inquiries which occur. However, the Union will always support and protect the interests of honest Police officers.

The presumption of innocence still applies.

At this time we await the report of the Royal Commission which is due in November 2003.

Corruption and Crime Commission Bill 2003:

The Government has now announced its intention to replace the Anti-Corruption Commission with the creation of a powerful new body, the Corruption and Crime Commission (CCC), and has introduced legislation to Parliament to this effect.

Whilst acknowledging the Government's preparedness to accept submissions from the Union, perusal of this proposed piece of legislation indicates an intention on the part of the Government to provide the CCC with enhanced powers. Many of these powers will be contrary to common law principles designed to protect the rights of individuals.

When dealing with legislation which has the potential for adverse consequences such as criminal prosecution, loss of office and public exposure, it is important to ensure the agency responsible for administration and enforcement is accountable.

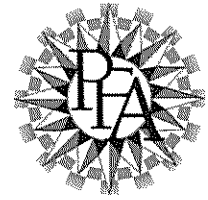
Accountability mechanisms must be adequate to overcome any dysfunctional culture that may develop within the agency. Both the Wood and Fitzgerald Royal Commissions, together with the Australian Law Reform Commission inquiry into complaints against the AFP and NCA, warned of the potential for an organisation to become insular, a law unto itself, and a potential breeding ground for so called "noble cause corruption".

The reality is that no matter who is selected to head the CCC, no matter how good the Inspector General is at uncovering wrongdoing, the potential is always present for the abuse of power. If such abuse occurs, it could be expected that individual rights will be infringed. The issue then becomes whether or not the proposed legislation provides adequate checks and balances between the need to protect and uphold individual human rights as against the need to prevent, detect and prosecute public sector corruption.

Whilst the Bill does contain mechanisms for accountability and independent monitoring, it is submitted that in part, these mechanisms are to some extent superficial and lacking in detail and fail to provide an adequate personal remedy – for example, damages – to a victim of abuse of power.

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Police Federation of Australia

Comprehensive submissions have been provided to all political parties and Legislative Committees to allow sensible and constructive debate.

The new CCC has the Union's support in principle but all should be aware that this is no toothless tiger. With a budget of \$20 million and 149 staff it will be twice the size of the ACC and it ushers in a new environment for not only Policing but also Crime investigation.

Given the CMC, CJC, ICAC, PIC and other oversight acronyms we have seen in Australia in recent years, we as Police officers must accept that these types of bodies, for better or worse, are now part of modern policing and must be accepted.

As do many others within Police Services in this country, I have always struggled with the intents and motives of these oversight bodies.

I have included a number of passages from an address by the Hon. James Wood, Chief Judge at Common Law of the Supreme Court of NSW to the IACOLE conference in Sydney, (1999). In my view they give clear insight into the philosophy and future directions, which are currently impacting upon West Australian Police.

"The availability of the coercive powers of the PIC and of the Crime Commission, the presence of a significant physical and electronic surveillance capacity, the use of strategic, operational and financial intelligence, and the combined skills of local investigators and external investigators with no allegiance to serving police or to the Service, is such that substantial inroads can be made both proactively and reactively into any pockets of corruption that emerge.

"The experience of the Royal Commission, which was able effectively to roll over corrupt police and to use them in an undercover capacity, was possibly the single most important factor that caused uncertainty in the ranks of the corrupt and led to a progressive disclosure. There is no reason to suppose, as recent investigations have revealed, that there will be any relaxation in that approach, or less uncertainty that a fellow corrupt officer will not be working under cover.

"The climate for change is now favourable. The heightened awareness of the covert capacity available, the backing of the Government, the public rejection of the corrupt practices revealed, and the more critical attitude likely to be brought to bear by Judges and juries in cases where the evidence is suspect, the transparency of high risk activities, and the greater credibility likely to be attached to complaints are all inimical to the continuation of corrupt practices.

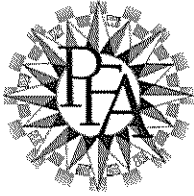
"It is hardly unexpected that concerns have been expressed by individual police in relation to some of these matters, including in particular, integrity testing and drug and alcohol testing. What is now looked for is an acceptance of the assurances, given by Senior Command, that honest officers have nothing to fear from these measures or from the wider regime that has been adopted.

"Not only does the system now in place provide a greater assurance for the honest officer that he or she should not fear the approaches of a dishonest officer, it should also provide a safer work place in which there is no room for an officer affected by drugs or alcohol to be behind the wheel of a police car, or to be placed in a situation which may involve the use of a firearm.

"The remaining complaint that the Service is overregulated is entitled to a sympathetic ear. However, given the past record, the size of the Service, and the time needed to effect a profound change in culture and to achieve a new management team, as well as a fundamentally different management philosophy, presented no alternative.

"It may well be in the future that there can be some scaling down of the structure presently in place. That may depend on how well the shift to a managerial/remedial approach proceeds, upon the degree of resistance that persists in relation to change, and upon how fast managers and new entrants to the Service embrace a philosophy of integrity above all.

"The hope is that the work of the Royal Commission, and of those who have taken up the ball since, from the Commissioner down, will not be lost. One can only reflect, in conclusion, upon the words of Edmund Burke "Among a people generally corrupt, liberty can no longer exist". May the cycle of corruption never return to a phase in which that becomes apposite."



Police Federation of Australia

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Section 8:

Some very good news, Parliament has finally spoken and the 1892 version of Section 8 has been successfully amended with the agreement and support of all Parliamentary Members. This is significant in its own right.

These changes really are a hallmark in the history of Policing in Western Australia. They flag a positive change from military authoritarianism to contemporary accountability. A very large step indeed.

Most members will never have to be concerned, but in future all officers who fall foul of the Section 8 provisions will have a legislated right of reply, pay provisions and most importantly, appeal rights before the Industrial Relations Commission.

Whilst words in a Bill can never cover all contingencies, a truly exceptional effort has been made to inject fairness into what is a very difficult process for all involved. Modernisation of these provisions, while perhaps one of the most contentious issues, has long been an objective of this Union.

These amendments are a hybrid of the New South Wales appeal rights and obviously they will be closely monitored and evaluated over the next 12 months.

Occupational Health and Safety:

From an operational perspective, this legislation will impact heavily in many positive ways from better buildings and vehicles to improved operational equipment and procedures.

The legislated impositions and requirements of the Act formally apply in January 2004, and the one-year compliance period will hopefully have rectified many of the major workplace concerns.

Finance:

From a financial perspective, the past year was generally very pleasing - the predicted deficit (Royal Commission) was well under the budget and overall we have come through a difficult period with our savings intact. Indeed our financial position was strong enough to allow the purchase of two more holiday homes at Kalbarri.

The history of this Union shows a definite correlation between major Inquiries and Royal Commissions (Blacks Deaths, Eucla, John Pat etc), and substantial financial damage. It is significant that for the first time a financial challenge has been successfully and professionally supported, with virtually no long-term fiscal harm.

I acknowledge the efforts of Mr Merv Lochart (Treasurer) and Mrs Johanna Barlow (Accountant).

Legal:

I again congratulate the Vice President Christopher Cassidy, as Chairperson of the Legal Committee, and the Union legal team of Ms Carol Adams and Ms Michelle Ridley for their outstanding performance, not only in providing legal advice to many members, but for their patience and caring attitude shown towards so many of our officers.

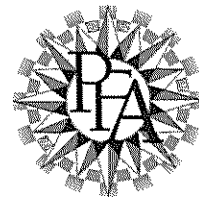
The constant praise of our Solicitors, which I receive from our members, indicate the high regard in which they are held.

As the only Police Union/Association in Australia to have in-house solicitors, I would encourage our affiliates to consider a similar scheme. It has been an outstanding success.

Over the last year, the legal area has been embargoed from the Royal Commission activities because it was of extreme importance that the Union continue normal operations through what has been a trying period.

State/Territory Reports

(Continued)



Police Federation of Australia

Resources/Projects:

The promised 250 extra police is taking longer than expected, but with 270 graduating in 2003 and the promise of more in 2004, hopefully this commitment will be achieved. The Academy is working hard to train and equip these officers and with any luck there will be some relief on the front line.

The capital works program has delivered the New Kensington Station. The Newman station saga continues - the local Shire and the Police Service are fighting over the location and now two years have passed and nothing has progressed. Given the promises made after the Newman tragedy (air crash), this situation is disgraceful and perhaps we can look forward to some action in the next 12 months.

Generally I must record a slow down in the capital works areas since the Gallop Government came to power. It seems that technology is preferable to the replacement of sub-standard Police Stations.

The Minimum Staffing Level campaign continues, and attempts to progress the issue through the Industrial Commission have stalled with the Police Service Administration's complete opposition to the principle. Some relief has been provided by the reinforcement of the Joondalup District, and we are still attempting to obtain a compromised position through the District Support proposal. If this pilot scheme is not successful, another attempt to establish the Minimum Staffing proposition may be possible through Worksafe in the New Year.

Many of you would have read of the long fought Aboriginal Police Aide case, which is now before the Industrial Magistrates Court. The fact is that the entire scheme is morally, and I believe legally, incompetent. The Service determined to use these officers as full Police officers while only providing minimum wages and training. The Service has an obligation to redress countless wrongs and the lack of decisions concerning the entire scheme. Without such action it will eventually seriously damage the reputation of the Western Australian Police Service.

We are also pushing for reform of the internal Grievance System. Currently the system becomes bogged down in controversy and little hut frustration is achieved. Conciliation is not that difficult. The current review of the scheme is very welcome.

The Advance Promotion System is undergoing an independent and comprehensive review. Whatever the changes recommended, this initiative is also very welcome.

Supervision is still prominent as a major difficulty for the Police Service. The fixed ratio to rank formula must be re-instated. Expectations and opportunities must be an integral part of the Policing profession, and firm and fair supervision must be available to all Police. We urgently require at least another 200 operational Sergeants.

The Industrial cases undertaken during the last 12 months are many and varied and indicate the scope and substance of this very busy section of Union activities.

When the Service decides to take a more mature approach to these areas of industrial dispute, perhaps more matters can be settled by conciliation.

Political:

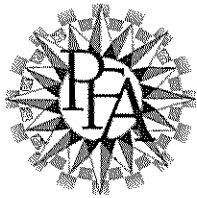
From a Union position I am pleased to advise that currently relations between the Union and Government are generally very open and access is available.

Cordial relations are maintained with all political parties and our real and constitutional position of non-alignment is well known.

Two years into any term of Government seems to be a defining period. The accountants and budgets become the main preoccupation, and good financial management becomes the order of the day. This may be an area of conflict in the near future if the cuts are too harsh.

Whilst the budget figures are impressive (highest dollar input per officer in Australia), the lack of finance actually contributed to the operational areas is still of real concern, particularly when considering service availability and officer safety.

Also the lack of focus applied to station renewal and maintenance has become critical.



Police Federation of Australia

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Branches:

In many ways our branches are still the engine room of the Union and they provide the energy and activity the Union must have to successfully continue.

I am pleased to report that the vast majority of our State branches have professionalised their meetings and minutes and are very interactive with the office and each other.

The recent wages campaign required our branch representatives to participate in controlled media and political lobbying for the first time. It was amazingly effective.

Police Legacy:

Over the past year the Union has formed a partnership with the Police Legacy Board and we are assisting with funding for a full time employee and accountancy and office support as part of an interim agreement.

WA Police Legacy remains a separate entity with its responsibilities and autonomy intact.

The principles and work of Police Legacy is absolutely vital and one would only have to see the faces of the widows and children to realise its value. All members have an obligation to their own families and those of their workmates to support legacy.

Staff:

I recognise the high standard of technical and professional expertise provided by the Union staff. I hold all staff in the highest regard and I thank them for their dedication and commitment to supporting the people of the policing profession in West Australia.

In particular I acknowledge the considerable talents and professionalism of our General Manager Mr Ken See who has provided wise counsel to myself and the Executive through many complex business decisions.

Executive Council:

My Executive members Mr Christopher Cassidy, Mr Russell Armstrong and Mr Merv Lochart were of great support to me and I am pleased to acknowledge their commitment to the Union and their fellow workmates.

Our retiring Executive members are Mr Michael Harper, Mr Rod Burke and Mr Craig Keals, all men of principle and commitment. On behalf of our members please accept my gratitude.

Our new Executive council members are Mr Paul Ferguson, Mr Jai Allen and Mr Jon Groves. They are all people of proven integrity and dedication and on behalf of your peers I welcome you onto the Executive Council.

Union's Future:

I believe it is fair comment to say that the WA Police Union has had remarkable successes in its work over the past several years. This stems from a reformist agenda formulated by the Directors, Branch Representatives and our staff.

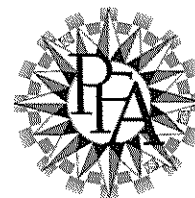
Most of the big-ticket items on which the Union has focused during the past six years have been achieved, in principle if not in detail or immediate execution. I am confident that those who have followed the Union's activities would recognise the efforts.

Unfortunately, any representative organisation is only as good as its last achievement or the success of its last campaign and beyond that members can be forgetful of past victories.

I am confident that the WA Police Union has the capacity both in resourcing and intellectual holdings to not only meet the challenges, but to set clear objectives for the future.

State/Territory Reports

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Police Federation of Australia

NEW ZEALAND

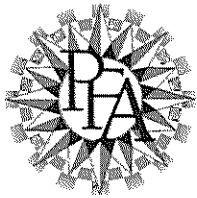
On the industrial front the key achievement this year has been the negotiation of new collective agreements for both sworn and non-sworn members.

These agreements, both expiring in June 2006, will deliver increases of between 12 and 17 per cent to well over 90 per cent of our members. A key component of these settlements is the introduction of service/competency based increments, replacing a flawed and divisive performance pay system.

What has become known as the Waitara case had a sequel in the High Court this year when a Jury took a very short time to acquit Constable 'A' of murder after a private prosecution was allowed to get through the Court system. The Association backed the Constable from the first day, supporting him and his family through a traumatic and unnecessary process. Unfortunately the precedents set in this case will have ramifications for police forced to use lethal force in the course of their duty in the future. We will continue to work to get the necessary legal protection for police to be able to do their duty without facing the life changing consequences which Constable 'A' suffered.

The NZ Police Association worked with the Police Administration to bring about a world first in policing: the recognition of service in another Police Organisation by way of remuneration in the New Zealand Police for service and training in the UK. Eighty English recruits from the UK employed to fill vacancies in Auckland will be paid commensurate with their service in the UK.

This year the Association received acknowledgement of its efforts to warn New Zealanders of the destructive methamphetamine epidemic. While those in the Police administration and Government who could have acted sooner to defy the epidemic ignored our early warnings, at least it can be hoped that in the future, early warnings of a crime problem from frontline police will be respected and acted upon.



Police Federation of Australia

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AUSTRALIAN FEDERAL POLICE ASSOCIATION

Yet again the Australian Federal Police Association (AFPA) ends the year with successful outcomes being achieved. We have finalised our long running negotiations on a new Certified Agreement for the Australian Federal Police (AFP) with unprecedented consultation with our membership. The AFPA membership continues to grow enabling us to increase our services to members including the expansion of our legal and industrial support for members.

Before entering into some detail on the year's significant benchmarks, it is important that we once again recognise the valuable efforts of our AFPA employees. It is always amazing to note the outcomes we achieve off the back of a limited resource pool. The dedication of our employees is directly linked to the successful outcomes we have achieved again this year.

The AFPA operating surplus for the year was \$371,000. We enjoyed a 10 per cent increase in membership - up by 225 members - and the increase in our net assets since 2001 is now \$713,000, an increase of 112 per cent. This healthy organisational state places us in a strong position for future lobbying of Federal and ACT Governments in relation to appropriate law enforcement resourcing on behalf of the professionals within the industry and the general community. It also enables us the ability to improve the range and quality of services we provide to our growing membership.

The AFP since 2001:

The AFPA has continued an extensive resource campaign in relation to the AFP, Australian Protective Service (APS) and Federal law enforcement generally. The AFPA has been advocating reform of the Commonwealth counter-terrorism response model for some time. The AFPA has been proactive since January 2001 in lobbying for closer and more effective coordination and management of national assets in relation to the protection of Australians from violence and other crimes. Our submissions have been consistent with, and anticipated prior to 11 September 2001, Government initiatives to rationalise reporting arrangements of the APS as an operational division of the AFP and the establishment of the Australian Crimes Commission (ACC) as a Federal/State intelligence and investigation agency.

The AFPA believe that streamlining existing structures and reporting lines, and the consolidation of existing Ministerial responsibilities under one portfolio in Cabinet will achieve significant benefits for the Australian community in the fight against crime.

Since 11 September 2001 the activities of the AFP have been significantly realigned in order to support and enhance our counter-terrorism capability. Moves towards the integration of the AFP and APS are a significant representation of this evolution. The past two years have been by far the most transformational in the AFP's history. The impact on the AFPA has also been significant as the Association attempts to keep pace with this evolution.

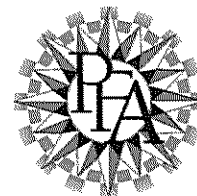
In terms of a redefined role the AFP has been inundated with new outcome responsibilities without any Ministerial direction rescinding previously stated priorities for investigation of other crime types. It is worth noting that some commentators describe other crime types by the euphemism "background noise". This term refers to illicit narcotics, fraud against the Commonwealth and other criminal conduct which the public is said to be willing to accept to some degree as an ongoing fact of life.

Terrorism is different though, and Governments around the world are at war with the fear terrorism causes. The fear of terror is very real but as an Australian within Australia, you, or a family member or friend, may have as much to worry from a drug overdose, an assault or defrauding of your hard-earned superannuation equity. One could suppose that, had 11 September not occurred, the burning issue facing law enforcement would have been fraud against the national wealth held in superannuation funds, criminal offences in relation to Corporation collapses, and the family devastation caused by drug and organised crime syndicates.

The AFP is now considered a primary instrument of Australian Foreign Policy in a like way to the Australian Defence Forces. This is a situation which is unlikely to change in the short to

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medium term. The Australian Government is adopting a strategic policy of linking regional foreign aid with anti-corruption and law and order programs in recipient countries. We support this proactive approach by the federal Government to assist neighbouring countries fight organised crime infiltration. The Australian Government, through the assistance of Australian Federal law enforcement, is actively consolidating Australia's role of providing quality law enforcement support to neighboring countries.

Some of the post-11 September new tasks to fall upon the AFP are:

- Increase in Liaison Officer network of at least 16 Liaison officers;
- A dedicated counter-terrorism investigations capability;
- Increase in close personal protection responsibilities to high office holders and visiting dignitaries;
- A new and long-term responsibility to supply 150 AFP employees to assist in re-establishment of the Solomon Islands Police;
- An ability to satisfy other Government expectations in regard to foreign policy requirements similar to the Solomons deployment;
- A law enforcement college initiative based in Fiji to serve regional nations;
- A reactive short-term deployment capability of skilled investigators and forensic teams to regional crime scenes;
- Chairmanship of the Australian Crime Commission;
- Leadership and integration of the Australian Protective Service into the AFP business and outcome structure; and
- Planned deployment of 200-300 AFP Officers to New Guinea.

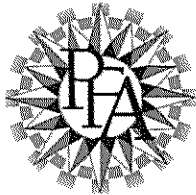
These new functions together with current responsibilities require very significant force multiplication. While the AFP accepts that there is a need to recruit in large numbers to meet organisational requirements it finds itself in the precarious position of being over strength against budget even though the total AFP staff stands at a mere 3,051 as at July 2002 (latest figure available) and the AFP is actually looking for ways to reduce staff numbers via natural attrition. It is hard to believe that in the '80's and early '90's the AFP was significantly larger than it is today.

The AFPA stands ready to constructively assist in a legitimate review of organisational strength for the coming five years and is calling on the Federal Government to initiate such a review. This is not a novel request. The AFPA fought hard for a review of AFP resources that eventually led to the Ayers Review in 1998. It is timely that five years down the track, in a new extended criminal environment, that a further review takes place. The AFPA has resolved that by the end of 2003 and early 2004 it will be dedicated to furthering the current resource concerns through a resource campaign.

AFP CA 2003 – 2006:

The big events for 2003 were derived largely of and from our successful finalisation of AFP Certified Agreement (CA) negotiations. We started this year as we ended the last, striving to resolve a CA negotiation with the AFP. By mid-year the AFPA had finalised a package with the AFP. This package was negotiated over an 18-month period and was endorsed by a majority of employees after an electronic vote was conducted. The package builds on the previous agreement and resolves some outstanding issues identified over recent years.

The agreement introduces new broadbanding across all streams and removed toil accumulations through the introduction of significant stand-down provisions. The CA package has an across-the-board outcome value of a minimum of 15 per cent. That is, 12.5 per cent pay rise over the life of the agreement with an extra week's leave, valued at 2.5 per cent. The cost of this package is an extra \$29 million for salary and \$6 million for the extra leave and other entitlements. Efficiencies total \$5 million. The rest of the package is funded through redistribution of AFP funds.



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The CA also continued the recognition of the highly successful AIRC Board of Reference provisions from the previous agreement. This model for dispute resolution will oversee some serious and significant reviews being conducted now as part of the implementation process and will ensure matters reserved by the AFPA in the CA for later resolution are finalised in a transparent and independent process.

APS Integration:

In the "Age of the Terror", one of the very early responses by the Federal Government was the decision to re-integrate the AFP and the APS.

It is interesting to note that in January 2001 the AFPA recommended this restructure in its submission to the Senate Inquiry into the AFP and NCA.

The legislation to give effect to this proposal is due for introduction later in 2003 with a commencement date for the new integrated agency being geared for either 1 January or 1 July 2004. As part of the ongoing servicing and representation of AFPA associate members in the APS we have spent 2003 making a series of submissions on legislative and operational matters impacting on the APS function.

The recent tabling of the Australian Protective Service Amendment Bill 2003 has signaled a greater alignment of the APS operational environment with the AFP. The AFPA supports these amendments as part of the process towards the eventual One Act One Agency outcome due later this year with the final stage of agency integration.

The APS and the AFP are increasingly facing the frontline challenges in the war against terrorism without the advantage of the resource stability or capacity to assist the fight.

More and more, the AFP and APS are being deployed offshore around the region as a part of the regional effort on law enforcement. Not only is this overdue and welcome, it must expand. The AFPA has been lobbying Government and the AFP to ensure that AFP/ APS employees on these contingents are permitted the same or similar entitlements as the defence force personnel under the Veterans Entitlements Act 1986.

The forensic capability and investigative capacity of the AFP should be considered an export commodity for the region, as should the full range of law enforcement services (as in the Solomon Islands). This not only promises regional stability, but also offers the capacity to benchmark standards of integrity and accountability that only enhance ongoing democratic development.

Sadly the use of short-term tied funding by Government, without the capacity of it to automatically move into base funding after a period of time, creates instability for the AFP and APS over the long-term, as there is no real capacity to expand the employee base for emerging crime such as the war on terror. It takes time and a stable budget to recruit and develop the quality of employees for which the AFP and APS are known.

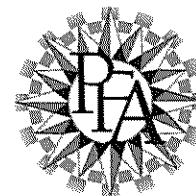
Neither agency has in-built surge capacity to accommodate the high cost of the fight against terrorists. With the increased responsibilities of the AFP and APS continuing to grow at a rapid pace, you could assume that that the AFP/APS operational capacity should be no less than doubled over the next three years.

We hope that with a merger between the two agencies the opportunity exists for the Federal Government to determine a long term funding strategy for the AFP with a clear definition of its role. At its core the AFP/APS need less short-term tied funding, no corporate private funding and a substantial baseline injection over the next five years to build capacity.

The AFPA is currently representing Air Service Officers of the APS in a dispute over conditions and tenure and APS members generally on CTFR and other general integration issues. The AFPA continues to represent an increasing number of APS members with discipline or employment suitability concerns. Our representation has assisted in successful outcomes for those members who we have represented.

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Database upgrade and membership cards:

This year also saw the near completion of a technical upgrade of our member database and the operation of the AFPA website. These upgrades now ensure that members can readily update their insurance beneficiaries with greater ease. The AFPA members can now maintain their personal details in real time.

These upgrades were achieved to coincide with the launch of the new AFPA CD Rom membership cards and the incorporation of the APS into the website log-in access. Members have given strong positive feedback to these new initiatives.

The Good Guys:

The AFPA is pleased to announce a new service arrangement with "The Good Guys".

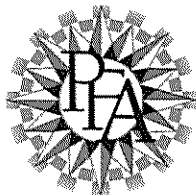
The AFPA and "The Good Guys" have recently finalised negotiations to roll out national "000" nights and ensure members in remote localities receive benefits as well (such as discount vouchers). More details will be made available as events are organised. Our thanks go to Sebastian and Tracy Amodeo for their efforts in finalising these arrangements.

Australian Police Summit:

In 2003 the AFPA assisted in the promotion of the second annual Australian Police Summit held in Sydney. After discussions with the event organisers, Key Media, the AFPA is proud to announce that the Australian Police Summit 2004 will be held by Key Media in partnership with the AFPA. We hope that the success of this event will provide the platform for expanding activities in coming years. We hope this will become a truly national opportunity to bring the law enforcement stakeholders together to discuss professional issues for the benefit of all.

AFP Fisher Review

The AFPA and the AFP continue to work on the development of the findings of the Fisher review into the AFP disciplinary and integrity processes. The AFP Commissioner initiated the review after concerns were raised by the AFPA with respect to the processes being applied in matters relating to discipline and employment suitability. The parties hope to announce positive outcomes arising from this review in the very near future.



Police Federation of Australia

Financial Statement

for the year ended 30 June 2003

Treasurer's Report:

I am pleased to submit my first report as the Treasurer of the PFA.

I would like to acknowledge the work that my predecessors Leon Kemp from Tasmania and Shane Butler from Victoria have done prior to me taking on this role.

The Financial Statement reports that our asset base continues to grow. The real highlight of our financial year was in the purchase of the PFA's new premises in Canberra. You will note from the reports that we paid \$950,000 for the property and in other sections of the report that decision will be elaborated upon. It has proved to be a wise move as property prices in the near vicinity to ours are now well past the \$1 million mark and rising.

You will note in the Income and Expenditure account that we reported Income over Expenditure of \$124,044. When evaluating that figure, you need to consider our loan repayments on the property, which when taken into account would show a real Income over Expenditure of just under \$94,000. We have made a commitment to pay well in excess of the basic repayments for the property and over the past six months have reduced the loan amount by \$30,000. We hope to have it fully paid off within seven or eight years as opposed to the 15 year loan we have taken out.

You will also note that as a result of moving into a new office and employing another staff member a number of items of expenditure have increased. For example, Computer and Website design in line with fitting out a new office with computers, insurance - particularly on the property and in respect to Workers Compensation, rent and property expenses and telephones. This increased expenditure is all consistent with a fully functional working office.

We have also made a decision to centralise much of our operation in Canberra in respect to meetings. You will also note an increase in Delegation Expenses, much of which can be attributed to that decision. We are now centralising airline bookings and the PFA is subsidising airfare expenses for all Executive, IPC and WAC meetings.

As a result of all meetings, with the exception of the Federal Council, being held in Canberra, there has been a considerable saving on the CEO's travel expenses. That saving has been used to subsidise the Branches.

The decision to centralise airline bookings and to split the costs on a nine-share basis has meant that meeting costs have been equalised for all Branches.

This decision which was fully supported by the entire national Executive is a practical display of the goodwill and unity of purpose which currently exists within the PFA.

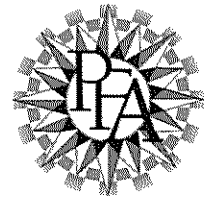
It may be appropriate in the future to research the feasibility of the PFA taking full responsibility for airfares and even accommodation for the Executive, IPC and WAC to attend meetings in Canberra. This may result in a slight increase in affiliation fees but would be offset by Branches being able to budget for their full involvement in the PFA on an annual basis. It would mean that once your affiliation fee had been paid, you would incur no further expenses for your participation. This is a matter which the Executive might wish to consider in respect to a budget for 2003/04.

In closing I wish to thank our staff for the professional way in which they have handled the finances of the organisation and kept me and the Executive informed of our financial standing at every opportunity.

The CEO Mark Burgess and our Office Administrator Debbie Martiniello, ably assisted and supported by our Auditor Tom Tsia, have delivered to our 47,000 members a strong viable organisation which will serve their interests well into the future.

Financial Statement

for the year ended 30 June 2003 (Continued)



Police Federation of Australia

POLICE FEDERATION OF AUSTRALIA

COMMITTEE OF MANAGEMENT'S CERTIFICATE

We, Peter John Alexander and Vince Kelly, being two members of the Committee of Management of the Police Federation of Australia do state on behalf of the Committee and in accordance with a resolution passed by the Committee that:

- i) In the opinion of the Committee of Management, the attached accounts show a true and fair view of the financial affairs of the Federation as at 30 June 2003.
- ii) In the opinion of the Committee of Management, meetings of the Committee were held during the year ended 30 June 2003, in accordance with the rules of the Federation.
- iii) To the knowledge of any member of the Committee, there have been, during the year ended 30 June 2003, no instances where records of the organization or other documents (not being documents containing information made available to a member of the Federation under Sub-Section 274[2] of the Workplace Relations Act, 1996), or copies of those records or documents, or copies of the rules of the Federation, have not been furnished, or made available, to members in accordance with the requirements of the Workplace Relations Act, 1996, the Regulations thereto, or the rules of the Federation.
- iv) The Federation has complied with Sub-Sections 279[1] and [6] of the Act in relation to the financial accounts in respect of the period ended 30 June 2003 and the Auditor's Report thereon.

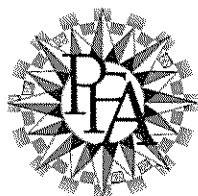
SIGNED AT SYDNEY this 16th day of September, 2003

A handwritten signature in black ink, appearing to be 'P. J. Alexander', written over a circular stamp or seal.

PETER JOHN ALEXANDER

A handwritten signature in black ink, appearing to be 'V. Kelly', written in a cursive style.

VINCE KELLY



Police Federation of Australia

Financial Statement

for the year ended 30 June 2003 (Continued)

POLICE FEDERATION OF AUSTRALIA

ACCOUNTING OFFICER'S CERTIFICATE

I, Mark Burgess, being the Officer responsible for keeping the accounting records of the Police Federation of Australia, certify that as at 30 June 2003 the number of members of the Federation was 33656.

In my opinion:

- i) The attached accounts show a true and fair view of the financial affairs of the Federation as at 30 June 2003.
- ii) A record has been kept of all monies paid by, or collected from members and all monies paid or collected have been credited to the bank account to which those monies are to be credited, in accordance with the rules of the Federation.
- iii) Before any expenditure was incurred by the Federation, approval of the incurring of the expenditure was obtained in accordance with the rules of the Federation.
- iv) With regard to funds of the Federation raised by compulsory levies or voluntary contributions from members, or funds other than the general fund operated in accordance with the rules, no payments were made out of any such fund for purposes other than those for which the fund was operated.
- v) No loans or other financial benefits, other than remuneration in respect of their full time employment with the Federation, were made to persons holding office in the Federation.
- vi) The register of the Federation was maintained in accordance with the Workplace Relations Act, 1996.

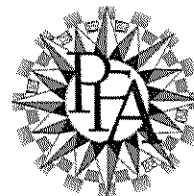
SIGNED AT SYDNEY this 16th day of September, 2003.

A handwritten signature in black ink that reads 'm A Burgess'. The signature is written in a cursive, slightly slanted style.

MARK BURGESS

Financial Statement

for the year ended 30 June 2003 (Continued)



Police Federation of Australia

POLICE FEDERATION OF AUSTRALIA INDEPENDENT AUDIT REPORT

To the members of the Police Federation of Australia.

SCOPE

I have audited the financial accounts of the Police Federation of Australia for the year ended 30 June 2003. The Federation's Board of Management and Accounting Officer are responsible for the preparation and presentation of the financial accounts and the information they contain. I have conducted an independent audit of these financial accounts in order to express an opinion on them to the members of the Federation.

My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial accounts are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial accounts are presented fairly in accordance with Australian Accounting Standards, other mandatory professional reporting requirements and statutory requirements so as to present a view of the Federation which is consistent with my understanding of its financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

AUDIT OPINION

I have received all the information and explanations required for the purposes of my audit.

In my opinion:

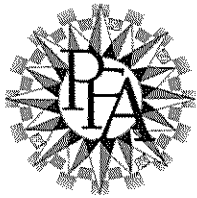
- (i) There were kept by the Federation in respect of the period under review, satisfactory records detailing the sources and nature of income of the Federation (including income from members) and the nature and purposes of expenditure, and
- (ii) The attached accounts are prepared in accordance with Section 273 of the Workplace Relations Act, 1996. The accounts have been prepared from the accounting records of the Federation and are properly drawn up so as to give a true and fair view of:
 - [a] the financial affairs of the Federation as at 30 June 2003; and
 - [b] the income and expenditure and surplus of the Federation for the year ended on that date;

and are in accordance with Applicable Accounting Standards and other mandatory professional reporting requirements.

SIGNED AT SYDNEY this 16th day of September, 2003.

A handwritten signature in black ink, appearing to read 'Loi Kah Tsia'.

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



Police Federation of Australia

Financial Statement

for the year ended 30 June 2003 (Continued)

Police Federation of Australia

Notes To and Forming Part of The Account

For the year ended 30th June 2003

1. STATEMENT OF ACCOUNTING POLICIES

The accounts have been prepared in accordance with Statements of Accounting Concepts, other mandatory professional reporting requirements and the Workplace Relations Act, 1996. The accounts have also been prepared on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non current assets. The accounting policies have been consistently applied, unless otherwise stated.

The following is a summary of the significant accounting policies adopted by the economic entity in the preparation of the accounts.

- a) Depreciation of fixed assets is calculated on the straight line basis in order to write-off the assets over their useful life.
- b) Provision 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.

- c) No provision for Income Tax is necessary as the income of the Federation is exempt from Income Tax under Section 50 – 15 of the Income Assessment Act.

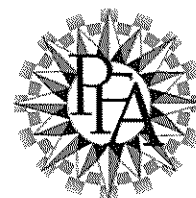
2. INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR

In accordance with the requirements of the Workplace Relations Act, 1966 the attention of members is drawn to the provisions of Sub-Sections (1), (2) and (3) of Section 274 which read as follows:-

- (1) A member of an organisation, or a Registrar, may apply to the organisation for specified prescribed information in relation to the organisation.
- (2) An organisation shall, on application made under Sub-Section (1) by a member of the organisation or a Registrar, make the specified information available to the member or Registrar in such manner, and within such time, as is prescribed.
- (3) A Registrar may only make an application under Sub-Section (1) at the request of a member of the organisation concerned, and the Registrar shall provide to a member information received because of an application made at the request of the member.

Financial Statement

for the year ended 30 June 2003 (Continued)

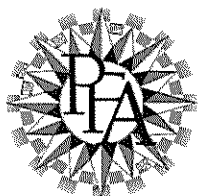


Police Federation of Australia

Police Federation of Australia

Balance Sheet as at 30th June 2003

	Notes	2003	2002
Accumulated Funds		<u>\$424,342</u>	<u>\$300,298</u>
Represented by			
Current Assets			
PCU Easy Access account		86804	94868
PCU Savings accounts		79755	239252
PCU membership fees		10	10
Sundry debtors	3	1457	600
Amounts due from branches	4	<u>7281</u>	<u>—</u>
		<u>175307</u>	<u>334730</u>
Non Current Assets			
Property - 21 Murray Crescent Griffith ACT - At Cost	5	1016581	—
Plant & Equipment		16751	
Less provision for depreciation		<u>13435</u>	<u>3316</u>
Motor vehicle		36275	3252
Less provision for depreciation		<u>2947</u>	<u>28743</u>
		<u>1053225</u>	<u>31995</u>
Total Assets		<u>1228532</u>	<u>366725</u>
Less Current Liabilities			
Trade creditors and accruals	6	47650	49290
PCU loan secured over property		731170	—
Provision for annual leave	7	8596	4067
Provision for long service leave	8	11135	6470
Provision for GST		<u>5639</u>	<u>6600</u>
Total liabilities		<u>804190</u>	<u>66427</u>
Net assets		<u>\$424,342</u>	<u>\$300,298</u>



Police Federation of Australia

Financial Statement

for the year ended 30 June 2003 (Continued)

Police Federation of Australia

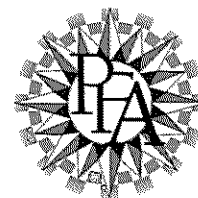
Income & Expenditure account

For the year ended 30th June 2003

	Notes	2003	2002
Income			
Affiliation fees from branches		626082	574477
Interest received		7055	6599
Rents Received		15101	–
		<u>\$648,238</u>	<u>\$581,076</u>
Less expenditure			
Audit and accounting fees	9	17200	20353
Annual leave	7	4529	10851
ACTU Affiliation fees		57482	55889
Bank charges and duties	77	253	
Computer and Website Design		23258	15455
Delegation expenses	10	178227	152164
Depreciation		5893	6789
FBT		33800	36868
General office expenses		20102	28275
Insurances		8796	2270
Legal fees		5750	3236
Long Service Leave	8	4665	3676
Loss on disposal of assets		6168	1139
Motor vehicle expenses		6372	5082
Rents and property expenses		28741	1136
Salary & packaging		97227	88805
Superannuation		17850	8270
Telephone		8057	5766
Total Expenditure		<u>524194</u>	<u>446277</u>
Net Surplus for the year		124044	134799
Accumulated funds at beginning of year		300298	165499
Accumulated funds at end of year		<u>\$424,342</u>	<u>\$300,298</u>

Financial Statement

for the year ended 30 June 2003 (Continued)



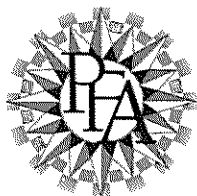
Police Federation of Australia

Police Federation of Australia

Notes To and Forming Part of The Account

For the year ended 30th June 2003

	2003	2002
3. Sundry debtors		
Rental due from tenants	1457	—
Tax refund due from ATO	—	600
	<u>\$1,457</u>	<u>\$600</u>
4. Amount due from branches		
Police Association of New Zealand	<u>\$7,281</u>	<u>—</u>
5. Property - at cost		
21 Murray Crescent Griffith ACT		
Settled on 24.1.03		
Purchase Price	950000	—
Stamp duties	46375	—
Legal fees	4525	—
Building consultant	7533	—
Sundry expenses	8148	—
	<u>\$1,016,581</u>	<u>—</u>
6. Creditors and accruals		
Staff Superannuation	166	10421
PAYG re. Staff wages	4992	4122
Audit and accounting fees	18150	16500
Various expenses	10367	18247
Website Design	13975	—
	<u>\$47,650</u>	<u>\$49,290</u>
7. Provision for Annual Leave		
Balance as at 1.7.02	4067	1719
Less: Paid during the year	—	-8503
	<u>4067</u>	<u>-6784</u>
Add: Additional provision for the year	4529	10851
Balance as at 30.6.03	<u>\$8,596</u>	<u>\$4,067</u>
8. Provision for Long Service Leave		
Balance as at 1.7.02	6470	2794
Add: Additional provision for the year	4665	3676
Balance as at 30.6.03	<u>\$11,135</u>	<u>\$6,470</u>
9. Auditor's Remuneration		
Audit fees	8250	8250
Other services	8950	12103
	<u>\$17,200</u>	<u>\$20,353</u>



Police Federation of Australia

Financial Statement

for the year ended 30 June 2003 (Continued)

Police Federation of Australia

Notes To and Forming Part of The Account

For the year ended 30th June 2003

	2003	2002
10. Delegation expenses		
Consultancy	45185	56311
Conference	53416	41400
Executive Expenses	68625	45132
Lobbying	11001	9321
	<u>\$178,227</u>	<u>\$152,164</u>
11. 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 Balance Sheet.		
Cash with financial institutions	<u>\$166,569</u>	<u>\$334,130</u>
12. Cash flow from operating activities		
Receipts from members	680716	634044
Interest received	7055	6599
Rents received	12221	—
Other refunds	11529	—
Loan from PCU	760000	—
Total Cash Received	<u>\$1,471,521</u>	<u>\$640,643</u>
Less: Operating activities expenses repayment of employee entitlements	-622501	-473398
Purchase of property	1013581	—
TOTAL Expenditures	<u>-1639082</u>	<u>-473398</u>
Net Increase (decrease) in cash held	-167561	167245
Cash at beginning of financial year	334130	166885
Cash at end of financial year	<u>\$166,569</u>	<u>\$334,130</u>



**Police Federation
of Australia**

Telephone: +61 2 6239 8900 Facsimile: +61 2 6239 8999
Mobile: 0438 179 151 Email: pfa@pfa.org.au
Mail: Level 1, 21 Murray Crescent, Griffith ACT 2603