



POLICE FEDERATION OF AUSTRALIA



ANNUAL REPORT 2006-2007



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	MEMBERSHIP Nos at 31/12/05 Rule 14 (d)	NO. OF DELEGATES
Australian Federal Police	3,154	2
New South Wales	15,532	7
Northern Territory	1,180	2
South Australia	4,211	3
Tasmania	1,243	2
Victoria	11,242	6
Western Australia	5,131	3
Rule 14 (b) "The number of delegates in each Branch shall be determined on the basis of one delegate for the first one thousand (1,000) financial members or part thereof, and one additional delegate for each succeeding two thousand five hundred (2,500) financial members or part thereof".		

Associates

	MEMBERSHIP
Queensland	9,314
New Zealand	9,570
TOTAL Australian jurisdictions	51,007
Including New Zealand	60,577

Office Bearers

President	Peter Alexander (South Australia)
Vice President	Jon Hunt-Sharman (Australian Federal Police)
Vice President	Vince Kelly (Northern Territory)
Treasurer	Brian Rix (Victoria)
Executive Members	Bob Pritchard (New South Wales) Randolph Wierenga (Tasmania) Mike Dean (Western Australia)
Associate Members	Queensland New Zealand

Staff

Chief Executive Officer	Mark Burgess
Office Administrator	Debbie Martiniello
Research and Policy Officer	Dianne Gayler (commenced 19 February 2007)

Meetings Conducted

Federal Council:

9 & 10 November 2006	Hobart, Tasmania
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Executive:

29 November 2006	Canberra, PFA Boardroom
20 February & 1 March 2007	Canberra, PFA Boardroom
11 May 2007	Executive Teleconference
18 & 19 June 2007	Canberra, PFA Boardroom
17 & 18 September 2007	Canberra, PFA Boardroom

Industrial Planning Committee:

26 & 27 March 2007	Canberra, PFA Boardroom
23 August 2007	Canberra, PFA Boardroom

Women's Advisory Committee:

19 April 2007	Wellington, New Zealand
9 & 10 October 2007	Canberra, PFA Boardroom



President's Report

It is with pleasure that I present my ninth and final report as PFA President. It is with some sadness that I do not seek re-election at the 2007 PFA Federal Council meeting.

After nine years as the PFA President I would like to thank you all for giving me the opportunity and honour to serve in the position. I would also like to take this opportunity to thank all the Branches for the support they have given me in that time. It is useful to reflect on where we have come from, to identify some of the challenges I believe are ahead, but also to clearly outline the bright future I see for the PFA, its Branches and members.

It seems only a short time ago, following a unanimous decision of the High Court of Australia, that the PFA as we know it today formally opened for business on 1 January, 1998. It is interesting to compare where we were then with where we are today.

Then we were operating out of rented premises in the Sydney CBD. Today we work from our own building worth over \$1 million in a key precinct in Canberra. The building, opened by Prime Minister John Howard in September 2003, has set the tone for the PFA's activities since that time. Today we are recognised as one of the foremost national lobby groups in Australia.

The list of issues that the PFA is dealing with, as witnessed in this report, is growing. At the same time the influence of the Federal Government in all matters, including policing, has increased. Those that thought that policing would remain simply a state-based issue have had their thinking challenged, particularly since the September 11 terrorist attacks in the US.

When the PFA first formed, who would have envisaged that the Federal Government would establish a standing International Deployment Group, with the participation of police from nearly every jurisdiction? And even if we had, who would have thought that it would grow to some 1,200 members by 2008? Who would have thought that police from all jurisdictions would be working side-by-side in Indonesia following the Bali bombings in October 2002 and the Tsunami in December 2004? Who would have thought that in excess of 350 state and territory police would be providing the community-based policing presence at Australia's 11 First Response Counter Terrorism airports as employees of their home jurisdiction but wearing AFP uniforms? And who would have thought that police from all jurisdictions would be called upon for an emergency response to indigenous issues in the Northern Territory?

Who also would have thought that one piece of federal legislation, Work Choices, whether by an unintended consequence or not, would nearly put the PFA out of business? What other legislation might we see in the future that could challenge the way we have done business for decades and our ability to properly represent our members both in our jurisdictions and nationally?

The environment in which we operate is changing and it is up to us as the leaders of police associations and unions across this country, through the PFA, to be in a position to respond to those changes and ensure the best results for our members and the communities they serve and at times to take the lead on necessary changes.

We need to be able to think and respond on behalf of our jurisdictions, as well as nationally. We also need to strategically represent the changing face of our membership. The pursuit of policing as a recognised profession has been a challenge for many years and we need to be smart enough and strategic enough to use our economies of scale in the best interest of our members and our respective associations and unions.

You will recall that in last year's report, I emphasised the importance of unity in the face of the Federal Government's Work Choices legislation. That continued unity is imperative for us to continue to appropriately represent the professional and industrial interests of our 50,000 members.

In closing, I would particularly like to thank our Chief Executive Officer Mark Burgess for his loyalty and



Peter Alexander

President's Report

(Continued)

support to me during the best and worst of times. I am delighted that the Executive has recommended to Council that Mark be offered a new five-year contract. Perhaps the best way for me to acknowledge Mark's outstanding contribution to the Federation is simply to record that he has undoubtedly been the right person at the right time. And to his wife Dianne, I also extend my thanks for everything that she has done in support of Mark and the Federation. Further I must acknowledge the professionalism and dedication of Administration Officer, Debbie Martiniello and our most recent addition to staff Dianne Gayler, who like Debbie is a first rate performer.

From Joan and myself thank you all so much and I wish you all the best for the future.

Peter Alexander

President



Chief Executive Officer's Report

The past 12 months have been extremely busy for the PFA and its Branches. The key issue we confronted, and one that involved an inordinate amount of time, was the PFA's ongoing industrial registration which was threatened by the Work Choices legislation. With the federal election to be held on 24 November, 2007, we also spent a considerable amount of time developing a pre-election document on behalf of Branches. The final document, *Law and Order in Australia: Policies for the Future*, was launched at Parliament House during our June Executive meeting. It is referred to extensively in this report.

At the 2006 Federal Council meeting, we also endorsed the establishment of a range of sub-committees to ease the workload on the PFA office but also to give Branches more ownership of several key issues being addressed by the federation. Likewise, the operations of the PFA sub-committees are reported on in detail.

Also during the past year, several Branches were heavily involved in a range of issues on behalf of their members including several new Enterprise Agreements, some of which are still being negotiated and settled as this report goes to print.

This CEO's report endeavors to give a full account of the PFA's activities over the past 12 months.

PFA's Ongoing Industrial Registration

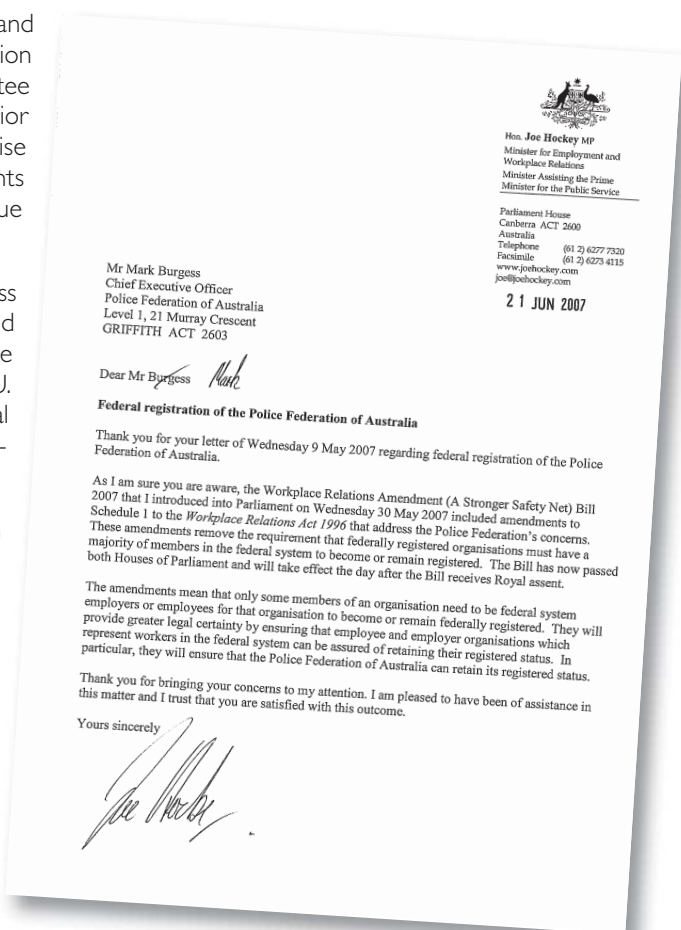
In last year's Annual Report I reported on the major issue of the PFA's ongoing industrial registration due to the Work Choices legislation. The ramifications of the legislation for our ongoing industrial registration were subsequently outlined at the 2006 Federal Council meeting by Tim Stanley QC, the PFA's industrial lawyer.

This issue was referred to the Work Choices sub-committee as its number one priority and a meeting was organised Mr Stanley QC to develop a strategy. We subsequently met with the Minister for Employment and Workplace Relations, the Hon Joe Hockey MP in an endeavor to have the Government move an amendment to Work Choices to secure the PFA's (and some other unions and employer groups) registration.

While Mr Hockey was sympathetic to our argument and advised us that it was not the intention of the legislation to "put us out of business", he could give no guarantee that the Government would amend the legislation prior to the 2007 Federal Election. He did however, advise that if the legislation was re-opened for amendments prior to the election, the Government would give due consideration to the PFA's concerns.

During this period we met with the ACTU to discuss the impact of the legislation on other organisations and it was resolved that the PFA was best placed to pursue this matter on behalf of all unions, including the ACTU. As part of our strategy, we also strongly lobbied several coalition members and senators who had been long-term supporters of Australia's police and the PFA.

It was with this in mind that, Prime Minister John Howard made an announcement on 4 May, 2007, that the Government intended to amend the legislation to introduce a 'fairness test', we wrote to Mr Hockey immediately urging him to consider further amendments to resolve the registration issue. In further support of our argument, we wrote to all coalition members and senators requesting that they too lobby Mr Hockey and Mr Howard to include a suitable amendment in the Bill to satisfy our concerns. Branches also met with several of those politicians we lobbied to further press home our concerns.



Chief Executive Officer's Report

(Continued)

A strong part of our case was that although the PFA's only 'federal system employees' were the Australian Federal Police, Victoria and the Northern Territory police - we had industrial coverage of all Australian police and members from every jurisdiction represented in agencies like the Australian Crime Commission (ACC), Joint Task Forces and the International Deployment Group (IDG) of the AFP. Not to mention the other offshore AFP operations where the expertise of state police is required, as well as at the 11 designated airports.

And more recently to Indigenous intervention in the Northern Territory which has involved police from many jurisdictions. It was for these reasons that we needed access to all state, territory and federal IR systems to enable us to appropriately represent Australia's 50,000 police.

Those members and senators contacted by the PFA strongly supported our case and heavily lobbied Mr Hockey and Mr Howard. As a result of our lobbying and logical argument, appropriate amendments were included in the *Workplace Relations Amendment (A Stronger Safety Net) Act 2007* which ensures the PFA's ongoing registration.

It was because of this amendment that the PFA, together with several other unions and employer organisations, had their federal registration ensured.

This was a significant victory, for the PFA.

'Law & Order in Australia: Policies for the Future'

Apart from the PFA's industrial registration, another major initiative in 2006-2007 was the development of our election policy document, *Law & Order in Australia: Policies for the Future*.

The policy positions in the report were prepared so we could present the views of the PFA regarding policing and police officer priorities at the national level to the political parties contesting the 2007 federal election.

We expect each party to develop policies on police resources, industrial matters and other issues affecting Australia's police officers and forces. The PFA policy document was designed to give leadership on a range of important issues and, in turn, to influence the policies each of the parties presents to the electorate.

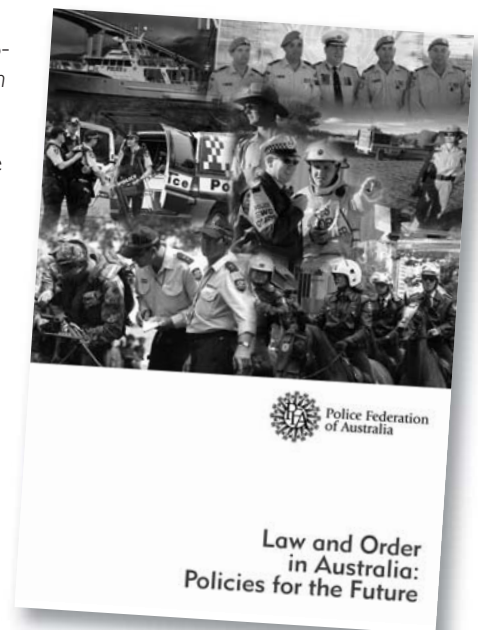
Law & Order in Australia: Policies for the Future was launched by PFA President Peter Alexander and Chief Executive Officer Mark Burgess at Parliament House on 18 June, 2007. Representatives from all state, territory and federal branches of the PFA also attended. On the same day, copies were delivered to Mr Howard, Leader of the Opposition Kevin Rudd, and other political parties.

For too long federal governments have considered 'policing' a state government issue, and that their sole responsibility is national security. This thinking needs to be challenged and there needs to be an acceptance that all levels of government have a responsibility for law enforcement, crime reduction and national security. Crime undermines the security of Australia and a federal government needs to be intimately involved in planning to prevent it.

In launching the PFA's policies, we said in our media release:

"The policies involve overcoming the shortfall in federal police numbers, addressing the looming shortage of police across Australia by proper workforce planning for the future and setting up a state-of-the-art criminal investigation database system.

The Australian Federal Police (AFP), has had a cut in sworn police numbers of 16 per cent over the past 21 years at a time when numerous extra functions from counter-terrorism, E-crime, airport security and child-sex offences are being performed by federal police.





Chief Executive Officer's Report

(Continued)

These new demands, which the Australian Government and the community legitimately expect to be met, mean the AFP is stretched as never before.

The PFA represents around 50,000 police officers across the country serving in capital cities, rural and regional Australia, and in remote communities.

A number of the initiatives we have put forward would contribute to more effective crime prevention and crime fighting, not just at a federal police level, but in every state and territory on the mainland.

As well as addressing the critical level of federal police the issues directly affecting police in their workplaces are:

- establishing the first-ever national police registration scheme;*
- concerns about the current government's Work Choices legislation; including AWAs, particularly as it affects police officers;*
- workers' compensation for injured officers; and*
- a range of matters concerning officers of Australia's International Deployment Group serving overseas in places like East Timor.*

The PFA will be discussing its proposals with leaders of the political parties in the lead-up to the election and publishing the commitments each party is prepared to make.

We believe our major political parties need to demonstrate a real commitment to policing at the federal level, and not simply focus on terrorism and leave the closer-to-home crime fighting to the states and territories.

The PFA called on all parties to publicly declare their position on the issues we raised so that voters, particularly those in the police forces, can make an informed decision when they vote.

The report's focus on police numbers was necessarily concentrated on the number of sworn police officers in the Australian Federal Police because it is a federal policy document for a federal election. But the consequence of an AFP police shortfall affects all of our state and territory police forces due to the flow-on effect, including secondments to the AFP and the Northern Territory indigenous intervention.

The report also provides a vision for the future of law and order in Australia – addressing contemporary issues including terrorism, online crime, the use of technology in day-to-day police work and industrial and professional standards for police officers nationwide.

Release of the PFA policy received widespread coverage in the print and broadcast media as well as media coverage on issues including sworn police officer numbers, police workforce planning, on-line child sex crimes, a national criminal investigation database system, and policing in indigenous communities including in the Northern Territory.

As part of the launch, Mr Rudd along with Shadow Minister for Homeland Security, Arch Bevis; former PFA National Industrial Officer and now Member for Werriwa in Sydney's south-west, Chris Hayes; and former Queensland police officer and now Member for Richmond on the far north coast of NSW, Justine Elliott, met with the PFA Executive in Canberra on 19 June, 2007.



Opposition Leader, Kevin Rudd MP, with PFA President, Peter Alexander and CEO, Mark Burgess, addressing the Executive on 18 June 2007

The Australian Government's Minister for Justice and Customs, Senator David Johnston, was also officially invited to attend the executive meeting to discuss the policy document but he was unable to attend.

The meeting with the ALP leadership gave the PFA Executive a chance to raise some of the key issues in the policy document.

Chief Executive Officer's Report

(Continued)

The key commitment Mr Alexander sought from Mr Rudd was an ongoing dialogue between the PFA and the ALP in the lead up to the election and post-election. Mr Rudd committed to the dialogue and Mr Bevis announced that if the ALP won government he would organise structured, quarterly meetings between himself as Minister for Homeland Security and the PFA to ensure its issues were always on their agenda.

Mr Rudd reiterated a commitment that Australian Workplace Agreements (AWA's) would not be introduced into policing by his party. He also acknowledged the vital role that police play in national security and therefore the importance of taking into consideration the concerns of the PFA which represents Australia's 50,000 police. To that end he also offered, "regardless of the election outcome, to assist as much as I possibly can", the PFA and Australia's police officers.

The Opposition Leader was briefed on the issue of sworn police officer numbers nationally, as well as in the AFP. In relation to the PFA's call for a National Workforce Planning Study, Mr Bevis was quoted in the media as saying "we are committed as soon as we win office to conducting a scoping study. That will be a priority that we undertake as soon as the election is over".

Within a week of our policy launch, on 24 June, 2007, Mr Rudd announced in the media that a Rudd Labor Government would increase the overall size of the Australian Federal Police by 500 sworn officers over five years as part of a five-point federal policing plan worth \$200 million'.¹ The other elements of Labor's Five Point Plan were:

- Conducting a federal audit of police capabilities;
- Establishing a national crime database to share resources and information;
- Creating a federal police retention and recruitment program; and
- Expanding the recruitment of indigenous Australians into the AFP.

Just as importantly, Mr Rudd said a Rudd Labor Government would take a national leadership role in policing and supporting our Federal Police officers.²

The strategies and proposed actions outlined in the PFA policy support the notion that an Australian government needs a holistic view of policing across the country to ensure the ongoing security of our nation and its communities.

The policy headings (in normal font) and the related recommendations (in italics) are set out below.

Policing Policies

- Police resourcing of the AFP.

Increase the sworn police officer levels of the AFP by at least 350 sworn police officers per annum over the term of the next government.

- National police workforce planning.

Support and fund a National Police Workforce Planning Study commencing in 2008 as a collaborative effort between the Australian Government, the PFA and all state and territory jurisdictions.

- Police powers: the domain of sworn police.

Ensure that police powers are not extended to non-sworn personnel and are reserved for sworn police officers.

- National criminal investigation database system.

Allocate sufficient recurrent funding over the next four years, (to be determined by a scoping exercise conducted through CrimTrac) for CrimTrac to be utilised as the National Criminal Investigation Database

¹ Media Release, Rudd to increase sworn Federal Police numbers \$200 million for 500 new officers, by Federal Labor Leader Kevin Rudd MP and Shadow Minister for Homeland Security, Justice and Customs, Arch Bevis MP, 24 June 2007.

² Ibid, pp 2.



Chief Executive Officer's Report

(Continued)

hub serving the ACC, AFP and state and territory police forces, providing access to risk-related data nationwide, including but not limited to:

- the national DNA database (NCIDD);
- the national fingerprint database (NAFIS) which allows for a continuous criminal background check based on an initial fingerprint check;
- the national child sex offender register (ANCOR);
- the CrimTrac Police Reference System (CPRS) for exchange of operational policing information on persons of interest, vehicles and firearms;
- a single national case management system for Australia's police;
- gun and explosive licence holders;
- aviation and maritime licence holders; and
- chemical and fertiliser purchases.

funding (to be determined by a scoping exercise conducted through CrimTrac) development and establishment of a national Automatic Number Plate Recognition (ANPR) system.

- Advancing policing as a profession and a national police registration scheme.

Support and fund the development and establishment of a National Police Registration Board and Scheme as a collaborative effort between the Australian Government, the PFA and state and territory jurisdictions.

Industrial issues

- PFA's ongoing industrial registration.

Resolved

- Work Choices legislation.

Return the referred industrial powers (relating to members of the police force) to the State of Victoria;

Not accept the referral of industrial powers to the Commonwealth by other states or the Northern Territory (relating to members of police forces) should they seek to do so;

Not interfere with state based police tribunals where they are introduced or already exist;

Ensure issues affecting the employment of state police, because of their particular circumstances as sworn officers, remaining with their employer state governments;

Refrain from introducing any further AWAs into policing in Australia and phase out any existing AWAs;

Ensure that if the Award Review Taskforce was to impose one underpinning police award in the Federal system, then that award be the AFP Award but it not be applied to Victoria or Northern Territory police or any other police who may in the future be covered by the federal system; and

Ensure that if the Award Review Taskforce was of a mind to rationalise awards on an industry sector basis, that the police services be identified as an industry sector. However, such an arrangement should only apply to the AFP and should exclude the Victoria and Northern Territory police forces or any other police forces which may be in the future be covered by the federal system.

- Police-specific dispute resolution tribunal for the AFP.

Establish an Australian Federal Police Tribunal under the AFP Act to deal with matters relating to workplace relations, advancement and deployment, and discipline and managerial matters within the AFP.

- Workers' compensation provisions for police officers.

Reverse the decision to remove journey claims from coverage under the Safety, Rehabilitation and Compensation Act 1988 for police officers.

Superannuation, taxation and other issues

- Superannuation preservation age.

Exempt police from the standard superannuation preservation requirement to enable police to retire from age 55.

Chief Executive Officer's Report

(Continued)

- Capped FBT (salary packaging).

Amend the taxation legislation to provide police with the same capped FBT concessions as legislated for ambulance services and public and non-profit hospitals.

- National police service medal.

Replace the current National Medal with a new National Police Service Medal specifically for sworn members of Australia's police forces.

- International deployment issues.

Ensure the proposed compensation and rehabilitation benefits for police serving overseas are in a stand-alone piece of legislation and not an amendment to the Safety, Rehabilitation and Compensation Act 1988.

Review all previous overseas deployments with a view to determining which if any deployments should be upgraded to 'warlike' in a policing context.

Establish a career indemnity policy for police officers who are forced out of positions in Pacific nations due to un-justifiable circumstances.

Establish a dispute resolution process for officers deployed as part of the International Deployment Group.

In the policy document the PFA also proposed a process of ongoing dialogue that would deal with the implementation of the above policies and provide a platform for discussion of other current and future issues.

In that section of the submission we sought commitments from all political parties for:

- *Formal meetings, at least quarterly, with the relevant "Justice" Minister as a process of ongoing discussion of relevant issues; and*
- *a structured meeting process on a biannual basis between the PFA and relevant Ministers to discuss matters of mutual interest. We proposed that the meetings be organised and coordinated through the Justice Minister and the PFA.*

An initial list of matters for discussion was proposed including:

- Community policing innovation grants program.
- Policing in indigenous communities.
- Federal MP's and Senators policing program.
- Disaster relief secondment package.
- 20-year disengagement.
- Fringe Benefits Tax.
- Police-specific workers' compensation and rehabilitation scheme.
- Parliamentary Joint Committee oversight of the AFP.
- Review of AFP police professional standards decisions.
- AFP responsibility for airport policing.
- Recognition through national and international medals.
- Childcare options and tax relief.
- The impact on police of dealing with the mentally ill.
- Establishment of police employee organisations in the South Pacific.
- Inter-jurisdictional consistency in policing.

In the document's conclusion we argued that the set of policies we proposed would constitute sound national policing initiatives by the next Australian government at a time when the community needs to know that all levels of government were contributing to a safe and secure Australia. The policies will also enhance the conditions under which Australia's police officers serve the community in our cities, towns and across rural and regional Australia.



Chief Executive Officer's Report

(Continued)

Our policy document was placed on the PFA website immediately after the launch (the full text of the PFA policy is available at www.pfa.org.au), and we intend to publish a 'report card' with the responses of the national political parties prior to the 2007 federal election so that Australia's 50,000 police officers and the wider community, are aware of the commitments each party is prepared to make to policing and police officers.

Parliamentary Inquiries

The PFA made numerous submissions and appeared before several Parliamentary inquiries in the past 12 months. Details of the PFA representations made to these inquiries are as follows.

Inquiry into the Northern Territory (National Emergency Response) Bill 2007 and associated Bills by the Senate Standing Committee on Legal and Constitutional Affairs

On 21 June, 2007, the Australian Government intervened in an unprecedented way in the policing and governance of Indigenous communities in the Northern Territory. This was based on its constitutional powers relating to Territories due to allegations of the horrific and widespread incidence of Aboriginal child sexual abuse in many remote Northern Territory communities. The almost total breakdown of law and order, and the resulting dysfunctional state of Indigenous communities, was not assisted by the incapacity of the Australian and Northern Territory Governments, over decades, to address the longstanding problems relating to sexual abuse, violence, pornography, drug and alcohol abuse, and inadequate health, housing, education and employment.

The Australian Government's national emergency response involved sending teams from the AFP and police seconded from most states (to be sworn in as NT police for the purpose) to the NT, together with medical and associated health teams. The delegations visited 73 remote Indigenous communities, restoring law and order and completing health and community needs assessments in each location. It was estimated that overall the plan could involve up to 100 police from the AFP and state police forces.

The intervention in the Northern Territory also involved an extensive package of Commonwealth legislation to impose new offences and obligations on the Indigenous communities and the wider NT population. The package of new laws covered areas including further alcohol and pornography restrictions, opening up the permit system for entry onto Aboriginal lands, schooling requirements for children, an end to the Community Development Employment Program, passing land tenure to the Commonwealth for five years, and quarantining welfare benefits so that a proportion would be spent on life essentials.

The Government allowed a Senate Committee only one day to consider the package of five Bills implementing the new arrangements. The principal Bill was the Northern Territory (National Emergency Response) Bill 2007. The PFA developed a submission in consultation with the Northern Territory Police Association.

The PFA submission to the Senate Committee welcomed the new concerted approach to addressing the serious dysfunction in remote Aboriginal communities, pointing out how essential law and order was to healthy, safe and functioning communities. The submission stressed the need for dedicated, permanent police services in each community, supported by co-coordinated, government multi-agency services.

Due to the very short time available between the introduction of the Bills and the Senate Committee one-day hearing, the PFA submission dealt with only two aspects of the legislation relating directly to policing in NT communities. These were:

- the new regime of liquor controls, and
- changes to the entry permit system applying to Aboriginal communities.

The PFA was critical of the extra regime of Commonwealth liquor controls superimposed on the Northern Territory's already strict alcohol restrictions. This complicated law enforcement for NT police and the courts and caused unnecessary confusion and required extensive policing. The huge new administrative and

Chief Executive Officer's Report

(Continued)

compliance workload for NT police could have been avoided. We argued that the NT law was not deficient, but that the long-standing lack of police resources and capacity in the major towns and remote communities meant that liquor restrictions were not effectively enforced in the past.

On the second issue - the permit system for access to remote Aboriginal communities - the PFA argued that operational police on the ground in the NT viewed the permit system as a useful tool in policing the communities, particularly in policing alcohol and drug-related crime. Given that the Government had failed to make the case that there was any connection between the permit system and child sexual abuse in Aboriginal communities (the reason for the Commonwealth intervention), the permit system changes were not warranted.

Due to the lack of time to consider the Bills, the PFA was not called before the Committee to give evidence. However, the PFA submission received national media coverage in the mainstream press, on national radio and TV, and at the Northern Territory Police Association annual conference which opened on the day the Senate Committee reported back to Parliament.

What the Australian Government's intervention demonstrated, without any doubt was that good community policing was absolutely vital to the effective functioning of any community, remote Aboriginal or urban mainstream communities.

There is likely to be a review of the Australian Government's intervention and the package of legislation involved in the Northern Territory National Emergency Response in two years and the PFA will monitor the situation in the meantime and form a considered view of its success or otherwise. This will position the PFA to propose any changes and additional measures needed to improve community policing in remote Indigenous communities and in the larger towns where Aboriginal communities are at risk.

The PFA has also argued that the implications for other jurisdictions with large Indigenous communities should not be underestimated.

Inquiry into the Future Impact of Serious and Organised Crime by the Parliamentary Joint Committee on the Australian Crime Commission

As part of its ongoing role in overseeing the Australian Crime Commission (ACC), the Parliamentary Joint Committee held an inquiry into future trends, the economic cost of, and strategies for, countering serious and organised crime, and the adequacy of arrangements, including databases, to tackle the challenges.

The PFA put forward a submission to the Joint Committee pressing for integrated, coordinated and complementary policing systems and strategies. For the ACC, the PFA argued that this meant making sure its systems and strategies effectively dovetail with those of the AFP and state and territory police forces and that the ACC should not become a ninth police force. We endorsed its focus on serious and organised crime which police forces lack the luxury of concentrating on to the extent that is warranted. In this way the ACC can add value to the fight against crime.

We put the case for the ACC to be staffed by sworn police officers from all jurisdictions and specialist staff. We strongly opposed non-sworn personnel of the ACC being given police powers to execute search warrants and to use force and we insisted that a shortfall in police numbers in the ACC or any other service cannot be used to justify extending police powers to whoever might seek them.

We pointed to cost-shifting by the Commonwealth when it seconded state or territory police to the ACC or the AFP, in a way which does not adequately compensate the jurisdiction in terms of numbers, dollars and experience. We proposed that the ACC undertake an analysis of its sworn police staffing requirements.

The PFA recommended that the Commonwealth enter into a formal agreement with each jurisdiction specifying the number of sworn officers to be provided for the ACC and the AFP over a defined period and undertaking that the full cost of such secondments would be borne by the Commonwealth.



Chief Executive Officer's Report

(Continued)

Finally, the PFA argued that CrimTrac should be fully developed as the National Criminal Investigation Database System aiding the work of all police forces. It should include the full spectrum of risk-related data nation-wide. In this context we proposed that the Committee recommend that the Federal Government provide funding for national number-plate vehicle recognition technology for all jurisdictions to improve its crime fighting capacity and boost effective policing.

We appeared before the Joint Committee at its hearing in Canberra on 5 July, 2007, and the report was handed down on 19 September, 2007.

In its report the Committee recommended, amongst other things, that:

- the Commonwealth, via CrimTrac, fund the inclusion of additional databases to the Minimum Nation-wide Persons Profile, particularly by adding persons holding aviation security identification cards, maritime security identification cards, explosive licences and licences to possess ammonium nitrate that can be used for making bombs;
- the commonwealth, state and territory governments implement a national number plate recognition system;
- the Police Ministers of Australia, through the Ministerial Council, take a strategic and national approach to police recruitment and retention;
- the Commonwealth fund a feasibility study into development of a single national case management system for policing and that Police Ministers nation-wide support such a system for all police officers; and
- the commonwealth review CrimTrac funding to provide the organisation with greater funding certainty.

Subsequently, the PFA has written to Mr Howard and Mr Rudd seeking bipartisan support for the report's recommendations and have also written to all Police Ministers seeking their support for those recommendations over which they can exert some influence.

Inquiry into Australia's Involvement in Peacekeeping Operations by the Senate Standing Committee on Foreign Affairs, Defence and Trade

In March 2007, the PFA and the United Nations Police Association of Australia (UNPAA) jointly made a submission to the Senate Committee. The UNPAA represents current and former police officers who have served on overseas deployments. Both our organizations have members deployed on peacekeeping operations as part of the AFP International Deployment Group (IDG).

Our submission focused on the central issues affecting members including the industrial and professional interests of Australia's police serving in peacekeeping missions, resourcing and coordination and Pacific region security and governance.

Around 700 police officers from all Australian jurisdictions are currently serving as part of the AFP IDG. These personnel are deployed right now in off-shore hot spots such as the Solomon Islands and East Timor as part of the Australian Government's commitment to national security and security in the Asia-Pacific region in particular. The figure is expected to grow to 1,200 by the end of 2008.³

We have a close interest in overseas deployment of our members for several reasons:

- The nature of policing has changed. Police on peacekeeping missions overseas are undertaking more and more of what were previously viewed as military roles – 'quasi-peace-making' to use



Committee Chair, Senator Marise Payne and NSW President Bob Pritchard

³ Commissioner Mike Keelty, speech to the National Press Club, October 2006.

Chief Executive Officer's Report

(Continued)

Commissioner Mick Keelty's term - and undertaking preventative peace-keeping and peace-building activities like re-instating law and order; and rebuilding governance infrastructure.

- Many of the issues of concern to the ADF and defence personnel serving overseas are also of concern to our police forces and police officers. Issues like meeting recruiting targets and balancing work/home pressures.

AFP officers continue to be tasked with international operations without action being taken to ensure that positions dealing with 'traditional' AFP responsibilities, including community policing, are adequately back-filled.

In order to fulfill these responsibilities, officers are increasingly seconded from state and territory police forces, leaving them with reduced personnel and skills gaps. On current estimates, there are more than 360 state and territory police officers seconded to the AFP. If members of the public were fully aware of the significance of the resulting gaps on the ability of police to service the community, there would be an immediate outcry.

The PFA and the UNPAA are concerned that the AFP is also relying on significant numbers of non-sworn personnel to deploy due to the shortage of sworn police in the AFP. However, we understand that many Protective Service Officers (PSOs) and administrative staff have been sworn in as special members for the countries in which they are deployed and provided with uniforms which can easily be mistaken as police uniforms.

We support the use of PSOs and administration personnel in such deployments provided they are solely used for roles that befit their training and skill levels but not in sworn police roles.

Our submission also argues that since 11 September, 2001, more than 600 AFP employees have been diverted from the tasks they were undertaking on 10 September, 2001, to new functions. A significant number of these are in the IDG.

This raises two main issues:

- A vacuum has formed in the investigation of 'normal' crimes which fall under the provenance of the AFP.
- As the AFP co-opts state and territory police officers, this unsustainable approach spreads the AFP police under-resourcing problem across Australia.

We made the point that the inter-related nature of national security and crime make it imperative that the Australian Government does not sacrifice effective internal Australian policing by the AFP, which needs to be backed by sufficient sworn police officers to do the job, in addition to the important work of overseas peacekeeping.

The submission put recommendations to the Committee concerning:

- the roles of PSOs and administrative staff on overseas deployment;
- a national workforce planning study for police forces;
- establishment of a dispute resolution process for officers deployed with the IDG;
- the Police Overseas Service Medal;
- recognition of outstanding service and bravery by police;
- a police compensation and rehabilitation scheme comparable to the military scheme;
- determining which deployments warrant war-like status; and
- a career indemnity policy for overseas deployed officers displaced in unjustifiable circumstances.

The PFA proposals were outlined to the Senate Committee at its hearing in Canberra on 6 September, 2007.



Chief Executive Officer's Report

(Continued)

Inquiry into the Telecommunications (Interception and Access) Amendment Bill 2007 by the Senate Standing Committee on Legal and Constitutional Affairs

In June 2007 the Attorney General introduced into Parliament the Telecommunications (Interception and Access) Bill 2007. The Bill amends the 1997 Act which regulates access to telecommunications data for national security and law enforcement purposes in line with recommendations of the 2005 Blunn Report.⁴

Prior to the introduction of the Bill, an exposure draft was circulated to interested parties including the PFA for comment.

At that stage the PFA took exception to aspects of the Bill which allowed security and law enforcement agencies access to telecommunications data – information about a communication such as emails, text messages and voicemail (e.g. the parties, the date, time and duration), as distinct from its content. The PFA objected to the secondary disclosure of such information for the enforcement of a law imposing a pecuniary penalty (such as in police disciplinary proceedings).

Contrary to the prohibition and privacy laws, which apply to the community generally, the Bill has the effect of legalising the disclosure to a third party and use of telecommunications data against police officers (and officers of like organisations such as ASIO) in non-criminal actions against them.

The basis of the PFA's objections to these provisions was the further invasion of privacy of police officers (as distinct from other members of the community) the measures entail and the potential for the secondary disclosure and use (of the intercepted information) provisions to be misused against police officers. We argued that the provisions mean that police officers would be subject to a lower standard of privacy than the general community under these new intrusive powers.

In the explanatory memorandum the Attorney General acknowledged the increased privacy implications of the measures. The Law Council of Australia was also critical of the Bill on privacy grounds arguing that it gave enforcement agencies access to an 'extraordinary and invasive' power.

The PFA subsequently gave evidence to the Senate Legal and Constitutional Affairs Committee's inquiry into the Bill reiterating our concerns on behalf of members.

The Committee nevertheless recommended that the Bill be passed and that an independent review of the legislation be undertaken within five years.

The legislation was passed by the House of Representatives and was introduced into the Senate on 16 August, 2007.

Noting that the Australian Law Reform Commission was separately conducting a review of Commonwealth privacy law, the PFA also wrote to the ALRC on 14 May, 2007, asking it to examine and report on means to ensure that the telecommunications laws do not infringe unreasonably on the personal privacy of police officers afforded by the privacy laws of the Commonwealth. The ALRC was due to publish a discussion paper on the key issues in September 2007.

Inquiry into Mental Health Services in Australia by the Senate Community Affairs Committee

In July 2007, the PFA made a submission to the Parliamentary Committee inquiring into Australia's mental health services, following a new injection of funds into mental health services by the federal, state and territory governments. This follows on from our submission and appearance at the Senate Select Committee into Mental Health in May 2005.

We believe that it was important for the PFA to put its views to this new inquiry because too many police have been killed or seriously injured in dealing with persons with a mental illness.

We argued in our submission that a lack of, and/or inappropriate services by Mental Health, was putting too many mentally ill people into situations of serious confrontations with police. We accept that police will

⁴ Review of the Regulation of Access to Communications, Anthony Blunn AO, August 2005.

Chief Executive Officer's Report

(Continued)

inevitably be in the frontline of dealing with people with a mental illness by virtue of the 24/7 nature of police service. We also accept that there will always be a clear role for law enforcement in emergencies where people with a mental illness are posing a risk to themselves or to others. However, there are numerous examples across the country where police officers are being inappropriately used by health departments due to lack of staffing in those departments or a general disregard for the role of police.

In NSW alone, we advised that currently 10 per cent of all police time is taken up with mental health issues, with police attending more than 20,000 recorded incidents involving the mentally ill in 2006 alone, and the number was increasing in 2007.

We argued that in spite of the new National Action Plan developed through the COAG process, the Individual Implementation Plans, and the proposed enhancement of services nation-wide, none of the plans appear to identify or even accept the level of responsibility currently being placed on our police services in dealing with the mentally ill.

In our submission to the Committee we included a number of recommendations including that:

- Memorandums of Understanding be formally established between the state and territory respective health departments, ambulance services, police forces and where appropriate, corrective services departments, setting out roles and responsibilities of each service regarding the mentally ill;
- Effective resourcing of mental health services and, in particular, crisis teams to assist police in the field be implemented;
- Police should be represented on each of the state and territory COAG Mental Health State Reference Groups; and
- Where mentally ill people cannot be transported in a dedicated mental health ambulance, and police are required to undertake such transport, then the service should be undertaken on a cost-recovery basis from the health department.

Other transport related problems that we identified were:

- a lack of suitable restraints in vehicles;
- no professional carers to accompany persons; and
- in some jurisdictions, such as Western Australia, there are enormous distances to travel.

In conclusion, we argued that the majority of issues in our submission require a long term commitment by ALL levels of government to the funding of more beds in hospitals and other mental health facilities, more staff and better resourced community support programs.

If these shortcomings were addressed, we believe that many of the burdens currently confronting police in dealing with the mentally ill would be removed from police and returned to health departments staffed by well-trained, mental health professionals.

The Committee has yet to schedule its public hearings.

Inquiry into the Crime Legislation Amendments (National Investigation Powers and Witness Protection) Bill 2006 by the Senate Legal and Constitutional Affairs Committee

The above Bill, introduced in late 2006, contained a number of measures which the PFA supported including proposed model laws concerning controlled operations, assumed identities and the protection of witness identity. However, the Bill also included proposed amendments to the *Australian Crime Commission Act 2002* regarding search warrants to which we strenuously objected.

We acknowledged that there are already inconsistencies between the *Australian Crime Commission Act 2002* and the *Crimes Act 1914* in relation to the execution of search warrants.



Chief Executive Officer's Report

(Continued)

For example in the Crimes Act an –

Executing officer in relation to a warrant, means:

- (a) *The constable named in the warrant by the issuing officer as being responsible for executing the warrant; or*
- (b) *If that constable does not intend to be present at the execution of the warrant – another constable whose name has been written in the warrant by the constable so named; or*
- (c) *Another constable whose name has been written in the warrant by the constable last named in the warrant.*

Section 22 (1) of the Australian Crime Commission Act stipulates that an **eligible person** may apply to an issuing officer for the issue of a warrant. An eligible person, who is defined as a member of the staff of the ACC who is also a member of the Australian Federal Police or the Police Force of a State, must make the application for the warrant.

In the proposed amendment to that Act an –

Executing officer, in relation to a warrant issued under section 22 means:

- (a) *The person named in the warrant by the issuing officer under paragraph 22(5)(e) as being responsible for executing the warrant; or*
- (b) *Another person whose name has been inserted in the warrant by, or on behalf of, the person mentioned in paragraph (a)*

The Explanatory Memorandum (EM) then outlined that while the person first named in the warrant must be a police officer, the Bill proposed to authorise the person named in the warrant to sign the warrant over to another person.

The key issue of concern to the PFA emanating from the EM was that it meant that the person may or may not be a police officer because the ACC has both contract and in-house investigators. The EM further explained that the executing officer (who may not be a police officer) may be called on to exercise powers normally given to police officers and would often need to carry a firearm. We understood that ACC employees who may be required to carry out this function would be sworn in a 'special members' of the AFP.

The PFA raised serious concerns that contract investigators may be brought into the ACC for specific investigations, be sworn in as a special member of the AFP, and therefore be eligible to execute search warrants, use reasonable force and carry a firearm in so doing. We argued that the community needs to be confident that such investigators, who are not members of the AFP or a state police force, have the requisite skills and experience to be given such authority. We pointed out that there appeared to be nothing in the current legislation, the Bill or the EM that would give comfort on this issue.

We clearly outlined our view that the only persons who should be responsible for executing a search warrant, be legislatively entitled to use reasonable force in the execution of that warrant, and carry a firearm in such circumstances should be fully sworn police officers from the Australian Federal Police or the police force of a state or the Northern Territory.

The Bill was brought back into the Parliament in its mid-September 2007 sittings and it was pleasing to note that the offending sections of the Bill had been removed. The revised EM read –

“Amendments (13 to (16) after the definition of ‘executing officer’ within the Australian Crime Commission Act to provide that a search warrant only be executed by, or re-assigned to an ACC staff member who is also a member of the Australian Federal Police or a member of a police force of a State or Territory”.

“These amendments eliminate the possibility of a non – police officer executing a search warrant and will also ensure that only a police officer has the capacity to exercise the use of force”.

It was pleasing to see that the legislators had heeded our concerns.

Chief Executive Officer's Report

(Continued)

PFA Sub-Committees

At the 2006 Federal Council Meeting the President and CEO provided a discussion paper to delegates calling for the establishment of a number of sub-committees that would give Branches more ownership of the PFA and greater responsibility for various issues.

The President in his address to the Council challenged them to consider how the PFA, through the CEO and a small staff, could deliver on all the issues we have to deal with. He suggested either employing more staff or the Branches take greater responsibility.

He referred the Council to the discussion paper and sought their support for members of the Executive to chair the respective sub-committees and suggested that every jurisdiction had expertise in various areas and that we should use that expertise for the collective effort of members.

The Council endorsed the proposition and resolved that all sub-committees would report through the Executive by way of recommendations as the Executive had overriding responsibility for the operations of the PFA between Council meetings.

As a result, the Council resolved to form the following sub-committees and allocate Executive members to Chair and sponsor those committees. This included:

- | | |
|----------------------------------|------------------|
| • Professionalisation | Peter Alexander |
| • Work Choices | Brian Rix |
| • 2007 Federal Election Strategy | Peter Alexander |
| • Member Services | Mike Dean |
| • Policy | Vince Kelly |
| • Secondment to the AFP | Jon Hunt Sharman |
| • Overseas Workers' Compensation | Jon Hunt Sharman |
| • Overseas Deployments | Jon Hunt Sharman |
| • Superannuation | Peter Alexander |
| • Occupational Health and Safety | Mike Dean |

The Council also determined to include both the Industrial Planning Committee (IPC) and the Women's Advisory Committee (WAC) into this sub-committee process.

- | | |
|-------|-------------------|
| • IPC | Bob Pritchard |
| • WAC | Randolph Wierenga |

At the subsequent Executive meeting it was determined that the Professionalisation, Work Choices and 2007 Federal Election Strategy sub-committees would be given priority throughout 2007 and a protocol for the operation of the sub-committees was endorsed.

The concept of advancing the PFA's agenda through the sub-committee process has worked well in that the protocol for their operations have been followed, various Branches have hosted meetings, and it has meant that a number of subject-matter experts from Branches have been allocated to the sub-committees ensuring that its operations run smoothly and appropriately and succinct recommendations forwarded to the Executive.

The key issues pursued by the sub-committees are reported on below and in various other parts of this report.



Chief Executive Officer's Report

(Continued)

Professionalisation:

This sub-committee, Chaired by PFA President Peter Alexander, had three (3) meetings over the past 12 months together with a range of other meetings with various parties and stakeholders. The key agenda issues addressed included –

Proposal by Commissioners to dissolve the Australasian Police Professional Standards Council (APPSC) –

Police Commissioners, through the Senior Officer's Group (SOG), determined to amalgamate APPSC into the yet-to-be-established Australia and New Zealand Police Advisory Agency (ANZPAA). The PFA and the New Zealand Police Association, which have been full Board Members of APPSC since its inception in the early 1990's were totally opposed to such a change.

The PFA 2006 Federal Council received a report from the ANZPAA Implementation Team and as a result carried the following resolutions, which directed the PFA's actions on this matter over the past 12 months.

"That the PFA maintains its commitment that APPSC continue as a legal entity independent of the ANZPSA, and

That in the event that APPSC is dissolved the Commissioners be advised that the PFA intends to create a national professional registration and standards body representing Police across Australia.

That this Council fully supports the retention of APPSC in its current form,
further

That a motion of censure be delivered to those individual members of APPSC who support the decision to disband APPSC in its current form,

further

That all Branches/Affiliates support the President & the CEO by attending the APPSC meeting on 29th & 30th November 2006

further

The issue of intellectual property be raised and further that similar representations be made to the Police Ministers' & Commissioners' Conferences".

This issue has entailed a range of meetings with the Chair of APPSC, Chief Commissioner Christine Nixon, the ANZPAA Implementation Team and lawyers to seek advice on matters such as the process for winding up APPSC and our rights to the intellectual property of APPSC.

On 26 September, 2007, the following resolutions were endorsed by the Senior Officer's Group:

- *Agree that the incorporated status of APPSC be retained with ANZPAA to administer its Secretariat and fulfill its operational and administrative functions, and that the ANZPAA Executive Director become an Office Bearer for this purpose;*
- *That the Police Federation of Australia (PFA) and the New Zealand Police Association (NZPA) are recognised as key stakeholders and retained as members of the APPSC;*
- *That APPSC's role in considering matters of professionalisation, education, training and standards setting sit as a standing agenda item upon the ANZPAA Board meetings;*
- *Agree to dissolve the APPSC Steering Committee and establish a Professionalisation Advisory Committee within ANZPAA which would include representation by each police jurisdiction, PFA and NZPA; and*
- *Agree that a formal review of the arrangements be conducted, in 12 months time, to assess whether or not incorporation should be reviewed at that time.*

These recommendations ensured that we were able to deliver on the 2006 Federal Council outcomes regarding APPSC.

Chief Executive Officer's Report

(Continued)

National Police Registration Board –

After reviewing the PFA's current position on professionalisation, the sub-committee recommended to the Executive that they endorse the establishment of a National Police Registration Board.

As a result it was determined that we would seek commitments from all federal political parties to support and fund the development and establishment of a National Police Registration Board and Scheme as a collaborative effort between the Australian Government, the PFA and state and territory jurisdictions. This commitment was sought through the PFA's pre-election document *Law and Order in Australia: Policies for the Future*.

The concept is that the Board would:

- Develop education & training standards & accredit educational & training institutions.
- Establish a National Code of Police Ethics.
- Establish a National Police Code of conduct.
- Be responsible for coordinating body of knowledge.
- Be responsible for defining core business of policing.
- Maintain a Register of all Australian Police Officers who meet the requisite standards.

The key outcomes of such a proposal would be to:

- Improve the status of the police profession.
- Facilitate inter-jurisdictional mobility.
- Protect the police professional domain.
- Provide and maintain, on the community's behalf, proper standards of policing practice and professional membership.

At the time of writing we have not received any commitments of this nature however; now that it is a policy of the PFA, the issue will continually be pursued.

Other matters that the Professionalisation sub-committee has been dealing with and making recommendations on include:

- The police professional domain including the issues of 2nd Tier Policing and the roles and functions of private security;
- Membership coverage of the PFA including whether such coverage should include persons who do not take an 'oath of office';
- An examination of the roles and functions of the National Police Improvement Agency in England and Wales;
- The PFA policy on Inter-jurisdictional Mobility; and
- The PFA's involvement in police professionalisation conferences and workshops.

Work Choices:

Although the PFA has an Industrial Planning Committee (IPC), it was determined to establish a sub-committee, Chaired by Brian Rix, President of the Victorian Branch, to specifically focus on those matters relating to Work Choices. Up to the time of compiling this report the sub-committee has met on three occasions. In addition, several other meetings have been held by the Chair and the CEO and the results, reported back to the sub-committee.

The key objectives of this sub-committee were to:

- Establish a firm position on all issues surrounding the impact of the Work Choices legislation; and
- Report and provide recommendations on options regarding the protection of assets and future structure of the PFA.



Chief Executive Officer's Report

(Continued)

The key priority given to this sub-committee was the ongoing federal industrial registration of the PFA. As point two of the sub-committee's objectives identified, if the legislation had not been amended, the organisation would have had to be restructured. Therefore, most of the sub-committee's time and energy went into that issue in the early stages of its operation, however a number of other matters of importance were also dealt with. They included:

- Preparation, research and planning of all the key industrial issues identified in the PFA pre-election document *Law and Order in Australia: Policies for the Future*;
- The impact of legislation on members and branches, including the impact on branches/affiliates of Victoria and AFPA branches offending the Work Choices legislation or regulations and the impact on individual PFA officers;
- Based on our registration issue, the impact of legislation on our current structure and options for a future structure of PFA and Branches and affiliates;
- The legislation's possible impact on the PFA's assets;
- The sub-committee also took ownership of some aspects of the Workplace Research Centre's Projects, AUSTRALIA@WORK and POLICE@WORK, both of which received funding from the PFA (These projects will be reported on separately in this report);
- Issues of the ACTU Campaign, "Your Rights at Work";
- The various political parties IR Policies in the lead up to the Federal Election; and
- Ongoing meetings with Deputy Leader of the Opposition, Julia Gillard MP regarding the ALP's IR Policy.

The Work Choices sub-committee has proven to be a very beneficial committee allowing a specific committee to focus entirely on the difficulties that this piece of legislation has placed on Australia's police.

2007 Federal Election Strategy:

The outcomes of this sub-committee are reported on in detail in the early part of the CEO's Report.

Industrial Planning Committee (IPC):

The IPC held two meetings during the reporting year, in March and August 2007. This committee brings together the senior industrial practitioners from across Branches to discuss pertinent industrial issues affecting Australian and New Zealand Police. It was also the forum through which all the key industrial issues identified in the pre-election document *Law and Order in Australia: Policies for the Future* were fine tuned.

Key matters dealt with during the past 12 months include:

- PFA pre-election document issues:
 - Concerns over a proposal by the government to include the Police Overseas Workers' Compensation and Rehabilitation legislation under an amendment to ComCare. Details of how best to pursue this matter, including the PFA's Senate Submission regarding Australia's Involvement in peacekeeping, were dealt with by the IPC; and
 - A range of IDG industrial issues including the use of Protective Services Officers in police-type roles and a dispute resolution process were also developed.
- Issues surrounding the practices in the Australian Crime Commission (ACC) including –
 - Plans to recruit state police on a Leave-Without-Pay basis and then engaging them on individual contracts; and
 - Attempts to secure legislation that would allow the ACC to give police-type powers to un-sworn staff particularly in relation to search warrants.

Chief Executive Officer's Report

(Continued)

- The Executive sought advice from the IPC about the industrial ramifications of its proposed inter-jurisdictional mobility model. Key issues of concern were matters of transportability of officer's entitlements and skills recognition.
- The IPC also provided ongoing advice to the Executive and the Work Choices sub-committee concerning the government's industrial relations legislation and the effects members were experiencing as well as other political parties' IR proposals.
- Rostering issues and the popularity of 12-hour shifts were considered. It was reported that several jurisdictions were seeking to move away from 12-hour shifts allegedly due to management perceived problems of fatigue and service delivery to the public. The IPC has resolved to continue to work on this issue as there is a view that many of the management concerns are short-sighted and their arguments are not backed by sound research.
- The IPC considered provisions of awards and agreements for part-time positions and the adequacy of current arrangements.
- The Federal intervention into Northern Territory Indigenous affairs involving AFP officers and seconded state police officers raised a number of important matters for the IPC. A range of issues concerning pay and conditions for officers deployed are now subject to discussion and report back to the Executive.
- A number of the OH & S issues raised in this report have also been discussed at the IPC.
- Updating of the PFA website to provide an information clearinghouse for a range of industrial matters for our professional industrial staff was considered a priority for the future.

The IPC has proved to be a key focus meeting where comparative information is widely shared among branches and with the New Zealand Police Association and in-depth comparisons were developed for the benefit of our membership.

Member Services:

As earlier reported, this sub-committee has not been given particular priority at this stage due to a range of other matters that were considered more urgent in the lead up to the 2007 Federal Election.

Sub-committee chairman Mike Dean, President of the Western Australia Branch, has researched and reported to the Executive on a range of possible activities for the PFA to pursue, both on behalf of members and Branches. We have also had ongoing dialogue with groups such as the Australian Medical Association (AMA) and others to better inform us on how such a scheme might be rolled out for members.

It is anticipated that following the Federal Election a higher priority will be placed on this sub-committee's operations.

Policy:

The key function of this sub-committee was to draw all of the PFA's various administrative, industrial, professional and social policies together into one coherent document.

Naturally, the work of this sub-committee will be ongoing as policies of the PFA evolve.

Secondment to the AFP:

Overseas Workers' Compensation:

Overseas Deployments:

The above three sub-committees are chaired by Jon Hunt Sharman, President of the Australian Federal Police Branch. As reported earlier in this document, these important issues have all been included in the PFA's pre-election document *Law and Order in Australia: Policies for the Future*. The future operation of these sub-committees will be dependent on the outcome of any commitments made by the political parties.



Chief Executive Officer's Report

(Continued)

Women's Advisory Committee (WAC):

The WAC held its first meeting this year in Wellington, New Zealand as the guests of the New Zealand Police Association (NZPA) with its second meeting being held in Canberra. Normally all meetings are held in Canberra but on this occasion the NZPA were holding a one day workshop for their female members and the WAC was invited to hold its meeting back-to-back with that workshop.



Women's Advisory Committee delegates meeting in NZ, April 2007

Key issues discussed by the WAC included:

- A full report concerning the range of PFA activities and in particular those matters that affect our female membership. Considerable feedback was provided by delegates to assist to refine PFA policies.
- Ongoing initiatives to encourage greater participation by women in police unions. A range of reports were provided by Branches on current measures to support women members, including –
 - Paid maternity leave of 14 weeks;
 - Capacity to purchase additional leave;
 - Mentoring arrangements; and
 - Week-long delegates' courses.
- The updating of the Model Conditions of Employment and Service Table developed by the WAC. Such a table allows instant reviews and updates of the benchmarks established by the ACTU and WAC.
- Childcare issues, including salary packaging, as well as a possible survey of female members to ascertain the reasons behind members seeking part-time and job-sharing positions, and to determine the impact of, and issues surrounding, the return to work of members who have been on maternity and paternity leave and returned to work since January 2005.
- The PFA's pre-election policy document, *Law and Order in Australia: Policies for the Future*, where feedback was sought.
- The Sydney University Workplace Research Centre Projects, AUSTRALIA@WORK and POLICE@WORK and their likely impact on female police.
- The importance of communication processes for the WAC and its outcomes.
- A survey of members who undertake part time work is also being conducted to ascertain the reasons members endeavour to undertake part time/job sharing options.

Superannuation:

Commitments sought in relation to this issue are likewise contained in the PFA's pre-election document *Law and Order in Australia: Policies for the Future*.

Chief Executive Officer's Report

(Continued)

Occupational, Health and Safety:

A range of OH&S matters have been identified under this sub-committee and through the Policy sub-committee. They include:

- Police escorting of prisoners.
- Police safety, protective equipment and clothing.
- Police vehicles.
- Single officer stations and patrols.
- Post traumatic stress and peer counselling.
- Dealing with infectious diseases.
- Firearms controls.
- Drug and alcohol testing of police.
- Duty of care issues:
 - Use of volunteers
 - Storage of substances at police stations
 - Bullying
 - Fatigue
 - Firearms training
 - Armouries.

Another key issue for this sub-committee to address in the short-term is the proposed harmonisation of OH&S legislation across jurisdictions through the COAG process.

Other Activities in 2007

Sydney University - Workplace Research Centre Study:

At the 2006 Federal Council, Dr John Buchanan of the Workplace Research Centre at Sydney University addressed the Council and sought support and funding for the Australians@Work study.

Following deliberations by the Council it was agreed that the PFA would support the study to the amount of \$40,000 per annum to be split on a pro-rata basis across Branches. The survey would track members of the workforce for five years to determine the impact of the Work Choices legislation on them.

At the same time Victoria, New South Wales, the Australia Federal Police Association and the Northern Territory Branches also agreed to a contractual arrangement with the Workplace Research Centre for a Police@Work study over a five year period. Subsequent to that decision, the Executive endorsed the PFA commissioning an annual report from the Centre specifically relating to its study on police as a link to the proposed major national police workforce study.

The first report from the study has not yet been provided but will be reported on in detail to the Federal Council.

National Police Memorial:

Throughout the year the PFA continued to play a major role in coordination of activities around the National Police Memorial (NPM) including updating of the NPM website and reviewing and coordinating any proposed changes to details of names on the NPM.



Chief Executive Officer's Report

(Continued)

The CEO has also represented the PFA on the National Police Memorial Coordination Committee which has been formed to vet the names and details put forward by jurisdictions for future inclusion on the NPM.



National Police Remembrance Day 2007

International Council of Police Representative Associations (formerly ILEC):

In October 2006 the PFA was represented at the then International Law Enforcement Council (ILEC) meeting in Texas (US) by PFA President Peter Alexander and Vice President Vince Kelly.

Jurisdictions represented were the Police Federation of England and Wales, Scottish Police Federation, Police Federation of Northern Ireland, British Transport Police Federation, Police Union of Denmark, EuroCop, Canadian Police Association, National Association of Police Organizations (US), Fraternal Order of Police (US), New Zealand Police Association, the Police Federation of Australia, Queensland Police Union of Employees and the Police Association of New South Wales. Jointly these organisations represented one million police officers.

Prior to the meeting each organisation attending was asked to provide, in writing, the top four or five issues confronting that country and the meeting commenced with a round table report from each of the participating representative associations.

The host organisation invited Professor Jenny Fleming, Department of Police Studies (Research), Tasmania Institute of Law Enforcement Studies, University of Tasmania and Dr Monique Marks, Department of Sociology, University of Natal Durban, South Africa to make a presentation to ILEC on their observations regarding changes in policing and the way police unions have traditionally responded. The pair also offered advice on how police associations might consider responding in the future. This section promoted considerable debate about the response of police unions to the challenges identified.

Dr Elaine Bernard, Executive Director, Labor & Worklife Program, Harvard University Law School also gave an address which identified a range of changes taking place in the international labour movement and what impact they might have on police unions internationally.

A specific section of the meeting was set aside to discuss the future of ILEC. A paper written by PFA CEO Mark Burgess entitled *The Future of ILEC*, was presented by Dale Kinnear from the Canadian Police Association in the absence of Mr Burgess.

There was general consensus that it was time to bring some structure to the international group, without creating something too formal and political to be effective. The discussion paper included a number of recommendations.

Chief Executive Officer's Report

(Continued)

As a result of that discussion a new organisational name was decided upon — “International Council of Police Representative Associations” (ICPRA) — as delegates felt the name should be more in line with the function of the representative associations involved. A new set of objects for the organisation was also endorsed.

Following that discussion, an Executive Committee was elected consisting of:

Chairman:	Greg O’connor New Zealand Police Association (host of 2008 ICPRA Meeting).
General Secretary:	Dale Kinnear, Canadian Police Association.
Members at Large:	Chuck Canterbury, Fraternal Order of Police (US). Mark Burgess, Police Federation of Australia. Joe Grant, Scottish Police Federation. Peter Ibsen, Police Union in Denmark.

The Committee was tasked with strategic planning, communications and membership expansion in the lead up to the 2008 meeting. This committee is meeting by teleconference every three months and is progressing these and other issues.

Other items discussed at the meeting included:

- 2nd Tier Policing/Two-tier Policing.
- Workforce of the Future.
- United Nations Peacekeeping: Assistance to Domestic Police.
- Presumptive Provision for Post Traumatic Stress Disorder in Workers’ Compensation Legislation.

As reported earlier, the next meeting is scheduled for Wellington, New Zealand, on 19, 20 and 21 October, 2008.

Government Relations (COAG):

The operations of the Council of Australian Governments (COAG) are on the PFA’s agenda because of the scope and range of issues on COAG’s agenda and the limited consultation that takes place regarding any issue COAG is considering.

This year the Federal Opposition announced the establishment of the Federal Opposition’s Advisory Group, under Bob McMullan MP, which is tasked with simplifying federal–state relations. The PFA, together with the Australian Services Union (ASU) and the Health Services Union (HSU), has been proactive in this area on behalf of other ACTU affiliated unions and has met with Bob McMullan on several occasions seeking input into the Advisory Group’s deliberations.

The states have also formed the COAG Reform Council, which will deal with COAG matters on their behalf. It is important that the PFA keep abreast of issues being discussed at COAG, the Advisory Group and the COAG Reform Council to ensure that policing is best placed to respond to issues as they arise.

PFA Staff:

In February 2007, Dianne Gayler commenced work with the PFA as a Research and Policy Officer. Dianne’s background in state politics in South Australia as well as her senior positions as a ministerial advisor in that state and later as a Senior Executive in the Australian Public Service has served the PFA and its members well.

Her experience in preparing submissions to Parliamentary Committees, developing policy proposals and drafting media releases is a useful addition to the PFA skills set. She is also experienced in servicing committees, which is one of the key mechanisms of the PFA operations. Dianne is working 20 hours per week, but the hours are flexible to suit the PFA’s schedule of meetings and other activities.



Chief Executive Officer's Report

(Continued)

Changes to Superannuation Death Benefit arrangements:

In April this year the Government announced that non-dependants of ADF personnel, Australian Federal Police including Australian Protective Service Officers, and state and territory police killed in the line of duty (or as a result of injuries sustained in the line of duty) will receive access to the same concessional tax treatment for superannuation death benefits as dependants when they receive a lump sum superannuation death benefit.

What this means is that from 1 July, 2007, eligible non-dependants will pay no tax on the superannuation benefit left to them by someone who has died in the line of duty.

To give effect to the changes, the *Income Tax Assessment Act 1997* was amended to take effect retrospectively from 1 January, 1999. Cases that had occurred over the period from 1 January, 1999, to the date the legislation took effect will receive an ex-gratia payment which will be administered by the Australian Taxation Office (ATO).

The PFA welcomed the initiative and specifically thanked Federal Assistant Treasurer, Peter Dutton MP, a former Queensland police officer, for his ongoing support of Australia's Police.

Conclusion:

As the previous pages of my report indicate, the issues that the PFA is responsible for pursuing are becoming more in-depth and complex and in what has again been a very busy 12 months, some key achievements have been made.

In last year's annual report we documented extensively on the threat to the PFA's ongoing industrial status by the Work Choices legislation. This year's report outlines how we were successful in having that threat removed by an amendment to the legislation. Many thought that such a change prior to the 2007 election was not going to be possible, but with the collective effort of all Branches and a strong coordinated lobbying strategy we were successful, not only for the PFA but several other national unions as well.

The collective strength of Australia's police associations and unions, through the PFA, should not be underestimated. Representing the professional and industrial interests of 50,000 police gives us significant influence if used appropriately and strategically.

In closing, I wish to place on the record my thanks for the ongoing support of our Branches and the Executive. The unity displayed throughout the year has placed us in a good position for the future.

I also pay tribute to our fine staff. Debbie Martiniello continues to excel in her role as our Office Administrator; and as earlier reported the acquisition of Dianne Gayler in the Research/Policy role with her depth of experience at both state and federal levels has proved very beneficial for the PFA.

As the President's Report has indicated, Peter Alexander has announced his intention to stand down from the Presidency pending his retirement. As the CEO, I could not have asked for a stronger and more determined President who gave me and all the Branches his total support during his term. Peter will leave some big shoes to fill. His leadership of this organisation over the past nine years has been inspirational and I take this opportunity to wish both him and Joan well in retirement.

In the lead up to the federal election on November 24, 2007, we anticipate that the PFA's pre-election document *Law and Order in Australia: Policies for the Future* will play a significant part in the law and order, policing and national security policies of both major parties. The document will also give us a solid policy base for future dialogue with whoever wins government.

I look forward to a busy and exciting 2008.

Mark Burgess

Chief Executive Officer

Affiliates – Reports

NEW SOUTH WALES

I am pleased to provide this report, which presents a snapshot of the work of the NSW Branch and its associated body, the Police Association of NSW over the past 12 months. The PFA Branch provides greater opportunities to better represent the interests of frontline police in NSW as policing continues to gain a national focus. The evolution of federal/state relations following the High Court's decision in the Work Choices case will only result in the role of the PFA becoming more significant into the future.

The significant achievements made on behalf of police in NSW have resulted from the professionalism and hard work of the Branch Executive, staff and local officials through their commitment to maximising the involvement of the membership at all times. Our focus on organising continues via the Branch focus model designed to involve the collective membership wherever possible.

The past year has been characterised by the consolidation of hard won gains such as the landmark Death and Disability cover for post-1988 police and the salary deal which is delivering salary increases of 4 per cent per annum over four years. Another achievement has been the improved salary scale for detectives, sergeants and commissioned officers.

The implementation of the new promotions system and the commitment to the recent APEC security arrangements has occupied much of the time and energy of the branch. Perhaps the most significant issue however, was our successful campaign in the lead up to the NSW State election for commitments to a range of initiatives and, in particular, increased police numbers and our involvement in the opposition to Work Choices.



Bob Pritchard, President

Implementation of Award 2005

As reported last year, the award is delivering real wage increases (min 17.1 per cent) and builds on the significant salary increases achieved by the branch over the past decade. Shift, on call and special duties allowances will all be increased by 17.1 per cent over the period.

From 1 July, 2006, overlapping pay scales have been expanded into the supervisory and managerial ranks while maintaining the rank of senior sergeant. This is a particularly significant achievement that builds on our previous success in establishing the leading senior constable pay scales. It continues the salary reform campaign by the branch and will deliver significant benefits in terms of reducing the importance played by promotion as it affects remuneration and will reduce the pressure on that system.

From 1 July, 2006, implementation of new Sergeants pay scales

- Increase for sergeants (inclusive of across the board increases) of up to 24 per cent.
- Accelerated incremental progression and overlapping pay scales into the senior sergeant rates.

From 1 July 2006 implementation of new Senior Sergeants pay scales

- Increases of 20.85 per cent.
- Separate rank continues - provides a new incremental point after four years on the rank

From 1 July 2006 implementation of new Detectives Pay Scales

- Detective constables progress increments every year on a new 10-year scale.
- Accelerated incremental progression for constables to LSC rates after eight years.
- Consolidation of the Special Duties Allowances and Plain Clothes Allowances into salary rates.



Affiliates – Reports

NEW SOUTH WALES *(Continued)*

This has resulted in increases to the rates paid upon appointment and after three years of the existing SDA. Linking the plain-clothes allowance to salary will now mean that it increases according to salary and not CPI, over 12 per cent during the term of the Award.

- Accelerated incremental progression for detective sergeants and overlapping pay scales into the detective senior sergeant rates.
- After the first two years, detective sergeants progress increments every year on a new six-year scale.
- Accelerated incremental progression and a further increment for detective senior sergeants in accordance with the new salary scale. The same requirements as detective sergeant apply.

From 1 July 2006 implementation of new Salary Scales for Commissioned Officers

- Inspector's remuneration based on an eight-year scale, which rationalises the existing inspector/chief and inspector/duty officer remuneration structures to provide one classification for inspectors with three remuneration levels. Each with four increments and two common salary points.
- Rationalisation of the Superintendent's salary scales.

The range of improvements to conditions agreed to have now been implemented. These include:

- 214 additional Leading Senior Constable Positions.
- 14 weeks paid Maternity Leave (increase from nine weeks).
- One week paid Paternity Leave (previously unpaid).
- Access to Extended Leave after seven years (previously 10 years).
- Ability to take Extended Leave at double pay.

State Election Campaign

The main focus of the Branch in the past 12 months was the campaign in the lead up to the March 2007 state election which was designed to obtain commitments from both sides of politics to a range of issues of critical importance to front-line police. These included:

- 3,000 additional police.
- No referral of the State Industrial Relations System to the Commonwealth.
- An increase to 15.5 per cent of Employer Contribution to Superannuation.
- Ongoing support for First Response Policing Agreements.
- The introduction of the UK Modified Right to Silence Law.
- Enhancement to Police Education and Training Facilities.
- Agreement to a Single Oversight Body – the Police Integrity Commission and the abolition of the role of the Ombudsman.
- A commitment to the retention of the Flexible Rostering System.
- Reimbursement of Legal Costs.
- Changes to Domestic Violence Processes.
- Rejection of UK Community Support Officers

The 2006 Biennial Conference developed strategies to prosecute this claim and maximise the involvement

Affiliates – Reports

NEW SOUTH WALES *(Continued)*

of all members in order to achieve commitments from both sides of politics in the lead up to the election.

As reported last year, the branch took the initiative to commence a campaign in the lead up to the 2007 state election for an increase in strength of 3,000 officers over the term of the next government. Building on the problems encountered at Cronulla and operation SETA, the claim was launched in late January 2006 with a positive media and community response.

The claim was underpinned by a comprehensive research document produced by our Research Centre. It utilised police to population ratios in a range of international and interstate forces, to demonstrate NSW was considerably behind like forces. This, combined with the changed policing environment in respect to terrorism following September 11, and having regard for public order management has confirmed the anecdotal evidence coming from Branches and individual members that we had insufficient police to perform the roles expected of us.

The Government subsequently announced an additional 750 police, which were employed on 30 January, 2007. Subsequently the government has promised a further increase of 750 and for the first time has agreed to a staged implementation over five years.

A comprehensive submission was subsequently prepared on the other 10 items and presented to both sides of politics six-months before the election. A public launch followed in December 2006 with significant media coverage. Local Branch officials and members then engaged in a statewide lobbying exercise with a focus on marginal seats and generating local media coverage. Ultimately, commitments were received from both parties as well as several independent candidates who could have held the balance of power. These commitments were published in the Police News and in the media, enabling members and the community to determine which policies were preferable.

Labor won the election and we are now in the process of ensuring that they implement their commitments, which are annexed.

Work Choices

The Branch received unanimous support from delegates to its Biennial Conference in 2006 for its ongoing participation in the campaign opposing Work Choices. Our affiliation with the ACTU and Unions NSW has seen the Branch and its members actively participating in addition to the financial contributions.

Information about specific effects of the legislation on police was prepared and distributed to Delegates, Branches as well as the boarder membership through circulars, emails and the Police News. Staff, Executive members and activists travelled on the Unions NSW 'YOUR RIGHTS@WORK' Bus that has been touring throughout the state engaging members as well as the community via town meetings and other initiatives designed to promote awareness of the issue.

Our organisers have been particularly active in their regions promoting the campaign amongst members. In addition we have engaged in phone contact with members in marginal seats providing them with information and discussing the issues so that they can make an informed decision on polling day. Finally, we have encouraged members to sign the petition organised by Unions NSW directed at Opposition Leader, Kevin Rudd designed to lock him and his party into certain positions which we support on the industrial relations issue.

Significantly the Branch actively lobbied coalition members in NSW marginal seats in support of the PFA's campaign for legislative change to secure its ongoing registration. This aspect of the campaign has seen an important victory for the Federation and ensures its ongoing viability.

Superannuation Surcharge

In May 2007 the Branch secured a significant victory for members and former members who had been overcharged in respect to their superannuation surcharge. Up to \$20 million dollars in total will be refunded



Affiliates – Reports

NEW SOUTH WALES *(Continued)*

with an average reduction of up to 50 per cent of the surcharge levied.⁵ This was the direct result of a prolonged and sustained campaign to have HOD/Workers Compensation benefits excluded from the unfair calculation methodology which had inflated past calculations.

Association officials and local members targeted federal politicians in marginal seats during the last Federal election seeking a commitment to fix the problem. This followed three years of effort including complex legal submissions and direct lobbying of Ministers and local Members. Members of the pre-1988 Police Superannuation Scheme (PSS) who have previously been issued Superannuation Surcharge assessments by the Australian Taxation Office (ATO) have now received revised assessments retrospective to 2001. This new revised method of calculation will provide a much fairer and more equitable calculation for a vast majority of affected members. We have been advised that this will generally result in reductions in surcharge for most members in the years 2001 to 2005.

The Branch acknowledges the assistance provided by PFA CEO Mark Burgess, the State Authorities Trustee Corporation (State Super) and Pillar Administration in assisting to rectify this matter on behalf of members. The Branch would also like to acknowledge the role played by the Minister for Revenue and Assistant Treasurer, Hon Peter Dutton MP for his support and action in rectifying this issue. If not for his sense of equity for police and action this outcome would never have been achieved.

Bob Pritchard

President

NSW Branch

Annexure

NSW Labor Government election commitments

Firstly I would like to thank your members for their commitment to their work, which has made NSW a safer place over the last four years.

I believe we have worked together to deliver major improvements to the working conditions and resources for your members including:

- \$105 million over four years for death and disability insurance for post 1988 officers, so that now all police and their families can be assured of financial security in the case of death or injury;
- Better equipment including protective gear, gel belts, enhancements to uniforms such as cargo pants and polartech jackets, needle resistant gloves/extendable batons; and
- Legal protection for all police from frivolous law suits from criminals trying to target police for just doing their jobs.

(Note the above figures are total estimates only and the actual final amounts for individuals will subject to calculations by the ATO.)

Police numbers

Following the request made by the Association in January last year, the lemma Government has already delivered on an additional 750 police officers. The Premier has announced a further 750 officers by the end of 2011. This takes our record commitment to extra police officers to 1,500. In total 1,039 to LACs and 461 to specialist roles. The boost will also include:

⁵ Note the above figures are total estimates only and the actual final amounts for individuals will subject to calculations by the ATO.

Affiliates – Reports

NEW SOUTH WALES *(Continued)*

- 200 new detectives to be stationed in local commands.
- 150 additional highway patrol officers.
- 40 extra officers for the Child Protection and Sex Crimes Squad.
- 40 extra officer to target domestic violence hotspots.
- 10 extra officers for the establishment of a Major Events and Incidents Group.

Industrial Relations

The Government remains strongly committed to the retention of the state-based industrial relations system for all NSW public sector workers.

This includes a commitment to the right to collective bargaining, an awards system, an independent umpire in the NSW Industrial Relations Commission and protection for workers from being unfairly dismissed.

Your members should also be aware that the police death and disability insurance scheme is established under a state award. The abolition of the awards system under the Work Choices regime places this achievement, gained for your membership, under real threat.

Superannuation

The government is open to suggestions as to the composition of future wage increases, provided outcomes are consistent with the government's wages policy.

Unions NSW recently wrote to the government seeking the establishment of a working party to examine raising superannuation contributions.

First response policing agreements

The lemma Government remains committed to the ongoing use of First Response Policing Agreements, to provide the best possible results for those who call upon the services of your membership in times of need.

Flexible rostering agreements

To ensure the community receives an appropriate level of service, the government remains committed to the flexible rostering system. The government recognises that flexible rostering, whether it results in eight, 10 or 12-hour shifts, provides an opportunity for the Local Area Commander and the local Police Association to ensure rostering arrangements provide the best possible service to the local community.

This is also supported by our commitment to maintain the state-based industrial relations system, which legally allows for such agreements to be in place. Again, these types of arrangements would be under threat by Work Choices.

Modified right to silence

The Government shares the Association's concerns about the potential for career criminals to abuse the 'right to silence'. Rather than adopting the UK legislation, which would be difficult to directly translate into NSW law, we will commit to working with the Police Association to consider alternative or additional reforms to prevent ambush defences.

Police education and training

I am also committed to working with the NSW Police Force to support improved continuing education and training for all police. I understand that NSW Police, in conjunction with United Group Services, is currently examining options for a possible future location to deliver continuing education courses.

I am also interested in the increased utilisation of the Internet and other forms of technology to deliver such courses directly to police at their places of work, which should greatly extend the availability and scope of training available.



Affiliates – Reports

NEW SOUTH WALES *(Continued)*

Single oversight body

While understanding the rationale behind calls from the Police Association for a single oversight body, this is an extremely complex issue. Therefore, the government is not considering any changes to these processes at this time.

However, we are committed to slashing the red tape from the current complaints system. In October 2001, Parliament passed the *Police Service Amendment (Complaints) Act*.

The Act enabled the Ombudsman and the Police Integrity Commission, in consultation with the Police Commissioner, to develop guidelines to permit police not to report specified less serious complaints made by members of the public to the Ombudsman, or to otherwise deal with such matters as complaints for the purposes of the Act.

Instead, these matters, which are generally of a customer service nature, are resolved less formally as local management issues. The new guidelines have been in place since 1 January 2002 and, combined with workplace grievance handling procedures, have seen a significant reduction in the number of matters dealt with under the formal complaints.

To add to this you would be aware that the Premier asked the Police Minister to further review the complaints system, adding to legislation introduced by government last year, which streamlines processes. I understand that your executive has been involved in this review process

Reimbursement of legal costs

I agree with the Association's submission that there are a number of improvements to be made in relation to this issue. The government supports the proposal, and will establish a working group, with Police Association membership, to develop a workable solution.

Domestic violence

As your members would no doubt be aware, the Premier recently announced 40 police officers who, in addition to the 750 already delivered, would join the fight against domestic violence in our community by targeting areas with high rates of abuse against women and children.

Thirty-five of these additional police officers will be deployed to identified domestic violence hotspots. A new Family and Domestic Violence Unit will be established to ensure that frontline officers are equipped to deal with domestic violence incidents and support the victims of this insidious crime.

You would also be aware that the lemma Government overhauled AVO legislation during the last session of Parliament. The new legislation allows police to make an application for an AVO even when the victim shows a reluctance to proceed and provides officers with the ability to apply for interim orders by telephone on a 24-hour basis. The lemma Government will monitor the operation of the new AVO arrangements and discuss any further proposals with the Association.

Community safety officers

I can rule out the introduction of community safety officers by the lemma Government.

The lemma Government remains committed to working with your Association to ensure that police have the protections, powers and resources they need to keep our community safe.

John Watkins, MP

Deputy Premier

Minister for Transport and Police

Affiliates – Reports

VICTORIA

The Victoria Police Branch of the Police Federation of Australia is the organisation through which we conduct matters of national importance and relevance to our state-based members and is also where we deal with major industrial issues.

Enterprise Bargaining 2006

The primary issue for the Branch during the past 12 months has been negotiations around Enterprise Bargaining (EB) 2006. It is disappointing that a negotiated outcome in EB 2006 remains outstanding even though our log of claims was served on the Victoria Police Force on 16 June, 2006. Despite 15 months of negotiation with the Victoria Police Force an outcome has still not been reached. This is a sad indictment on the Victorian Government in that it has proven that it cannot properly negotiate with unions. It has further proven that by deploying delaying tactics it has stymied the efforts of the Branch to achieve a reasonable outcome in EB 2006.

In our 'sign up for community safety' campaign, a milestone was achieved in November 2006 when the Branch received a commitment from the government to commence wage negotiations on 6 December, 2006 and to be concluded by July, 2007. It is regrettable that that timeline has now passed and there's still no conclusion to EB 2006.

Following the announcement at the delegates' conference held on 14 September, 2006, by the then Premier, Steve Bracks, of the establishment of a Police Registration Board, a two-day workshop around the creation of the board was held on 24 and 25 January, 2007. On 16 February, 2007, the Victorian Police Force announced an insulting pay offer to members consisting of 3 per cent per annum increase to the base salary over five years, conditional upon us agreeing to significant trade-offs. The Association, on behalf of its members, of course rejected that offer and intense negotiations continued between the Branch and the Force which included two workshops held on 4 and 5 March and 16, 17 and 18 April, 2007, which resulted in a set of understandings being reached between the parties. These understandings were confirmed in writing with the Victoria Police Force on 5 June, 2007.

Two days later, we were advised that the government had rejected the set of understandings that were reached between the force and the branch. Instead we received from the government a degrading counter-offer which essentially consisted of a 3.25 per cent per annum salary increase together with other benefits which consisted of no more than established public sector standards around long service leave and maternity and adoption leave. The revised offer also included a provision for a four year agreement, which is not in accord with the feedback from Branch members in relation to the preferred length of an enterprise agreement. The revised offer also contained unpalatable arrangements around flexibility, accident make-up pay and the introduction of variable shift lengths of not less than six hours and not more than 12 hours. The Branch rejected the counter-offer.

On 13 June, 2007, a special Branch Executive meeting unanimously endorsed the initiation of a bargaining period paving the way for industrial action and scheduled a General Meeting of members to be held on 13 July, 2007. An unprecedented number of more than 6,000 police officers attended this general meeting of members held at Vodafone Arena. The Branch was particularly pleased to receive the broader support of the union movement, particularly those who agreed to speak to our members at that meeting, including Sharan Burrow, President of the Australian Council of Trade Unions, Brian Boyd, Secretary of Victorian Trades Hall Council, Peter Alexander, President of the Police Federation of Australia, Peter Marshall, Secretary of the United Firefighters Union and Dean Mighell, Secretary of the Electrical Trades Union.

The meeting was informed of the "without prejudice" understanding of EB negotiations, the insulting 3.25 per cent pay offer received from the government and the impact of Work Choices on our negotiations. The Mark IV industrial action strategy was put to the General Meeting and was unanimously supported by the members.



Brian Rix, President



Affiliates – Reports

VICTORIA *(Continued)*

As there has still not been a negotiated outcome to EB 2006, the industrial action strategy commenced at 12pm, 26 August, 2007. This industrial action, while regrettable, is necessary to ensure that the government fully understands our 'put the pinch back on crime - sign the police EB today' campaign. Our members are, of course, reluctant to take industrial action in support of EB 2006, but it has regrettably become necessary to make sure that the government understands our position, that we will not back down and that we will not be sold out in this EB and future EB's for an outrageous and insulting 3.25 per cent wage offer.

The Victorian Branch has experienced firsthand the debilitating effect that the Federal Government's Work Choices legislation has had on our ability to negotiate an outcome in EB 2006. The Work Choices legislation is designed to "divide and conquer" unions and to deny workers a fair go in EB negotiations.

Federal Government deployments— NT, airports and overseas

In a further knee jerk reaction, the Federal Government has decided to deploy state and federal police to work in indigenous communities in the Northern Territory. The Police Federation of Australia and its affiliates have spent considerable time working through the issues involved in undertaking this work. The detail has been clearly overlooked by the Federal Government in its haste to try to rectify a serious problem in an election year that has largely been ignored for the past 11 years.

It is important that the same mistakes are not made in the deployment of police officers to indigenous communities in the Northern Territory as were made by the Federal Government in its deployment of State police officers to federal airports, the ramifications of which are still being felt by State police officers attached to airports. Our members, working out of Australian airports, have issues with their terms and conditions not being similar to other police officers who work alongside them, the insulting nature of their duties which include dealing with minor offences, car accidents on airport properties and the issue of parking infringement notices.

Similar issues were being experienced by our members on overseas deployment, which have largely been rectified through a series of negotiations between the Police Federation of Australia and its affiliates. We are very proud of our members who are currently on overseas deployments who are often working in places of high risk. We know that they are doing themselves and our profession proud. We hope and expect that they will remain safe and that they return from their deployments to again work alongside their colleagues within the Victoria Police Force.

Finally, I would like to take this opportunity to thank delegates and assistant delegates for the work that they do on behalf of the members.

Brian Rix

President

Victoria Branch

Affiliates – Reports

WESTERN AUSTRALIA

Since our initial reluctance to be included in the Federation, West Australians have always considered themselves different from the rest of Australia. To be understood by the “Eastern States”, it’s important that I outline the current economic circumstances of this State and its implications.

The total value of WA’s exports last calendar year was \$54.84 billion. West Australia accounted for 36 per cent of Australia’s total merchandise exports followed by Queensland, 23 per cent; NSW, 18 percent; Victoria, 13 percent; South Australia, six percent; and Tasmania and Northern Territory each with two percent. Resource projects that have been approved and are in the pipeline total \$95 billion.

The population of Western Australia as of March this year was almost 2.1 million, an increase of 100,000 in just 12 months. That equates to an influx of 2,000 people per week into the State. The pressure on public health, education and emergency services infrastructure is immense and a major challenge for the West Australian Government and its various providers.

Because of this pressure government services have been unable to keep up with demands and there are constant complaints. Other outcomes include major price hikes in residential properties and an insatiable appetite for skilled employees. With the average weekly fulltime wage in the resources sector at \$1 684, the impact on the Public Sector and specifically policing, has caused WA to be a major importer of labour, both nationally and internationally.

Because of the booming economy, the impact and challenges on the policing industry in WA have been nothing less than substantial over the past 12 months. Expert opinion is that this boom is not an aberration; it is here for a generation, at least! In this unprecedented climate, the West Australian Branch has been tested on many fronts.



Minister for Justice, Senator David Johnston & Mike Dean, WA President

Rentention/Recruiting

The greatest challenge facing the West Australian Police Service is maintaining police numbers to enable a quality policing services for our fellow citizens. For the first time possibly since the State’s Gold Rush in 1890, the sustainability and quality of policing in WA is under serious threat. Newly trained Probationary Police Officers are not the solution; retention of experienced staff is now a critical issue.

Police Separations and Recruits for Calendar Year to Sept. 2007

POLICE OFFICER SEPARATIONS	TOTAL
RESIGNED	234
RETIRED	47
RETIRED MEDICALLY UNFIT	10
DISMISSED	0
DECEASED	4
TOTAL	295
APLO SEPARATIONS	10
TOTAL POLICE SEPARATIONS	305
TOTAL POLICE RECRUITS	403



Affiliates – Reports

WESTERN AUSTRALIA *(Continued)*

With an unprecedented 368 resignations and retirements in 2006 and with the figures for 2007 heading in the same direction, we must question whether the policing profession is healthy and vibrant or in terminal decline. The market place has spoken and the Government Service is no longer attracting or maintaining its work force.

Thanks to our overseas recruits the Police Service is not yet in a crisis situation. Another 900 recruits are due within the next 12 months but, how long will they stay with us given the opportunities in the wider employment market?

We continue to see morale sapping civilianization, privatization and part-time volunteer proposals, promoted as good alternatives to fulltime, fully qualified police officers.

I need to place on the record that the WA Police Union Board is still as determined as ever that minimum staffing levels are a major priority. The board believes minimum staffing levels are necessary for competent policing service of the community but also as a critical safety measure for our members.

National Police Memorial

On the evening of 29 September 2006, the new \$2.4 million National Police Memorial in Kings Park, Canberra, was formally dedicated in a ceremony watched by thousands of the Australian police family.

More than 700 officers from all jurisdictions dressed in their finest ceremonial garb, marched the 1.6km from Old Parliament House to the memorial site where Prime Minister John Howard dedicated the memorial. The memory of eight-year-old Lachlan Capes, the son of Constable Gavin Capes who was killed in the Newman Air tragedy, holding hands with Mr Howard and laying a wreath will live in my memory for a very long time.

Lachlan symbolised the true cost and nobility of Policing.

Without the persistence and fund-raising efforts of the Australian police union and associations, the Memorial would never have been built.

Like my predecessors and counterparts, I was particularly proud to have been part of this worthwhile endeavor.

It is also important to recognise and applaud the exceptional efforts of PFA Chief Executive Officer, Mark Burgess.

Enterprise Bargaining Agreement

The Enterprise Bargaining Agreement for WA police proved to be a protracted and difficult negotiation with a very aggressive and proactive Government response.

Governments throughout Australia seem to have a co-ordinated and determined approach to the general Police wages issue and our campaigns. We must learn from this and refine our strategic approach.

After almost six months campaigning, the State Government capitulated at the eleventh hour and presented a final offer, one day before the WA Industrial Relations Commission commenced formal hearings to determine the matter.

When the relativity adjustment, percentage increases, additional increments at all ranks, increased shift allowances etc. are applied, the vast majority of our members will be receiving an increase totaling 20 per cent and more from 1 July, 2008.

In real terms we have delivered the best EBA outcome in over 30 years!

The package is backdated to 1 July, 2006 and lifts the WA Police Service into the top bracket of Australian police pay.

Affiliates – Reports

WESTERN AUSTRALIA *(Continued)*

The negotiation process was complex and lengthy resulting in a new approach to country policing, special recognition for some groups and a \$9800 pay rise for the newest constables.

Post Service Medical Coverage

On the topic of workers' compensation, the State Government has accepted the need for reform and the Union is included on a working party examining the matter. We expect legislation before the next election.

Work Choices

While the WA Police Union has always attempted to maintain its apolitical stance, it's important that we as police understand the negative aspects of this legislation.

In simple terms the majority of Australian's industrial oversight has now been centralised into a single federal system. The State systems focused on lay people being able to represent employees. We now have an 1800 page Federal Act which is a lawyer's delight.

When major industrial relations confrontations occur due to a general lack of fairness for employees, police will once again be at the front of the picket line. Regardless of our affiliations, this aspect of policing divides the community and puts police into direct conflict with our community and does not assist the Community Policing Model.

As State Government employees, police currently remain in the WA system so long as it exists. There are no assurances of the continued existence of the State Commissions, which have served all parties well.

Work Choices is not about choices at all, but about forcing AWA's on individuals. Police in WA remember the Court Government's Workplace Agreements, which were forced on our new recruits. The WA Police Union resisted those unfair inequities.

While police and State public servants see themselves as unaffected at this stage, have no doubt that these industry groups will eventually be centralised by future governments.

Centralism does not mean that we are stronger or that we will receive the same pay as our Eastern States colleagues.

WA will continue to oppose all forms of centralism.

Governance

The business of the WA Police Union demands comprehensive accountability and prudent management of our finances to provide a solid base for our activities.

Good budgeting practices allow us to fund the necessary EBA campaigns without damaging the future financial status and direction of the Union.

Having inherited an empty account for the Death Benefit Fund, I was particularly pleased when the treasurer recently reported to the board that the fund is now self sustaining, and no further funds will be drawn from the general account.

The purchase of another holiday home at Busselton and a storage unit at Belmont boosts the portfolio of the Union.

From a finance and organisational perspective this Union has never been stronger and projections indicate that with solid financial management practices, this position can only improve.

The WA Police Union currently employs 18 staff and contractors for the provision of member services.



Affiliates – Reports

WESTERN AUSTRALIA *(Continued)*

Affiliates

Sharing of information and expertise is a critical issue and I take this opportunity to thank all affiliates for their contributions and assistance.

The strength of the Australian police associations and unions has its foundations within this co-operation and affiliation.

Future

The major State agenda items for the next 12 months include retention and recruitment, monitoring and participation of the new Police Administration Act, minimum staffing, the settlement of the post service medical issue and the 55 year retirement question. Several minor issues will also be pursued such as family friendly rostering, the abolition of tenure and forced transfers, housing and station upgrades, discipline review and promotional matters.

Clear objectives, hard work, determination and teamwork make us an effective and productive Union worthy of our members respect and support.

The Police Federation of Australia, although still in its infancy, continues to grow in stature and prestige. We look forward to more positive results in the coming year.

We are proud to be members of the Police Federation of Australia along with 50,000 Australian Police Officers.

Michael J Dean

General President

West Australia Police Union

Affiliates – Reports

SOUTH AUSTRALIA

Fifth round of enterprise bargaining

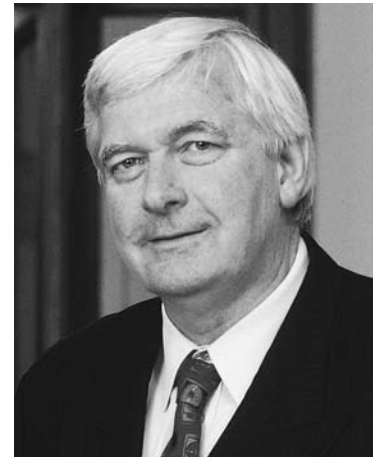
This has been a busy year for the branch. At the time of writing we are in ongoing negotiations for a fifth enterprise agreement. Direct negotiations with government officials and the police commissioner have been intense. Our position has been to improve SA police wages and maintain parity with our interstate counterparts. Police salaries were improved in EA2004 after the Rann Government made a serious commitment to policing. The branch aims to maintain its improved position.

The branch does not, in any negotiations, sell off current conditions of employment. Nonetheless, negotiations do present the potential for drug-and-alcohol testing and the provision of DNA sampling of police officers for crime-scene exclusion. On these issues, the branch will not agree to any proposal that does not protect members' rights.

As well as pursuing higher base wage rates, members have called upon the branch to progress a significant number of issues that affect all the different functions the membership performs. Those issues have been identified by delegates over the last few years and guide the committee of management throughout negotiations.

Delegates moved a motion not to accept an offer from government unless it addresses the issue of minimum staffing at the first-response function. The branch appreciates the importance of this issue to members. We have attempted, over many years, to reach agreement with SAPOL on this issue. Delegates have made it quite clear that it is one of the primary issues that must be addressed in this round of bargaining.

I am confident we will again deliver to the membership a wages and conditions offer that improves base salaries and working conditions. The branch will not recommend any agreement which does not represent the best possible outcome.



Peter Alexander, President

Police numbers

Our membership records indicate that, on a headcount basis, there are approximately 4,300 police. The government committed to an additional 400 sworn police officers and SAPOL has needed to recruit from the UK to achieve this target. SAPOL has recruited approximately 300 serving British police officers over the last two years, and further UK recruitment is scheduled. It is appropriate to assess this exercise from the branch's perspective. Two years ago, I stated that while the branch was disappointed by the seeming lack of suitable local candidates for recruitment, it will nonetheless welcome the new members from the UK. They will bring a wealth of police experience and knowledge to SAPOL. This remains our view today.

The British recruits, and their families, continue to make a positive contribution to SAPOL, and the community it serves. They have helped to enhance the coveted reputation South Australia enjoys for policing. Such issues as recognition of prior learning and police experience still need further attention, and the secretary and I have met SAPOL representatives throughout the year in an effort to clarify issues to bring about equity for these recruits and all other members.

Retaining British recruits, and police officers generally, is vitally important to the future of policing in South Australia.

Police firearms

The branch has argued that its front-line members be provided with the best tool of the trade available, a semi-automatic handgun. SAPOL announced in August that it will undertake a trial of semi-automatic handguns. The announcement of a further trial has frustrated the branch. The decision to trial the weapon in light of the available evidence supporting its introduction is extraordinary. Semi-automatic handguns are used extensively in policing both in Australia and overseas.



Affiliates – Reports

SOUTH AUSTRALIA *(Continued)*

There has been a long debate regarding the merits of the revolver as opposed to those of the semi-automatic pistol. Without reciting the arguments chapter and verse, I simply reiterate the branch's position: we aim to ensure that police officers, who put their lives on the line to protect the community, are provided with the best handgun available.

Taser

In accord with that aim, SAPOL's decision not to extend the provision of Taser to general-duties police came as a disappointment to the branch. Taser provides front-line police with a highly effective, even potentially life-saving, tool of the trade. The branch will continue to lobby SAPOL to broaden its provision of the Taser.

Review of policing levels in remote Indigenous communities

The branch welcomed the Federal Government's *Assessment of Policing in Remote Indigenous Communities* report. Our submission was forwarded to Mr John Valentin APM in December 2006. It identified that the majority of police stations on the APY Lands were dirty, ill-equipped sheds. The desperate need to build new police stations in, and for, the APY communities is undeniable.

The branch further argued that the current level of policing provided to indigenous communities in this state falls well short of what the people of those communities deserve. The Federal Government review created an opportunity to make a significant short and long-term difference to those communities. That can happen by providing infrastructure and resources to improve police facilities, as well as the working and living conditions of police officers and community constables on the Lands. Similarly, the enterprise agreement negotiations provide the relevant parties with an opportunity to assess the way work is structured on the lands and the incentives and payments offered.

The Federal Government has intervened in Northern Territory Aboriginal communities. Arguing that a national emergency confronted the welfare of Aboriginal children in NT, the Government announced immediate, broad-ranging measures to stabilize and protect communities. Among those measures were increased policing levels in prescribed communities. This was to be achieved by secondments from other police jurisdictions to supplement NT resources.

The State Government and SAPOL have committed five members to the national taskforce (Task Force Themis). These members will be seconded to the Northern Territory Police for initial periods of around six months.

After necessary legislative and operational safety training (which includes the use of semi-automatic handguns), members will be deployed throughout the Northern Territory in remote indigenous communities with members of NT Police and other Australian police jurisdictions. Members are sworn in as special constables of NT Police.

The allowance arrangements offered, subject to final ratification and agreement, for SAPOL members include:

- Payment of the declared field operation allowance and associated conditions.
- Fortnightly food allowance, including a 35 per cent adjustment as an additional remote location meal allowance.
- Remote dislocation allowance of 30 per cent of a member's base salary.
- Special Incidental Deployment Allowance of \$40 per day.
- Two return airfares during each 24-week deployment.
- Additional paid leave entitlement of eight working and two travelling days for every 12 weeks on deployment.

Affiliates – Reports

SOUTH AUSTRALIA *(Continued)*

Outlaw motorcycle gangs (OMCG's)

The branch welcomed the Rann Government's decision to introduce legislation, which will provide police with additional powers to address the criminal activities of OMCGs. A vital adjunct to any legislative change is the supply of sufficient resources to deliver the desired outcomes. Commissioner Hyde has advised the branch of his intention to increase the number of dedicated staff to the newly formed Crime Gangs Task Force.

Country housing

This important issue remains a challenge. The expansion of Roxby Downs and increase in police numbers and the associated cost of housing rents highlight the need for a rethink on the present country rental agreement. It will require our best efforts in the year ahead.

SA Branch services

I believe that our current structure is enabling us to focus on our major objectives of ensuring our members receive the best possible wages and working conditions and the delivery of the extensive range of services provided.

One of those services, the group life insurance policy and mortality payment, is essential. On the death of a member we are able to provide \$107,000 to his or her family. It obviously cannot replace a loved one, but as an organisation, we can be proud that we offer such a benefit. Having dealt with grief-stricken families over the past 12-months, I emphasise the importance for families in not having to worry about finances at the time of grieving.

Delegates and branch structure

The branch structure has remained constant and is now well-known to our members. Contact between committee of management, branch staff, delegates and the members, has been of a high standard. Communication continues daily, by phone, letter, facsimile, e-mail or in person. A never-ending pool of eager members from the vacant workgroup expeditiously fills vacant delegate positions that occur, owing to transfers or other reasons.

Our structure is predicated on geographical and functional representation. New workplaces that are created by the employer are quickly slotted into existing workgroups with delegate representation. Our workgroups are attached to branches.

Finance

Our financial position continues to be sound and provides us with the basis to achieve our goals and respond to the challenges that confront us.

Branch's 99 per cent membership

The few non-members continue to be contacted, with some sign-ups resulting. There has been no pattern identified in relation to the few non-members. The percentage remains even across gender, rank, age and function.

The high membership rate remains constant while the *Recruit 400* program continues to employ extra members over and above natural attrition.

Committee, staff and delegates are mindful of the strength the branch maintains owing to the extraordinarily high density of membership among sworn officers. Our branch only represents sworn members and cadets.



Affiliates – Reports

SOUTH AUSTRALIA *(Continued)*

Police Club

The only police club in the country continues to operate on a slightly better than break-even basis.

Legal

The branch continues to fund and underwrite a myriad of legal matters for members.

The branch continues to pick up representation of members in matters in which the Crown declares 'legal conflict' between those members and the Commissioner. At one stage, earlier this year, the branch became the funding agent for some 33 members of the bar and senior solicitors in regard to a single coronial inquest. Of course, we are actively seeking reimbursement of funds expended by way of agreed *ex gratia* payments.

Industrial

The extent of our industrial services continues to grow, with greater expectations from a demanding membership. I believe we are meeting that challenge.

Political lobbying

The lobbying process continues to be part of how we operate. Amendments to the Police Superannuation Act are imminent and amendments to the Police Act will occur in the year ahead. Amendments to the Forensic Procedures Act were welcomed and SA now has DNA laws the equal of any in the country.

Conclusion

The branch has had a successful year and continues to provide a wide range of services to its members. The branch looks forward to finalising negotiations for a fifth enterprise agreement by year's end.

Peter Alexander

President

South Australia Branch

Affiliates – Reports

AUSTRALIAN FEDERAL POLICE ASSOCIATION

The Australian Federal Police Association (AFPA) Branch of the Police Federation of Australia has experienced a busy and challenging year in both areas of industrial and professional representation.

Despite the legal implications of Work Choices, the AFPA was able to successfully negotiate a five-year collective agreement for members. Extensive consultation with our membership showed issues including standard work hours, superannuation, and penalties were critical areas of concern.

In all these areas we were able to negotiate reasonable outcomes including wage increases exceeding four per cent per annum; increased superannuation; more reasonable work hours in exchange for higher penalties; and an independent dispute resolution process.

For the AFPA team that worked so diligently over the year to achieve these outcomes, the best compliment was the record vote of support the new CA achieved when put before our members. I would like to thank the PFA for its input and support during this process.

The AFP perhaps more than any other policing agency in Australia, has undergone major change in the recent past. These changes have set new challenges for the AFPA as we keep our organisation abreast of the functional and organisational reforms at the AFP.

During the year Protective Services were fully integrated into the AFP. This included the important step of including these employees in the general Collective Agreement. The role of Protective Service employees has changed significantly with the increased threat of terrorism and with our widening international commitments. The AFPA is committed to ensuring appropriate training, remuneration and career structures are put in place commensurate with the emerging role of Protective Services within the AFP.

The AFPA continues to be concerned about the erosion of the principle of the independent office of Constable. Specifically, the AFP has moved to extend Australian Workplace Agreements to our senior ranks. We are totally opposed to the use of “secret” individual employment contracts for police employees. The AFPA has voiced this opinion to both major parties and in the case of Labor, we have demanded the immediate abolition of AWA's in the event of them forming government.

During the year the AFPA made several submissions to various Parliamentary inquiries covering the law enforcement and justice portfolios. This included an inquiry by the Senate Legal and Constitutional Affairs Committee into three separate bills which:

- established a new permanent Commission with powers to prevent, detect, and investigate corruption within the Commonwealth Government law enforcement agencies including the AFP;
- supporting legislation; and
- a bill that establishes a system for investigation of three levels of misconduct including the Professional Standards (PRS) investigation process.

Jim Torr, AFPA Chief Executive Officer, told the inquiry that “no area of police management is more capable of disenfranchising employees than mismanagement of the complaints handling process. The damage to a police employee's self-esteem, professional self-respect and reputation caused by a mishandled complaint or over-reaction to a misconduct issue can permanently damage that officer's morale.

On decisions such as dismissal or major redeployment, employees must have a credible forum in which they can be heard and where unfair or unsound decisions can be recognised and redressed. As it stands today, an AFP employee can be dismissed for anything that constitutes a perceived breach of professional standards. Even the unsolicited receipt of an emailed cartoon (the type that could be found in a major daily newspaper), could result in the dismissal of an AFP employee. That same employee has no forum in which to challenge such an overreaction.”



*Jon Hunt-Sharman,
National President*



Affiliates – Reports

AUSTRALIAN FEDERAL POLICE ASSOCIATION

(Continued)

The primary concerns raised by the AFPA in relation to the *Law Enforcement (AFP Professional Standards and Related Measures) Bill 2006* (PRS Bill) were:

- The PRS Bill did not emulate the recommendations of the Fisher Review—the review that led to the bill;
- The PRS Bill did not specifically provide for independent oversight of dismissal and other significant PRS sanctions;
- The PRS structure could be used as an umbrella to also include employment action taken in relation to PRS matters;
- The Commissioner is excluded from the professional standards of the AFP; and
- All categories of conduct could default to the most serious level of conduct on enactment of the Bill.

The Committee's report and subsequent amendments to the legislation ultimately passed by the Parliament addressed many of the AFPA's concerns including increased Parliamentary oversight of the Commissioner and default provisions of the Bill including appropriate measures for the determination of categories of conduct.

The AFPA experience with these proposed changes in legislation is a sound reminder of the role of professional Police Associations in protecting the principle of police accountability to our respective parliaments, including the requirement for transparency and independence of administrative review of policing. Without these processes the independence of Police Constable is undermined.

Another important focus for the AFPA has been our efforts to strengthen the Police Welfare Foundation. The AFPA has provided important seed funding for this critical function and we are now experiencing wider community and political support for the Foundation. I am pleased that through this organisation we have been able to assist current and former police employees and their families at times of need and in circumstances where no other forms of assistance are available.

I would like to thank my colleagues in the various police associations around Australia for their comradeship and support over the past year. In particular I would like to thank the Police Federation of Australia for its efforts in raising public and political awareness of the importance of law enforcement in Australia. Their efforts, including that of Chief Executive Mark Burgess, make our jobs in our respective regions and areas of interest that much easier.

Jon Hunt-Sharman

AFPA National President

Affiliates – Reports

TASMANIA

I am pleased to provide this report, which gives an overview of the activities of the Tasmanian Branch and its associated body the Police Association of Tasmania. In some respects this has been a year of consolidation as resolution of ongoing issues has been obtained or is in sight of being obtained. Since our last report, Tasmania hosted the PFA Annual Conference in Hobart in November. It was a valuable event for all those in attendance and managed to showcase the Police Federation to local politicians and the media. All will vividly remember the Taser demonstration!

Appeal on Dismissal/Demotion

This has been an ongoing saga for members. When the Labor Government introduced the *Police Service Act 2003* we were promised that member appeal rights would not be diminished. We had our misgivings about the legislation that was passed and our worst fears were confirmed when the Review Board hearing appeals against the first demotions under the Act confirmed that the powers given to the new Board did not replicate the powers under the old Act. After much discussion, a QC's opinion, and another decision from the Review Board, the Government has now accepted our position and will introduce amendments to the Police Service Act to restore appeal rights to previous levels.



Randolph Wierenga, President

Police Radio Network

This is another long drawn out affair that appears to be drawing to a conclusion. Contractual disputes have now been settled and the Government has purchased the radio network. It has committed significant funds in the first instance to improve the current network and secondly move to a significantly refurbished network that should allay the concerns that members have had with the current problematic system. Police in the 21st century should have access to a secure network with reliable coverage. A safe and secure communications network is a basic necessity for efficient and effective work.

Victims of Crime

The State Government in its wisdom introduced legislation, which abolished the majority of financial compensation and slashed the remainder for victims of crime. It did this without any consultation with stakeholders claiming it was a budget initiative. The proposed changes would have left victims of crime without any final compensation except for those who were victims of sexual assault and then paying what can only be described as a pittance. That a government, particularly a Labor government, would move to deny compensation to victims of crime almost defies belief. The legislation has not yet been debated in the Upper House where more common sense and compassion should prevail. The development and progress of this Bill is a clear reminder of the value of a bi-cameral system of government.

Enterprise Bargaining

The current Enterprise Bargaining Agreement (EBA) expired in June 2007 and the Association has commenced negotiations with the Government on what the new EBA should contain. At the State Election in March 2006 the Association negotiated the following promise from the Premier on salaries:

"Police salaries and conditions have never been more competitive. Through strong and responsible economic management, Labor has been able to bring police salaries into line with their interstate colleagues....."

Labor will keep Tasmanian salaries for police officers competitive with their mainland counterparts. We will, in consultation with the Police Association of Tasmania, establish a nexus formula to make sure that police officers salaries continue to increase in-line with their interstate colleagues."



Affiliates – Reports

TASMANIA *(Continued)*

The Association expects that the outcome of the current negotiations will reflect the commitment made by the Premier.

Single Unit Policing

The Association has for some time been seeking strict procedures concerning the use of single officer patrols. The matter came to prominence last year when a police officer was shot and seriously wounded after a traffic interception. The Police Department has finally accepted that a set of procedures would enhance the safety of members involved in single officer patrols and is currently developing a policy. We expect full consultation during the development of this policy and that the safety of our members will be improved as a result.

Staffing levels

The Association has been seeking a workable system that ensures that deployment of resources in uniform response areas is done in a reasonable and safe manner. Too often shift numbers at the 24-hour stations are unacceptably low and too much pressure is placed on members on those shifts. This is symptomatic of a general trend that too much work and too many functions are being undertaken by too few. As part of our log of claims in the current EBA negotiations we are seeking a resolution to this issue. Shift numbers must be at a level commensurate with the workload and provide a critical mass in order to be able to respond to routine policing situations without compromising the safety of our members.

Uniform

Uniform continues to be a 'hot topic' with members. While there is considerable agreement that our uniform looks fine for ceremonial occasions, it is not considered practical in operational policing roles. While we see uniform changes occurring in other jurisdictions those changes have not been embraced here. The Association has engaged the services of an occupational physician to conduct a review of the occupational health and safety aspects of the current uniform as it relates to everyday policing. The report will be used to lobby for changes to the current uniform.

Workers' Compensation

The weekly payment step down provision continues to cause angst among members. The Association has made a submission to a Government review arguing that the outcome for members injured on duty is plainly unjust. The State has a responsibility to protect and properly compensate police officers who are injured while protecting the community.

Randolph Wierenga

President

Tasmania Branch

Affiliates – Reports

NORTHERN TERRITORY

Overview

The Northern Territory Branch has again had an active 12 months particularly since the announcement of the Federal Government Intervention in the affairs of our Territory in June 2006. If there was ever any doubt in any observers minds that the Northern Territory was the creation of the Federal parliament, this intervention removes such doubt.

Our Association is of the view that the actions of the Federal Government following the public release of the *Wild/Anderson Report* could have been mitigated to an extent if the Territory Government and Commissioner of Police had heeded our observations about police numbers across the Northern Territory and taken proactive steps to develop research-based resource allocation models.

The Territory Government also completely misjudged the intent of the Federal Government, more particular the responsible Minister Mal Brough. This failure can be traced back to the reluctant cooperation provided to the *Valentin Review of Policing Needs in Remote Communities*, commissioned by the Federal Government, and a failure to heed the public statements made by Mr Brough on behalf of the Federal Government.

During our 2007 Annual Conference our Association highlighted the potential pitfalls of the intervention and the numerous logistical, legal, and industrial challenges that needed to be overcome. It was and remains our view that the Federal Government was either ill informed or worse, simply ignored the operational, logistical, legal, and industrial complexities for operational police.

Despite the many concerns expressed in relation to the federal intervention our members welcome the apparent recognition by the Federal Government that real resources are required on the ground over a sustained period to allow our members to achieve what all Territorians and hopefully Australians want, that is, indigenous people in remote communities living in safety.

At our 2007 Annual Conference it was observed that more police were going to be required to sustain the intervention, or more importantly, the publicly stated objectives of the intervention, in the long term.

Further our Branch has consistently maintained that changes in the policing landscape locally, nationally, and internationally have had an enormous impact on police resources and again such impact has not been properly or fully considered by government.

Locally the policies of the Government and Commissioner continue to increase demands on operational police in areas such as domestic violence, anti-social behaviour, violent crime, and petrol sniffing. The intervention has if anything compounded the demands for police resources.

The August 2007 announcement of an extra 40 NT Police by the NT Government and the commitment of a further 66 AFP officers confirmed this need. The reality is our Police Force and our members do not have the capacity to achieve everything being demanded of them by both governments.

The Federal and Territory Governments must act cooperatively to develop new funding arrangements for our Police Force. Ultimately, policing of the Territory remains the responsibility of the NT Government and the NT Police. The use of the AFP and police from other jurisdictions is at best a short-term solution.

The greatest irony of the intervention is that we now have sworn NT Police Officers working at the Darwin and Alice Springs airports as special constables in the AFP wearing AFP uniforms and sworn AFP Officers working across the Territory as special constables in the NT Police wearing NT Police Uniforms.

Clearly if both governments funded the respective police forces at a level that allowed each to recruit and maintain adequate staff levels this ridiculous scenario would never have emerged.



Vince Kelly, President



Affiliates – Reports

NORTHERN TERRITORY *(Continued)*

Industrial Outcomes – 2005 Consent Agreement

Since the last annual report was prepared, our branch has been pursuing a number of issues, in particular housing issues, which have emerged following a positive decision from the Police Arbitral Tribunal in August 2006. This dispute was lodged by our Association in early 2006 following a consistent failure of the Commissioner and Government to meet their legal and industrial obligations to our members.

As a result of this decision, and further difficult negotiations since August 2006, the NT Government has adopted a housing upgrade program for all police housing to be completed over the next three financial years ending in 2009—2010.

Our association is also well advanced in preparations for our wage negotiations due to commence on 1 February, 2008. A survey of our membership produced a return rate of more than 50 per cent.

Our annual conference focused on developing survey results into a broad industrial direction for the executive of our Association. The industrial committee is currently drafting a final position to pursue with the employer and as such we wait with interest the outcome of the negotiations in other jurisdictions.

The Federal intervention has also skewed the local industrial market with the Federal government paying an enormous premium to attract public servants to remote communities. This, coupled with the variety of employment arrangements in place to cover AFP and State police seconded to our jurisdiction, create an enormously uncertain industrial environment leading into our 2008 wage negotiations.

Police Arbitral Tribunal

The Police Arbitral Tribunal has continued to provide an effective mechanism for resolving industrial disputes. As indicated above, the Tribunal delivered in our view a positive outcome for our members in relation to our housing entitlements.

One of the disturbing aspects of the Federal intervention is the prospect of a Federal Government acting unilaterally to disband the Tribunal which has provide an effective mechanism to force our members into the sphere of Work Choices and the Federal IR system. It would be hoped that a government of any persuasion can see how effective this tribunal has been in providing industrial justice for police officers.

Vince Kelly

President

NT Branch

Associates – Reports

QUEENSLAND

Legal defence is core business for all police unions including for Queensland over the past 12 months. Legal issues surrounding Senior Sergeant Chris Hurley and the death of Cameron Doomadgee on Palm Island in 2004 continued to dominate both in terms of the media and the activities of the union.

Mr Hurley was charged with Manslaughter and Assault after the Attorney General intervened and over-ruled the DPP decision that no offence had been substantiated.

General President Gary Wilkinson was charged with contempt by the same Attorney General for criticising the coroner and her earlier decision. The contempt charge was later withdrawn and the union's lawyers have launched an appeal in the District Court of the disputed findings of the Coroner.

Mr Hurley was of course found not guilty on both counts at the completion of a two week trial in Townsville.

The Premier finally confessed to having leaked a confidential report written by Sir Lawrence Street, which was prejudicial to Mr Hurley.

The whole affair serves to demonstrate two things. The first is that politicians cannot be trusted to act in the dispassionate interests of justice, particularly when the political water gets too hot, and secondly, that legal defence funding provided by unions is essential to their members. One can only ponder at the outcome for Mr Hurley had he not had access to union support, or was reliant on a government legal defence arrangement.



Shadow Treasurer Wayne Swan with Denis Fitzpatrick

Enterprise Bargaining

The QPUE conducted a successful enterprise bargaining period, which culminated in base pay increases of 5 per cent per year over the next three years along with significant increases in shift and officer-in-charge allowances.

The spearhead of the campaign was the 'mad world' television ad which motivated the membership and the public and created a solid platform for our wage case.

The advertisement is nominated for many awards and has set the standard for individual union advocacy in this country.

Tragic loss

Over the past year we had two members killed on duty. The first was Stewart Kerlin who was a detective on assignment in New South Wales when he was killed in a traffic accident.

Brett Irwin was a young officer executing a warrant on an offender when he was shot and killed in suburban Brisbane. The sacrifices made by both officers and their dedication to duty and family will long be remembered by this union.

Summary

The QPUE remains a strong, viable organisation that prides itself on the services provided to its membership and the assistance we are able to provide to the PFA and all other unions and associations in the country.

Denis Fitzpatrick

Acting General President



Associates – Reports

NEW ZEALAND

The New Zealand Police Association has had an extremely busy but successful year, providing industrial, legal, political and welfare assistance to members.

The Police Association continues to effect real change in the political area underpinned by a well-earned reputation and the credibility of speaking on behalf of 10,000 members, both sworn and unsworn officers. The Association's advocacy has resulted in significant changes to key legislation affecting the daily work of members.

The Association continues to ensure that the inevitable, and even desired changes to the policing environment are well scrutinised and the consequences of any such changes are fully understood by those contemplating them.

Staffing and recruitment

The government is halfway through a three-year promise to deliver an extra 1000 police and 250 support staff. In a tight labour market the NZ Police are continuing to recruit offshore with UK sourced police approaching 200 since the first "shipment" arrived in 2003. The Association's focus has been on ensuring that the extra police are deployed to frontline policing positions. The second government promise, a commitment to achieve by 2010 is that NZ Police to population ratios are comparable with those in Australia. This will prove a challenge to meet as it will increase our numbers by a further 1400. This will be a key priority for us over the next few years.

Just as important is our role in ensuring that the quality of police recruits is not compromised in a tight labour market. This matter received some media attention in recent months and while the majority of those graduating from our police college will make very good police officers, the Association wants to ensure there is no compromising of standards to actioned targets.



Greg O'Connor, President

Industrial issues

Our pay round was settled late last year with one of the better outcomes from a member's perspective, and received 85 per cent endorsement at voting. Significant increases were negotiated both in terms of pay adjustments, extra movements in existing allowances, and the creation of new allowances, meaning some members received up to 20 per cent increases in salary.

In the settlement, we delivered on the six issues that were identified by members in our planning:

- General adjustments, 9.2 per cent over a two-year term.
- For members at the top of their band, annual bonus payments equivalent to a step within the band.
- A \$2000 increase in existing CIB allowance.
- A new \$3000 allowance for supervisors.
- Time Off In Lieu for working overtime.
- Standby rates increased from \$8 to \$46 for overnight standby.

During 2007 we were able to conduct additional negotiations with police for specialist groups, resulting in additional increases. Search and Rescue along with the Police Specialist Search Group received a new three per cent loading while our Maritime members are in line for a \$4500 allowance once fully qualified.

Associates – Reports

NEW ZEALAND *(Continued)*

Legal issues

The Association continues to provide legal assistance to members facing allegations and/or charges arising out of their role and functions with police. This year, 138 members have received assistance.

In addition support has been given to another 30 members facing either civil claims or private prosecutions. We are seeing an increasing trend of complainants, often not satisfied with the outcome of the complaints process, pursuing matters and seeking compensation through the civil jurisdictions.

Gangs

For several years we have been lobbying government to instigate a national strategy to attack organised criminal groups, particularly motorcycle and ethnic gangs. As a result, government recently established a national Organised Crime Agency within police. The Serious Fraud Office, previously an independent body, will be integrated into this group under police control.

Commission of Inquiry

The Commission of Inquiry into how NZ Police dealt with complaints of sexual offending against police officers reported back in April. The report reassured the public that errant behaviour by police officers is vigorously investigated and strictly dealt with. Only four of more than 250 cases were revisited. The report recommended a code of conduct be formulated and the Association has been fully supportive of this initiative, leading work with police to develop it.

Health and safety

All NZ Police officers will be issued with stab resistant body armour by the end of this year. The Association was successful in pushing for the introduction of the armour.

The 12-month trial of the Taser as a new tactical option ceased in September of this year. Selected members conducted the trial within five of the 13 police districts. The Association is strongly supportive of Tasers and has again been publicly active in countering the inevitable criticism from civil rights groups. The Association has been successful in arguing that the Taser is a safer option than a firearm and can enhance both the safety of the public and the police officer.

After several years of pressure and the threat of court action, NZ Police have agreed to provide safety footwear to police officers. Police are currently evaluating a range of footwear options and we expect footwear to be provided from early 2008.

Police Act re-write

The overarching legislation governing the New Zealand Police is the Police Act, enacted in 1958 and subsequently amended on numerous occasions.

The government has spent the past 12 months consulting with the public on a total re-write of this piece of legislation. The Association has been very active in promoting members' views and is confident that these views have been taken into account. We have invested heavily in this re-write, including seconding a police officer fulltime on this project to counter-balance any idealistic but unrealistic views arising from other quarters. The proposed legislation is expected to be introduced into Parliament before the end of 2007.

While it is still early days, the Association has been reassured by the constructive consultation undertaken by NZ Police on behalf of the Government.



Associates – Reports

NEW ZEALAND *(Continued)*

Member welfare

The Association continues to provide a wide range of welfare and financial services and benefits for members through the Police Welfare Fund.

The network of holiday homes currently stands at 52 with several more purchases planned in the coming year.

The Insurances and Mortgages portfolios continue to grow with profits and commissions being retained within the fund to enhance member benefits and the holiday home expansion program. The Health Insurance offered through the Fund continues to provide the best long term value product available in New Zealand to more than 31,000 members.

Greg O'Connor

President

New Zealand Police Association

Financial Statement

for the year ended 30 June 2007

TREASURER'S REPORT

It is with pleasure that I provide my first report as Treasurer of the Police Federation of Australia (PFA).

I am pleased to report that the PFA has ended the financial year in a strong financial position. The debt on our building has been reduced this financial year by a further \$48,314 and at the same time we have increased our net assets by \$118,840 to a total of \$738,793. This outcome was managed by an increase in income of \$56,933 from branches however, the PFA continues to fund airfares and a number of the other associated costs for the Executive, Industrial Planning Committee (IPC) and Women's Advisory Committee (WAC) meetings each year.

You will note that the PFA received additional income of \$289,926 from branches as shown in the Income and Expenditure Account as 'campaign funds' and 'research contributions'. As noted in the last financial year statement, the Executive agreed that branches would fund this year's ACTU Work Choices Campaign Levy on a pro-rata basis and in addition, the 2006 Federal Council committed \$40,000 annually, again to be levied on a pro-rata basis, to the Australia@Work Research project which will take place over the next five years. As well as that project the PFA will contribute \$20,000 annually from its funds for an Annual Report for the Police@Work project.

This financial year, the PFA proudly funded over \$46,000 to the National Police Memorial activities relating to costs associated with Dedication Ceremony on 29 September, 2006, and the hosting of a function for Police Legacies and their families following the Ceremony. Included in that money was \$10,000 for the construction of the National Police Memorial website and Honour Roll, which was used extensively by the PFA and all Police Services in the lead up to the Dedication Ceremony. It also included a further \$7,655, which was expended on legal fees associated with the registration of the National Police Memorial logo as a trademark in order to protect it from exploitation.

In closing, I would like to thank our Office Administrator, Debbie Martiniello, the CEO Mark Burgess and PFA Auditor Tom Tsia for their work in managing and reporting the PFA financial position during this financial year. As Treasurer, I was regularly updated and informed of our financial position as well as consulted on any major aspect of expenditure ensuring that our reporting of finances to the PFA Executive remained an open and transparent process.

Brian Rix

Treasurer



Financial Statement

for the year ended 30 June 2007 (Continued)

OPERATING REPORT

- a) The PFA's principal activities throughout the year were determined by the 2006 Federal Council Meeting and have been coordinated by the Federal Executive.

Those activities included a number of issues as outlined in the PFA's pre-election document "Law and Order in Australia: Policies for the future" and reported on in the 2006/07 Annual Report.

They included:

- An exemption from Superannuation Preservation Age requirements for police.
- The development of policing from an occupation to a profession by continued participation in the Australasian Police Professional Standards Council (APPSC).
- The development of a Police Overseas Workers' Compensation and Rehabilitation Bill to cover workers compensation & rehabilitation arrangements for Australian police working on overseas deployments.
- Greater sworn police resourcing of the Australian Federal Police.
- A \$17,000 capped Fringe Benefit Tax exemption as provided to public hospital nurses and ambulance officers.
- Outstanding issues surrounding the International Deployment Group (IDG).
- Concerns about the impact of Work Choices legislation on Australia's police.
- The development of Police Unions in the South Pacific
- Submissions to Parliamentary Inquiries including:
 - Inquiry into the Northern Territory (National Emergency Response) Bill 2007 and associated Bills by the Senate Standing Committee on Legal and Constitutional Affairs.
 - Inquiry into the Future Impact of Serious and Organised Crime by the Parliamentary Joint Committee on the Australian Crime Commission.
 - Inquiry into Australia's Involvement in Peacekeeping Operations by the Senate Standing Committee on Foreign Affairs, Defence and Trade.
 - Inquiry into the Telecommunications (Interception and Access) Amendment Bill 2007 by the Senate Standing Committee on Legal and Constitutional Affairs.
 - Inquiry into Mental Health Services in Australia by the Senate Community Affairs Committee.
 - Inquiry into the Crime Legislation Amendments (National Investigation Powers and Witness Protection) Bill 2006 by the Senate Legal and Constitutional Affairs Committee.
- Submissions to the Police Commissioner's Conference (PCC), the Australasian Police Ministers' Council (APMC) and the Senior Officers' Group (SOG).
- Participation in the International Council of Police Representative Associations (ICPRA) Executive Committee.
- Submissions and debates on the impact and responses to terrorism on policing and the Australian community.

Financial Statement

for the year ended 30 June 2007 (Continued)

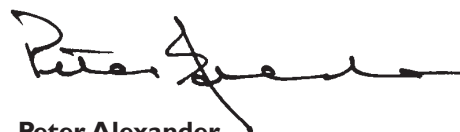
There have been no significant changes in the financial affairs of the PFA during the past year.

A member may resign from membership of the Federation by notice in writing addressed and delivered to the Secretary of the member's Branch, Zone Secretary or Chief Executive Officer, as per PFA Rule 11 (b).

No officers of the PFA hold any position in relation to Superannuation entities.

- e) Prescribed information as per Regulation 159:
- i. At the 30 June 2007 the PFA had 41,693 members.
 - ii. At 30 June 2007 the PFA had three (3) employees.
 - iii. Committee of Management 1/7/06 – 30/6/07
 - Peter Alexander (South Australia)
 - Jon Hunt Sharman (Australian Federal Police)
 - Vince Kelly (Northern Territory)
 - Michael Dean (Western Australia)
 - Bob Pritchard (New South Wales)
 - Brian Rix (Victoria)
 - Randolph Wierenga (Tasmania)

For Committee of Management:



Peter Alexander
President

Dated this 17th day of September 2007



Financial Statement

for the year ended 30 June 2007 (Continued)

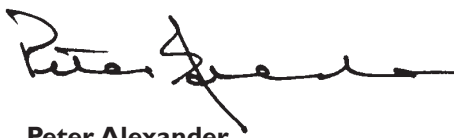
COMMITTEE OF MANAGEMENT'S CERTIFICATE

On the 17th day of September 2007, the Committee of Management of the Police Federation of Australia passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 30 June 2007.

The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the Industrial Registrar;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the Federation including the rules of a branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the Federation including the rules of the branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RAO Schedule and the RAO Regulations; and
 - (iv) the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the Federation; and
 - (v) the information sought in any request of a member of the reporting unit or a Registrar duly made under section 272 of the RAO Schedule has been furnished to the member of Registrar; and
 - (vi) there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the RAO Schedule.

For Committee of Management:



Peter Alexander
President

Date: 17th day of September 2007

Financial Statement

for the year ended 30 June 2007 (Continued)

INDEPENDENT AUDIT REPORT

To the members of the Police Federation of Australia

SCOPE

I have audited the financial statements of the Police Federation of Australia for the year ended 30 June 2007. The Federation's Committee of Management is responsible for the preparation and presentation of the financial statements and the information contained therein. I have conducted an independent audit of these financial statements 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 statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, 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 statements are presented fairly in accordance with Australian Accounting Standards, other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) and the *Workplace Relations Act 1996* 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 and cash flows.

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

AUDIT OPINION

In my opinion:

- (i) There were kept by the Federation in respect of the year, satisfactory accounting 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 accompanying accounts and statements being the Statement of Income and Expenditure, Balance Sheet, Statement of Cash Flows, Notes to and Forming Part of the Accounts and Committee of Management's certificate have been prepared in accordance with Section 273 of the *Workplace Relations Act 1996* and are properly drawn up so as to fairly present:
 - [a] The state of affairs of the Federation as at 30 June 2007; and
 - [b] The income and expenditure and surplus of the Federation for the year ended on that date;
- (iii) The accounts have been prepared in accordance with applicable Accounting Standards.

Where necessary, I have obtained all the information and explanations which to the best of my knowledge and belief were necessary for the purpose of my Audit.

SIGNED AT SYDNEY this 17th day of September 2007



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



Financial Statement

for the year ended 30 June 2007 (Continued)

Police Federation of Australia

BALANCE SHEET

as at 30 June 2007

	Notes	2007	2006
Accumulated Funds		\$738793	\$619953
Represented by			
Current Assets			
PCU Easy Access account	3	\$102385	\$25290
PCU Savings accounts	3	102436	98971
PCU membership fees	3	10	10
Cash on hand	4	38	15
Amounts due from branches	5	5608	22659
		<u>210477</u>	<u>146945</u>
Non Current Assets			
Property - 21 Murray Crescent Griffith ACT - At Cost	6	1016581	1016581
Plant & Equipment		28856	
Less provision for depreciation		<u>20953</u>	<u>7903</u>
Motor vehicle		42782	
Less provision for depreciation		<u>3744</u>	<u>32089</u>
		<u>1063522</u>	<u>1058734</u>
Total Assets		<u>1273999</u>	<u>1205679</u>
Less Current Liabilities			
Trade creditors and accruals	7	33800	32796
PCU loan secured over property	6	440481	488795
Provision for annual leave	8	7966	24953
Provision for long service leave	9	37426	30546
Provision for GST		<u>15533</u>	<u>8636</u>
Total liabilities		<u>535206</u>	<u>585726</u>
Net Assets		<u>\$738793</u>	<u>\$619953</u>

Financial Statement

for the year ended 30 June 2007 (Continued)

Police Federation of Australia INCOME & EXPENDITURE ACCOUNT For the Year Ended 30 June 2007

	Notes	2007	2006
Income			
Campaign funds		257230	-
Affiliation fees from branches		745080	688147
Interest received		3989	4635
Rents received		37917	39980
Government grant – Research		4000	3000
Research contributions		32696	-
		<u>\$1080912</u>	<u>\$735762</u>
Less expenditure			
Audit and accounting fees	10	20700	22650
Annual leave	8	19613	16768
ACTU Affiliation fees	11	66262	62437
Bank charges and duties		86	133
Computer and website design		29566	27438
Delegation expenses	12	155531	164384
Depreciation		8515	8383
FBT		19463	33458
General office expenses	13	14824	19270
Industrial relations campaign		257230	-
Insurances		11997	8166
Legal fees		5224	12233
Long service leave	9	6880	5394
Loss on disposal of assets		12662	-
Motor vehicle expenses		8129	6553
National Memorial expenses	14	46164	15376
Property expenses	15	59576	66672
Salary & packaging		139967	171404
Superannuation		70763	22641
Telephone		8920	9491
Total Expenditure		<u>962072</u>	<u>672851</u>
Net Surplus for the year		118840	62911
Accumulated funds at beginning of year		619953	557042
Accumulated funds at end of year		<u>\$738793</u>	<u>\$619953</u>



Financial Statement

for the year ended 30 June 2007 (Continued)

Police Federation of Australia **STATEMENT OF CASH FLOWS** *For the Year Ended 30 June 2007*

	2007	2006
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>\$204831</u>	<u>\$124271</u>
Cash Flow from Operating Activities		
GST Received	108887	72915
Receipts from Members	761049	673004
Interest Received	3989	4634
Rents Received	37919	39980
Government Grant and Others	36696	33841
Campaign Funds Received	257230	-
Total Cash Received	<u>1205770</u>	<u>824374</u>
Less Cash Flow from Investing & Financial Activities		
Payment of GST Expenses on Acquisition	64016	39124
Payment of GST to ATO	36802	25455
Payment of Industrial Relations Campaign Funds	257230	-
Payment of Employee's Entitlement	246494	200115
Payment of Loans to PCU	78000	120000
Payment of ACTU Affiliation Fee	66262	62437
Payment of Purchase of Office Equipment	-	1200
Payment of Motor Vehicle	42782	-
Payment of Other Expenses	314161	366889
Payment of FBT	19463	33457
Payment of fund held in Trust	-	100000
Total Expenditure	<u>1125210</u>	<u>948677</u>
Net Increase (Decrease) in Cash Held	80560	(124303)
Cash at the Beginning of Financial Year	<u>124271</u>	<u>248574</u>
Cash at the End of the Financial Year	<u>\$204831</u>	<u>\$124271</u>

Financial Statement

for the year ended 30 June 2007 (Continued)

Police Federation of Australia

NOTES TO AND FORMING PART OF THE ACCOUNTS

For the Year Ended 30 June 2007

I. Statement Of Accounting Policies

The financial statements are a general purpose financial report that has been prepared in accordance with applicable Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views). The financial statements 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 now current assets. Cost is based on the fair values of the consideration given in exchange of 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 financial statements.

(a) Depreciation

Depreciation of fixed assets is calculated on the straight line method in order to write off the assets over their useful lives.

(b) Employee Entitlements

Provisions for employee benefits in the form of Long Service Leave and Accrued Annual Leave have been made for the estimated accrued entitlements of all employees on the basis of their terms of employment. Long Service Leave has been calculated with reference to period of service and current salary rates. Contributions are made by the entity to an employee superannuation fund and are charged as expense when incurred.

(c) Leases

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

(d) Income Tax

No provision for Income Tax expense has been brought to account as the income of the Federation is exempt from Income Tax under Sections 50-15 of the Income Tax Assessment Act 1997.

(e) Goods and Services Tax (GST)

All incomes, expenses and assets are recognised net of the amount of GST. All debtors and creditors in the balance sheet are shown inclusive of GST.

2. Information to be provided to Members or Registrar

In accordance with the requirements of the Workplace Relations Act 1996, the attention of members is drawn to the provisions of sub-Sections (1), (2) and (3) of Section 272 which read as follows:

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



Financial Statement

for the year ended 30 June 2007 (Continued)

Police Federation of Australia

NOTES TO AND FORMING PART OF THE ACCOUNTS

For the Year Ended 30 June 2007

	2007	2006
4. Cash on Hand		
Petty Cash	\$38	\$15
5. Amount due from branches		
Queensland Police Union	-	11060
Police Association of South Australia	5608	5009
Police Association of New Zealand	-	5145
Police Association of Tasmania	-	1445
	\$5608	\$22659
6. Property-at-cost		
21 Murray Crescent Griffith ACT		
Settled on 24.1.2003	\$1016581	\$1016581
7. Creditors and accruals		
PAYG re staff wages	10413	10796
Audit & accounting fees	22000	22000
Various expenses	1387	-
	\$33800	\$32796
8. Provision for Annual Leave		
Balance as at 1.7.2006	24953	18965
Add additional provision for the year	19613	16768
	44566	35733
Less paid during the year	36600	10780
Balance as at 30.6.2007	\$7966	\$24953
9. Provision for Long Service Leave		
Balance as at 1.7.2006	30546	25152
Add additional provision for the year	6880	5394
Balance as at 30.6.2007	\$37426	\$30546

Financial Statement

for the year ended 30 June 2007 (Continued)

Police Federation of Australia

NOTES TO AND FORMING PART OF THE ACCOUNTS

For the Year Ended 30 June 2007

	2007	2006
10. Auditor's Remuneration		
Audit fees	7500	7500
Other services	13200	15150
	<u>\$20700</u>	<u>\$22650</u>
11. ACTU Affiliation Fees		
Normal affiliation fee	<u>\$66262</u>	<u>\$62437</u>
12. Delegation Expenses		
Consultancy fees	13759	19009
Conference expenses	55161	72296
Executive expenses	50774	41707
IPC	11253	22154
WAC	15241	2292
APPSC/PSITAB	9343	6926
Delegates are not paid any fees or allowances to attend conferences or executive meetings	-	-
	<u>\$155531</u>	<u>\$164384</u>
13. General Office Expenses		
Filing fees	752	464
Police Superannuation Administrative fees	232	223
Printing, stationery & postage	9110	9388
Sundry office	4730	9195
	<u>\$14824</u>	<u>\$19270</u>
14. National memorial Expenses		
Badges & other	7820	5449
Graphic design website expenses	10250	5132
Executive expenses	470	1765
Legal fees	7655	3030
Dedication Ceremony	19969	-
	<u>\$46164</u>	<u>\$15376</u>



Financial Statement

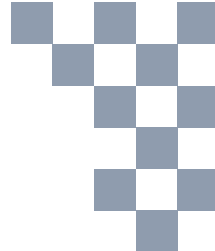
for the year ended 30 June 2007 (Continued)

Police Federation of Australia

NOTES TO AND FORMING PART OF THE ACCOUNTS

For the Year Ended 30 June 2007

	2007	2006
15. Property Expenses		
Cleaning & waste disposals	2250	2470
Council rates	8908	5610
Insurance – building	1722	1737
Interest – PCU	29686	34007
Land tax	9165	5930
Light & power	2028	2051
Repairs & maintenance	3748	13041
Stamp Duty	109	-
Security	577	541
Water rates	1383	1285
	<hr/>	<hr/>
	\$59576	\$66672
16. Employees Benefits		
Employees benefit to holders of office		
Wage and salary	-	-
Annual leave paid to employees	-	-
Annual leave provision	-	-
Long service leave paid	-	-
Long service leave provision	-	-
Superannuation	-	-
Employees benefit to employees (other than holders of office)		
Wage and salary	139967	171404
Annual leave paid to employees (see note 8)	36600	10780
Annual leave provision (see note 8)	19613	16768
Long service leave paid	-	-
Long service leave provision	6880	5394
Superannuation	70763	22641



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OF AUSTRALIA**

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