



Annual Report 2013–14



Police Federation of Australia

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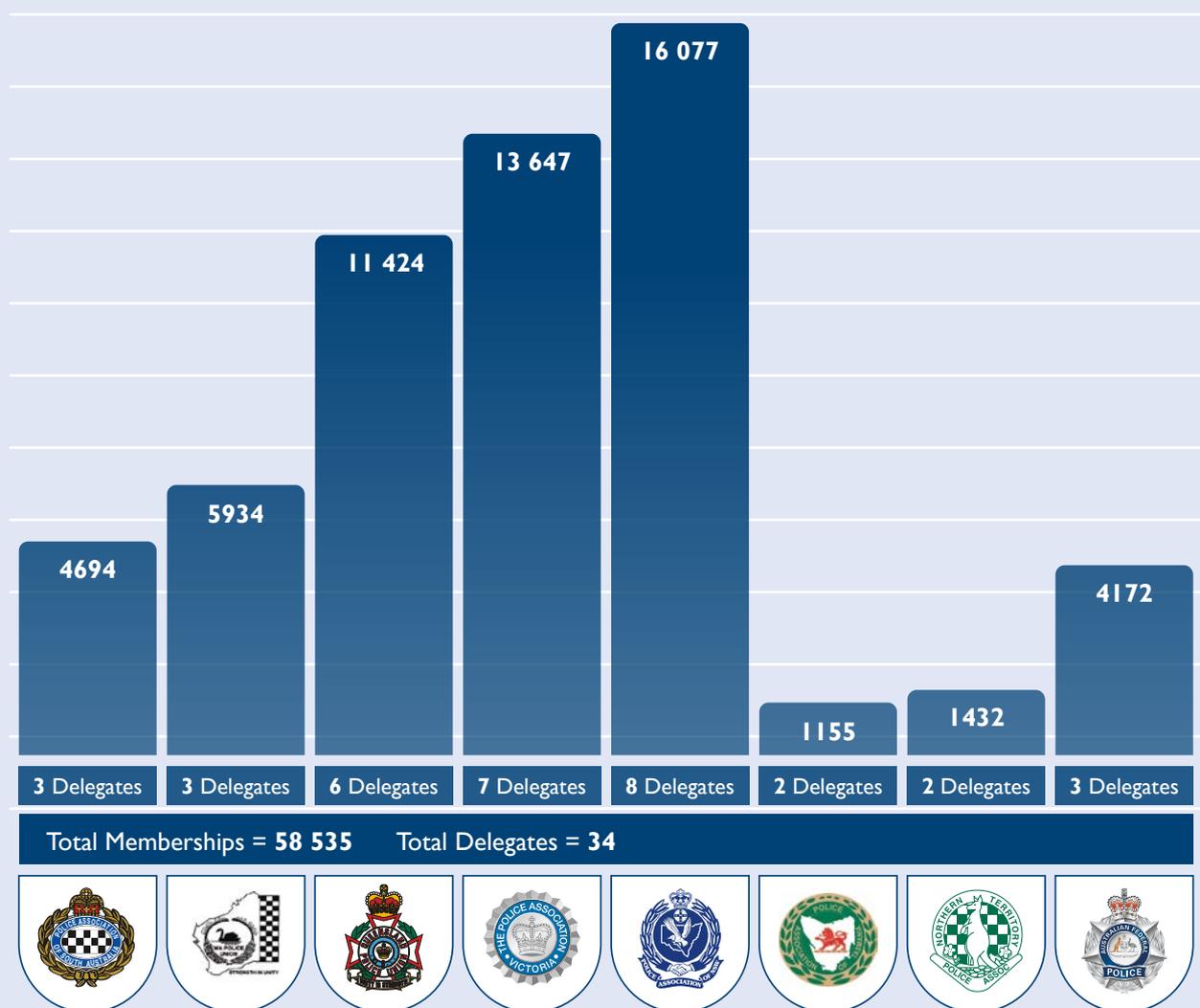
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AFFILIATES AND ASSOCIATES

Membership Numbers at 31/12/13—Rule 14 (d)



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".

OFFICE BEARERS

President

Vince Kelly
(Northern Territory)

Vice President

Jon Hunt-Sharman
(Australian Federal Police)

Vice President

Mark Carroll
(South Australia)

Treasurer

Scott Weber
(New South Wales)

Executive Members

Phil Pearson
(Victoria)
retired 7 October 2014

John Laird
(Victoria)
appointed 8 October 2014

George Tilbury
(Western Australia)

Pat Allen
(Tasmania)

Ian Leavers
(Queensland)
from 16 April 2014

LIFE MEMBERS

Leon Kemp

Peter Alexander

Mark Burgess

STAFF

Chief Executive Officer

Mark Burgess

Office Manager

Debbie Martiniello

Senior Policy & Research Officer

Dianne Gayler

Project Officer

Kathleen Potts

MEETINGS CONDUCTED

Federal Council:

12 & 13 November 2013
Sydney, NSW

Special Federal Council:

8 October 2014
Teleconference

Executive:

11 November 2013
Sydney, NSW

5 & 6 March 2014
Canberra, ACT

4 June 2014
Canberra, ACT

15 September 2014
Canberra, ACT

Industrial Planning Committee:

24 & 25 February 2014
Canberra, ACT

29 May 2014
Teleconference

15 & 16 July 2014
Brisbane, QLD

12 August 2014
Teleconference

Women's Advisory Committee:

25 & 26 March 2014
Canberra, ACT

7 & 8 August 2014
Canberra, ACT

PRESIDENT'S REPORT



It is again my privilege to provide an Annual Report as the elected President of the Police Federation of Australia.

The following report on the activities of the PFA over the past 12 months once again highlights why our forefathers determined that a national body, situated in Canberra, representing all of Australia's police, is vital.

The report highlights the continuing growth in police numbers in this country with an overall increase of 1,320 in the past 12 months. However, a word of caution. We also identify in the later part of the CEO's report, the significant decline in police number in England and Wales since 2009. This should not and cannot be lost on us. Many branches would be aware that both senior police and various state, territory and federal government officials have been visiting the UK and returning commending their policing reforms, which includes the myriad of changes brought about by austerity measures.

I warned in my report last year that we need to continue to be vigilant about the push for a cheaper version of policing, when the public have never sought such an outcome and it's being driven by politicians and some senior police looking to impress their political masters.

The report also highlights the strong relationship we have maintained with all major political parties, as evidenced through the Parliamentary Friends of Police Group.

Of the myriad of issues the PFA is currently dealing with, there are several that I believe are vitally important for both members and the profession of policing and I encourage the Executive and Federal Council to continue to pursue them with the vigour

you have shown to date. The progress of all of them are identified in the following report and include –

- The elevation of police to full professional status via the implementation of a police professional registration scheme;
- The development of an interoperable mobile broadband communications system. 21st century policing needs to be accompanied by 21st century communications;
- The ability for police to be able to leave their profession with dignity, whether that be through effective superannuation or workers' compensation/ rehabilitation schemes;
- Greater female participation in police associations, and I commend the work of the PFA Women's Advisory Committee in this area; and
- The availability of flexible, affordable, accessible childcare for 24/7 police officers.

Our Federation continues to operate on a collegiate basis driven by goodwill and trust. I acknowledge the contribution of all our branches to the daily work of our Federation. The support provided to me and our staff ensures that we remain the national voice of policing. It is this unity of voice and purpose which allows us to achieve real outcomes for professional police officers at a Federal level.

The establishment of the Queensland Branch has been finalised and elections in that branch are pending. As I reported last year, the establishment of the Queensland Branch has required a level of leadership, patience and determination from a variety of officials in a number of organisations which the CEO and I have appreciated.

As delegates to Council are aware there have been changes in the Victorian Branch. Ron Iddles commenced in April as Secretary of the Victorian Police Association and John Laird was elected as President in October 2014 - we look forward to a continuing positive relationship with Victoria under the leadership of Ron and John.

I also extend my personal and organisational thanks to Greg Davies and Phil Pearson for their support of policing over many years.

In my 2012–13 report I reflected on union governance issues that were confronting the union movement due to the alleged behaviour of a minority of officials in one union. The establishment of the Royal Commission has revealed further issues with a minority within a minority, including employer organisations and the ongoing “revelations” at the NSW ICAC confirm no group or organisation is immune to the criminal actions of a few.

As reported last year I remain confident that all our branch officials continue to manage our members’ money in an ethical and responsible way and that we all apply the simple rule – don’t steal or misuse your members’ money.

Of course all our success would not be possible without the quality staff that we employ. The energetic and strategic approach of our CEO, Mark Burgess continues to ensure our national voice is heard.

Dianne Gayler has displayed yet again her value to the organisation, particularly on the significant strategic issues of mobile broadband spectrum and the OH&S Good Practice Code for Managing Risks in Policing. Her work has been invaluable in progressing these two vital strategic issues for our membership.

Kathleen Potts has settled into her role and has provided great support to all staff and to our active sub committees such as the Women’s Advisory Committee and the Industrial Planning Committee.

And of course Debbie Martiniello continues to ensure the PFA operates effectively and efficiently. This of course includes the now well established national event – the Wall to Wall Ride for Remembrance.

Finally this will be the last report that I provide as I have decided to stand aside from both this position and my full time role of President of the NT Branch.

This will bring to a close my 20 year long journey as a police union official, including 14 as the NT Branch President, various roles during that time on the national Executive, including seven years as President.

I was humbled to be awarded life membership of the NT Branch in August this year and I am equally humbled to have been nominated for Life Membership of the PFA.

It has been a privilege and an honour for me to hold this position for seven years. It has provided me with the opportunity to meet Police Officers both in Australia and internationally in what has been a truly enriching experience. The support I have received from every other Police Association and Union in each jurisdiction, particularly various Presidents, has been outstanding.

At the risk of offending, I also wish to thank and acknowledge close friends and mentors from this period – Mark Burgess, Peter Alexander, Greg O’Connor, Ian Ball, Russell Armstrong, Bob Pritchard and Chris Hayes.

In this my final report I am obligated to close with the following three observations:

- The PFA: as well as, not instead of.
- The PFA was built on goodwill and trust – this must be maintained.
- We must always ask ourselves the “Drucker” question – “what are we in the business of?”

I commend this report to you and encourage you to consider the achievements of our federation – The Police Federation of Australia – the National Voice of Policing.

Vince Kelly
President

CHIEF EXECUTIVE OFFICER'S REPORT



The past twelve months has seen the workload and issues addressed by the PFA continue to increase.

In last years' report we focused on our 2013 pre-election policy document and the commitments we received from the major political parties. That work is ongoing and as this years' report identifies the range of issues confronting police at the national level and internationally which is growing and becoming more complex. The need for Australia's Police Associations and Unions, through the PFA, to take a leadership role and a national and even global perspective on those issues, is becoming more important by the year.

The following Chief Executive Officer's Report has been compiled by PFA staff tasked with carrying

out the workload identified by the Federal Council, Executive and the various sub-committees. It is also important to note that the PFA must closely monitor both the police and political environment here in Australia as well as overseas. The host of policing 'reform' issues and 'austerity' measures taking place in jurisdictions such as the UK, Canada, the US and Europe are of vital importance to us as they each have the potential to affect the way police do their job in this country.

And again you will note from the report, the PFA truly does represent the professional and industrial issues of Australia's police.

SUB-COMMITTEES

Professionalisation

The PFA has continued its work on police professionalisation through its membership of the Australia New Zealand Council of Police Professionalisation (ANZCoPP). The PFA is represented on ANZCoPP by President Vince Kelly. The New Zealand Police Association also sits on this body being represented by their President, Mr. Greg O'Connor. Police Commissioners from each Australian jurisdiction, together with the NZ Commissioner, make up the rest of the eleven person Board.

The PFA is also represented by the CEO on the ANZPAA Professionalisation Forum (APF).

Throughout the past twelve months we have given strong support, both in time and financially, to the development of the Police Practice Standards Model (PPSM) as well as support to the ANZPAA Professionalisation Strategy.

The PPSM aims to provide Australia and New Zealand policing with a flexible approach to ensuring police education and training remains fit for purpose, meet the future needs of policing, as well as provide supporting structures for the progression of police professionalisation.

The PPSM is made up of four key elements:

- Practice Levels
- Practice Standards/Guidelines
- Certification/Registration
- Continuous Professional Development.

At a PFA Professionalisation sub-committee meeting in April 2014, the sub-committee received a detailed presentation from ANZPAA as to the proposed process for the ANZPAA Certification/Registration and Continuing Professional Development Feasibility Study. This is something the PFA has been pressing for over several years.

The sub-committee recommended to the Executive that –

“The PFA Professionalisation sub-committee notes the ANZPAA Certification/Registration & Continuing Professional Development Feasibility study update.

With particular regard to system models, this sub-committee considers that an integrated system model

that combines the principles of a cross jurisdictional police register and certification to develop a single system is preferred. However, in progressing an integrated model, the following issues arise:

- Police Mobility
- Costs
- Eligibility
- Governance and
- Intellectual property

and require more detailed consideration.

The sub-committee is also conscious of how an integrated registration and certification system will conform to the legislated Victorian Registration Scheme.”

Consequently, we pursued that outcome this year.

At that same Professionalisation sub-committee meeting, a presentation was given on the development of an internal PFA Discussion Paper titled *“Public Policing – The Essential Features and Future Risks from Outsourcing”*. It was agreed that that document would remain a working document and that the PFA would engage with Branch Journal Editors to develop some articles to come from that discussion paper, the first of which was published in August 2014 under the heading *“High Ranking Police with No Experience – a potential disaster”*.

The sub-committee's recommendations and proposed strategies were subsequently unanimously endorsed by the PFA Executive.

As this Annual Report is being prepared, we have been advised that ANZPAA is about to undergo a major review that has been instigated by its Board (Commissioners). At this early stage we are not aware of what, if any, impact such a review will have on the future of ANZPAA or ANZCoPP, however the PFA has consistently endorsed our pursuit of a police professional registration scheme which would likely proceed with or without the support of police employers.

National Industrial Issues

The Federal Government has flagged a review of the Fair Work Act by the Productivity Commission. Changes to that Act have also been publicly sought by employer groups. Much focus has been placed on the issue of weekend penalty rates.

While at this stage there is some debate about whether this would affect policing, it is imperative that we maintain our vigilance on this issue.

Member Services

The PFA has continued to work with Branches on opportunities to use our economies of scale to seek member benefits across a range of areas.

The Member Services sub-committee is currently developing a proposal for a major Australian company as a partner to provide discounted services to members.

Policy

Following on from amendments to the Fair Work Act in respect to governance issues, we updated the PFA Policy Manual to ensure compliance with the Act and to ensure best practice governance arrangements.

The Policy Manual was signed off by the Executive and is now in operation.

National Deployment Issues

We have continued to work on the development of a legislative underpinning for workers' compensation and rehabilitation for members working on overseas deployments.

The necessity for such an arrangement was again highlighted when a significant number of Australian Police were deployed to the Ukraine in response to the downing of MH17. This was a dangerous mission with police having to be recalled from the search area on a number of occasions due to armed forces fighting in the vicinity.

We will continue to pursue this important outcome for members serving offshore.

Superannuation and Taxation

In relation to taxation, the focus of the Abbott Government has been on repeal of the carbon and mining taxes and the introduction of a temporary tax surcharge on higher income earners which will affect some police officers holding senior positions. Wider consideration of taxation arrangements is to be undertaken by inquiries into the financial, taxation and superannuation systems and the Federation over the coming year or so.

The Abbott Government promised prior to the 2013 election that it would not introduce any adverse changes to the superannuation regime before the next Federal election.

This year, the Abbott Government's Commission of Audit recommended that the preservation age for access to superannuation savings be aligned with the later pension access age, but the Government has not, to date, taken a position on the preservation age. (It is proposing to increase the age pension access age to 67 years.) It is intending to examine tax and superannuation next year.

In the meantime, various commentators have been canvassing options such as reducing the tax concessions available to higher income earners (such as those who salary sacrifice), putting a cap on the funds which can attract the tax concessions, and forcing people to enter into annuities to ensure their superannuation provides for life-time income and avoids them falling back on the age pension. Others have suggested reintroducing the taxation of superannuants over 60 years of age.

All of those options would very likely affect the superannuation arrangements and savings of police officers, particularly those who serve lengthy periods in policing and accumulate significant superannuation savings.

Most recently, the Government (with the support of Palmer United Party and other Senators) achieved its goal of repealing the mining tax at the expense of significant changes to the superannuation guarantee levy which was to have risen to 12% by 2019. Instead, it will be frozen for some six years and will not reach 12% until July 2025. According to superannuation industry experts, this measure will hit particularly hard those under 50 years of age who could lose between \$10,000 and \$20,000 of expected retirement funds depending on their salary level. It is estimated that it will reduce contributions to workers' super by \$128 billion. This appears to be a breach of the pre-election undertaking not to introduce unexpected adverse changes to superannuation during this term of government.

The PFA's approach, as set out in our 2013 Pre-Election Policy, has been to seek an increase in the \$50,000 per annum that people can contribute to superannuation under concessional tax arrangements and to permanently index that higher cap. In addition, we advocate progressively increasing the compulsory employer superannuation guarantee from 12 to 15% (the Government has frozen the increase legislated by

the former government to a level which is now 9.5%). Finally, the PFA continues to advance the case for police to be able to access their superannuation savings at age 55 or, alternatively, to have access to a 20 year police officer disengagement scheme because the physically demanding nature of the profession (and some other trades and professions) makes it impractical for police to have to work beyond age 55.

All of the taxation and superannuation issues mentioned above will be live issues requiring the PFA's scrutiny in 2014, 2015 and possibly 2016.

Another area of superannuation/taxation that the PFA has been involved in is in the treatment of concessional contribution caps on superannuation for NSW Police. The Police Amendment (Death and Disability) Bill 2011 (NSW) brought about significant changes to the Police Blue Ribbon Death and Disability Scheme. The new scheme is effectively an insurance policy sourced through a Superannuation Scheme. The main taxation impact of the introduction of compulsory new death and disability insurance arrangements and the NSW Government's decision to provide the scheme through a Superannuation Fund (FSS) is that it significantly restricts NSW Police Officers from making salary sacrifice contributions towards superannuation due to the amount of compulsory State Government employer and employee contributions. It effectively takes away any capacity under the \$25,000 contributions cap for an officer to make salary sacrifice contributions to their superannuation creating a serious inequity. We are continuing to assist

the NSW Branch in liaising with the Federal Government on this issue.

Work Health and Safety and Workers' Compensation (OH&S):

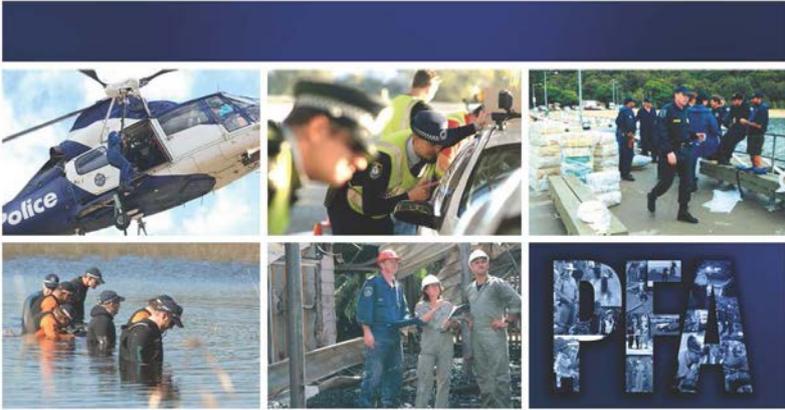
The PFA in 2013-14 continued its focus on police work health and safety, particularly through the OH&S sub-committee, because this is such an important priority for Australia's 57,000 police officers.

Good Practice Code for Managing Risks in Policing, May 2014

In 2012, ANZPAA initiated the development of a national Code of Practice for police work health and safety under the Safe Work Australia arrangements for Codes of Practice with statutory force under the *Model Work Health and Safety Act*.



Police Federation of Australia
The National Voice of Policing



Good Practice Code

for Managing Risks in Policing

May 2014

POLICE FEDERATION OF AUSTRALIA

The PFA, through our Occupational Health and Safety sub-committee, participated in the early stages of this work until it became clear that the proposals being put forward would not improve health and safety outcomes for our members and provided little in the way of practical policing examples or case studies of operational policing measures.

The PFA engaged the services of Ms. Andrea Shaw of Shaw Consulting to assist us to develop an alternative Code which would drive improved safety in policing. Ms Shaw worked with the PFA staff and the sub-committee to develop the PFA's Draft Code which was launched by the President, Vince Kelly at the PFA Federal Council meeting in November 2012.

We then worked with ANZPAA and Safe Work Australia to attempt to reach agreement on a Code acceptable to all three parties, but intransigence and misrepresentation of the obligations of police organisations under the *Work Health and Safety Act* could not be resolved. In particular, ANZPAA objected to the inclusion of practical examples of risk reduction in areas like police pursuits and single officer patrols. At that point, ANZPAA decided not to proceed with tri-partite work on a Code of Practice.

The *PFA Good Practice Code for Managing Risks in Policing* was finally launched by the President in May 2014 in Sydney. The President thanked staff and particularly the members of the OH&S sub-committee for their input to this work. It includes many practical examples that police on the frontline regularly experience, and ways and means police organisations should use to minimize the risks officers confront. It is available in print and compact disc form and online from the PFA website.

Subsequently an ANZPAA *Guide for Managing Work Health and Safety in Australian Policing (Operational)* was published. It is heavily influenced by the PFA work which is pleasing, even though it is regrettable that we were unable to reach agreement on a national Code with statutory force under the *Work Health and Safety Acts*.

Workers' Compensation

Although the former Labor Government had anticipated moving towards a national system of workers' compensation and rehabilitation, no progress was made in the period 2007-2013. The matter does not appear to be on the agenda of the incoming Abbott Coalition Government, so the State and Territory regimes appear set to continue in operation for the foreseeable future.

We will continue to press for a legislative regime to be introduced to provide a statutory workers' compensation system for police on overseas deployment who at present are without statutory coverage. The Coalition has agreed to discuss this with the PFA and the AFPA.

Industrial Planning Committee (IPC)

As reported, the IPC has met on three occasions in the past 12 months – 30 and 31 October 2013, 25 February Canberra, 15 and 16 July 2014 Brisbane. In addition to this the IPC has held two special G20 related teleconferences – 29 May 2014 and 12 August 2014.

A range of matters were dealt with by the IPC including a number of issues that crossed over with the OH&S and Workers' Compensation sub-committee as well as the Women's Advisory Committee (WAC). Matters dealt with included –

- Automatic vehicle locator systems
- Auxiliary officers
- Career and Resilience-based Education (CARE) program
- Childcare
- Conditions of service
- Death and disability concessional cap
- Drug and alcohol testing
- Enterprise Bargaining reports
- Extended hours rostering
- Family-friendly work/life balance
- Female participation rates
- Fit-out of conveyance vehicles
- G20
- High visibility vests
- Medical retirement
- Medical, fitness and psychological standards
- Member services
- National Injury Insurance Scheme
- OH&S Good Practice Code for Managing Risks in Policing
- Recruitment standards - fitness testing
- Shift allowances and penalty rates
- Special leave – (foster care)
- Superannuation
- Tattoo policy
- Uniforms
- Fair Work (Registered Organisations) Act 2009
- Workers' Compensation for Reservists who are Police
- PFA website.



The IPC continues to direct and assist the PFA in developing its comparative data library. Included in that library of matrixes are –

- Allowances
- Answers with prejudice
- Assistance if officer injured on duty
- Assistance for family if officer killed on duty
- Automatic vehicle locator
- Base salary rates
- Civil liability protection
- Commissioned officers' comparison
- Critical incidents
- Disciplinary action
- DNA testing of members (outside drug & alcohol)
- Domestic violence assistance
- Drug and alcohol testing
- Enterprise bargaining annual pay increments
- Head count based on rank
- Injuries that occur away from work place
- Integrity monitoring
- Integrity testing
- Leave
- Legal costs association assistance
- Legal costs state assistance
- Long service leave
- Medical benefit scheme for former police
- Medical retirement
- Member services
- Offences for assault on police officers
- OH&S authority
- OH&S compliance enforcement
- OH&S duties
- OH&S inspector
- OH&S representation and consultation
- OH&S standout provisions
- OIC's of business units
- Outsourcing of police functions
- Parental leave
- Part-time work arrangements
- Police pursuits relevant offences
- Police watch houses staffing numbers
- Pregnancy
- Recruitment standards physical assessment
- Remote area incentives
- Return to work from injury – legislative requirements
- Second tier policing
- Shifts and rostering
- Single officer units
- Special leave (foster care)
- Superannuation
- Superable income for compulsory contribution
- Sworn welfare officers
- Tenure
- Termination
- Testing for contamination
- Transfer assistance
- Uniforms and equipment
- Union leave
- Vehicle corridor of safety
- Vehicle impounding and confiscation
- WAC model conditions of employment
- WAC statistical analysis
- WAC women friendly union conditions
- Wearing of high visibility vests.

One of the key focuses of the IPC continues to be Police Enterprise Bargaining Negotiations across Australia and New Zealand. As a standing agenda item, delegates to the IPC appraise each other of developments in their jurisdiction in relation to EB issues, IR disputes, and emerging trends in IR. The IPC is also constantly updated as to international trends in IR through PFA contacts affiliated with ICPR. This means that police associations and unions in Australia and New Zealand are always up to date with key developments as they negotiate on behalf of their members.

Each branch, on the completion of their agreement, provides a detailed presentation to the IPC on the process prior to any agreement being reached, as well as the final outcomes.

G20

Some 5,500 police, including 1,500 from jurisdictions other than Queensland, will be required for the G20 Leaders' Meeting in November 2014.

The G20 planned for Brisbane has taken up a considerable amount of the IPC time during the past 12 months. The February 2014 meeting saw representatives of QPOL G20 organising team address the IPC and the July 2014 meeting was held in Brisbane, again to allow greater liaison with QPOL personnel directly responsible for the event. And the subsequent August teleconference was wholly focused on the G20.

A range of issues were dealt with and at the time of compiling this report, a number are still outstanding. Issues identified that are of key concern to members included –

- Legal and employment status of police working in QLD during the G20
- Code of conduct and discipline/ complaint management
- Critical incidents
- Workers' compensation
- Occupational health and safety
- Accommodation
- Meals
- Hours of duty/rosters
- Uniforms, personal protective equipment and laundry
- Allowances
- Transport
- Welfare, medical and psychology services
- Use of force
- Dealing with civil litigation
- Use of vehicles
- Pre-deployment briefings and training
- Association/union representation during the event.

In the current climate of heightened terrorism awareness, the G20 will be a major operation for Queensland Police and those from interstate who have been identified to work at the event. Whilst the PFA through Branches have clearly identified a range of industrial and professional issues that we believe need to be addressed, we have in no way attempted to interfere in the G20 operation itself. That planning is best left to our members, who are professional, highly trained and skilled police officers.

Women's Advisory Committee (WAC)

The WAC met in Canberra on two occasions in the past 12 months, 25 and 26 March 2014 and 7 and 8 August 2014.

Key topics of discussion for WAC included:

- Childcare and childcare flexibility trials
- Special leave provisions - foster care and other forms of care
- Work-life balance and family-friendly policies
- Model conditions of employment
- WAC Leadership Forum outcomes
- Communication and engaging members
- Representation and participation of female members
- Development of female staff and elected officials
- Sick leave banks and policies
- G20
- Public Inquiry into Childcare and Early Childhood Learning – Productivity Commission
- Supporting Working Parents: Pregnancy and Return to Work National Review – Human Rights Commission
- Commonwealth Paid Parental Leave Scheme
- Branch reports
- ACTU Women's Committee meeting report
- Issue of women leaving police force due to inflexibility
- Career and Resilience-based Education (CARE) Program

- Dr Gilmartin's presentation on 'Emotional Survival for Law Enforcement'
- Mental wellness and suicides
- Outsourcing and privatisation
- PFA website and library.

The key matrixes developed and updated by the WAC were:

- WAC Model Conditions of Employment
- WAC Statistical Analysis – Women's Representation
- WAC Women Friendly Union Conditions.

These matrixes are also standing agenda items on the PFA Executive's Agenda.

WAC Leadership Forum

In the 2012-13 Report we reported on our plans to conduct a PFA WAC Leadership Forum in Canberra. That Forum went ahead on 29 October, 2013.

It brought together WAC representatives from across Australia and New Zealand and assembled a list of high quality guest speakers who all focused on how to encourage greater female participation in police associations and unions.

Bernadette Zimmermann from the Police Association of South Australia gave the Forum a history PFA WAC and was followed by Libby Lloyd, Chair of the Australian Commonwealth's Violence against Women Advisory Group (2009-2011) and a member of its successor, the National Plan Implementation Panel. Other speakers included Margot Hoyte from the ACTU, Mich-Elle Myers from the MUA, Anne Donnellan



Centre: Guest speaker Anne Donnellan AMWU



WAC members Lisa Bayliss and Sarah King

AMWU and Lorraine Usher, Vice-President, CFMEU Mining & Energy.

In the afternoon session delegates developed a WAC Leadership Strategy the key objective being –

That by November 2016 each PFA Branch be actively encouraged to increase the number of women in elected positions within their union/association to at least equal to their female membership percentage and that each Branch President provide a verbal report on their Branch's progress at PFA Council in 2014, 2015 and 2016 as reflected in the PFA annual report.

An array of strategies were also developed to underpin the recommendation.

The strategy and a report were delivered to the 2013 Federal Council by Diane Wilson and Brigitte

De Chirico (VIC). The Federal Council then unanimously endorsed the following resolution –

“That this Federal Council actively encourage each PFA branch to increase the number of women in elected positions within their union / association to at least equal to their female membership percentage by November 2016 and that each Branch President provide a verbal report on their branch's progress at PFA Council in 2014, 2015 and 2016 as reflected in the PFA Annual Report”.

Childcare



Professor Deborah Brennan and Elizabeth Adamson join PFA WAC meeting via Skype.

The PFA WAC invited Professor Deborah Brennan - Social Policy Research Centre University of NSW and Elizabeth Adamson, UNSW PhD student to take part in a discussion at the August 2014 PFA WAC meeting via Skype. This session was designed to gain expert opinion on detail within the *Productivity Commission's Childcare and Early Childhood Learning Draft Report*, to ascertain the likely impact recommendations within the report would have on policing parents. (Please refer to the section on the Productivity Commission's Child Care and Early Learning Inquiry further on in this Annual Report for more detail).

Child Care Flexibility Pilots

This 12 month initiative commencing in July 2013 has now officially concluded. It was developed through a consultation process with the PFA, the Police Association of NSW, the Police Association Victoria, Family Day Care Australia (FDCA) and the

Department of Education, Employment and Workplace Relations (DEEWR).

The Childcare Flexibility Pilots were a positive step in bringing about a new model of flexible childcare to policing families, aiming to provide overnight and outside standard hour's child care to shift working police using family day care services. The trial ran across 6 sites within New South Wales and Victoria initially, with varying take up rates.

The Australian Institute of Family Studies (AIFS) has been commissioned to conduct a formal evaluation of the trial. At the time of writing this Annual Report the PFA is waiting for the evaluation to be finalised and made public.

Uniforms and Equipment Sub-Committee

As reported last year, we continue to be frustrated by the lack of progress in this area. We are advised that ANZPAA have established an ANZPAA Procurement Working Group as a result of PFA lobbying, however at the time of compiling this report, it appears little progress has been made.

The PFA will continue to lobby on this important issue, particularly in such a tight fiscal environment. We see an opportunity for great potential savings and the capacity to procure better quality equipment.

UNION GOVERNANCE ISSUES

Fair Work (Registered Organisations) Amendment Act 2012

In last year's Annual Report we reported on the introduction of the Fair Work (Registered Organisations) Amendment Act 2012. We sought legal advice on rule and policy changes required by the PFA to ensure compliance with this Act. That advice was received from former Federal Attorney-General Robert McClelland.

As a result we put a series of proposed rule changes to the September 2013 Special Federal Council Meeting and they were formally registered by the Fair Work Commission (FWC) on 11 December 2013.

We also significantly updated the PFA Policies, specifically as they related to financial governance issues. That updated document was endorsed by the Executive and is now utilized to determine PFA practice on these important issues.

The PFA is also ensuring compliance with its obligation to ensure its "officers" have undertaken approved Governance Training.

Reporting Guidelines

The PFA has also ensured compliance with the Reporting Guidelines in the Fair Work (Registered Organisations) Act 2009.

At the 2013 Federal Council Meeting we invited representatives of the FWC to address delegates on issues relating to our responsibilities under the Act and Regulations. The meeting specifically discussed the issue of the Reporting Guidelines under the Act.

Early in 2014 we were invited to make a submission to the FWC on our concerns over the Guidelines as they then applied. In June 2014 we were advised by the FWC of a number of changes to the Guidelines, all of which were consistent with the issues the PFA had raised in its submission.

FORMATION OF THE QUEENSLAND BRANCH

In last years' Annual Report we reported that the proposed rules to form the Queensland Branch of the PFA were carried unanimously at a Special Federal Council meeting in 2013. Those rules were lodged with the FWC on 9 October 2013.

On 16 April 2014 we were advised by the FWC that those rules had been certified.

The Queensland Branch has now arranged for the inaugural Branch elections to be held. At the time of compiling this Report, the election process is underway.

WESTERN AUSTRALIA BRANCH (MEMBERSHIP RULE CHANGES)

The PFA has been working for several years with our Western Australia Branch on an amendment to the PFA's Eligibility Rule to allow "auxiliaries" in that state to be formal members of the PFA. The initial application for an amendment to the PFA rules was objected to by the CPSU.

Over the subsequent several years this issue was subject to a hearing of the Full Bench of the WAIRC, which came down in favor of the WA Police Union's position on the issue.

Following that hearing we commenced negotiations with the CPSU to endeavor to achieve a consent agreement in the FWC.

On 26 March 2014, the PFA appeared in the FWC with the CPSU where an agreed form of words amending the PFA Membership Rule were placed before the Commission.

On 14 April 2014 Vice President Watson handed down his decision to consent to the proposed rule change. The PFA's Eligibility Rule was subsequently amended to reflect that decision.

PFA BUILDING

In last year's Annual Report we reported on plans to move the PFA Boardroom downstairs. That work was completed in early 2014. Also during the past 12 months, we decided not to renew the lease with our remaining tenant, Capital Pathology.

It is our intention to upgrade that section of our building as well to allow for the leasing out of the boardroom and breakout rooms to supplement the funds of the PFA.

After having moved the boardroom downstairs, we have also been upgrading the old boardroom upstairs by the construction of two new offices and a small meeting room.



New PFA boardroom



New upstairs office space

PARLIAMENTARY INQUIRIES

Inquiry into the Crimes Legislation Amendment (Unexplained Wealth and other Measures) Bill 2014 by the Senate Legal and Constitutional Affairs Committee

The PFA made a submission to the inquiry supporting the Parliamentary Joint Committee on Law Enforcement's work in this area. We commended the Bill to the Parliament as adding rigour to the Commonwealth's unexplained wealth legislation and arrangements.

We encouraged the Government not to pause there, but to continue to pursue the introduction of a truly national unexplained wealth regime making it effective for law enforcement agencies of the Commonwealth and all States and Territories.

Such a scheme should also include a section that identifies that all moneys seized though unexplained wealth confiscations be directed to crime prevention projects, as well as an agreed protocol for the distribution of seized assets across all jurisdictions. Such a process would provide law enforcement agencies across Australia with an effective mechanism for information sharing and collaborative investigations and taskforces, such that there is no jurisdiction within which organised crime can hide. A truly national scheme will also be the solution to the constitutional issues that are consistently raised as an impediment to the Commonwealth's powers in this area.

At the time of writing we await the Parliamentary Committee's report.



Minister Keenan laying wreath on National Police Remembrance Day

OTHER INQUIRIES

Commission of Audit

The Federal Government appointed a Commission of Audit, headed by the President of the Business Council of Australia, Bruce Shepherd, to examine the expenditure side of the Government's Budget. It made a large number of recommendations for reducing Government outlays particularly on pensions, disability support payments, unemployment benefits, family tax benefits, and medical and pharmaceutical benefits. It also proposed major reductions in the Australia Public Service and the wider public sector workforce to achieve "smaller government". Straying beyond its terms of reference it also proposed increasing the age pension age to 67 and aligning that age of access to superannuation preservation age.

The Abbott Government, in its first Budget, adopted much of that expenditure cutting agenda, but not the recommendation regarding the superannuation preservation age. Subsequently, there was a strong

community reaction against many of the savings measures, depicted as not meeting the Australian "fairness test" and this was reflected in the stance taken by the Opposition, The Greens and many of the new members of the Senate where the Government does not have a majority. At the time of writing, many of the unpopular measures requiring legislation had not passed the Senate.

The Government, following the Audit's recommendation, embarked on substantial cuts to the Australian Public Service across the board. This 'small government' approach is likely to result in significant outsourcing and privatizing of various functions previously undertaken by the APS.

We reported to the PFA Executive on measures from the Commission of Audit and the following Federal Budget which were likely to affect police officers and their families including AFP budget cuts, cuts to family tax benefits, Medicare and pharmaceutical co-payments, and the temporary surcharge on higher income earners. In

particular, we highlighted the effect the change in age of eligibility for the aged pension would have on police officers and others engaged in physically demanding work. This measure is at odds with the PFA's longstanding campaign to reduce the retirement age for police officers to 55 years by allowing police to access their superannuation savings at that age.

At the time of writing, the pension and superannuation access ages remain unresolved. The latter is due to be considered by a foreshadowed Government taxation, Federation and superannuation inquiries to report in 2015.

Royal Commission into Trade Union Governance and Corruption

In March 2014 the Federal Government established the Royal Commission into Trade Union Governance and Corruption.

While we have always had a view that it was unlikely the PFA or any of its Branches would be called to the Royal Commission, we have continued to have a watching brief on its hearings.

To date we have had no contact by the Commission and considering the types of issues it is pursuing, again, it is considered highly unlikely we will have any role.

Australian Human Rights Commission: Supporting Working Parents: Pregnancy and Return to Work National Review

In January 2014 the PFA, with the assistance of the WAC, made a submission to the Australian Human Rights Commission



Supporting Working Parents: Pregnancy and Return to Work National Review. In this submission the PFA included the following recommendations:

- Right to request flexible working hours, with binding review, should be legislated for all workers. It is the PFA's view that the difficulties in returning to work from parental leave are reduced when a legislative framework exists that ensures that the employer is obliged to consider requests and an expedient review mechanism is available when that request is unreasonably refused.
- Improved and transparent systems of Annual Reporting conducted by Police jurisdictions (particularly concerning police numbers by gender and employment type ie part-time employees using FTE reporting).
- Greater access to a more flexible, affordable and accessible model of childcare which recognises the unique working patterns of police officers, including the continued support of the Flexible Childcare Pilots.
- Continued support for a dedicated Work Health and Safety Code of Practice for Police.
- Effective, all-encompassing policies and procedures across all Police jurisdictions to ensure that employers reasonably accommodate and recognise the need for greater flexibility within the workplace for employees who are pregnant or those returning to work after parental leave and with carers responsibilities.
- Improved management practices in dealing with requests for part time work including support for employees to overcome the fear of intimidation or jeopardising their career.
- The PFA supports Paid Parental Leave (PPL) counting as service for the purposes of eligibility for PPL.
- Continued employer superannuation contributions while an employee is on paid or unpaid parental leave.

The Australian Human Rights Commission landmark report for its Supporting Working Parents: Pregnancy and Return to Work National Review was released in July 2014. Regrettably the report found that very little change had occurred for women since the Commission made its first inquiry 15 years ago. According to the Commission "Australian workplaces still overwhelmingly view working while pregnant as a privilege, not a right".

This report has demonstrated the need for the PFA and the PFA WAC to continue working toward the advancement of issues affecting women.

Productivity Commission Inquiry into Child Care and Early Childhood Learning

In November 2013, the Government commissioned an Inquiry into Childcare and Early Childhood Learning. The scope of the inquiry included the Productivity Commission reporting on and making recommendations to improve the flexibility, accessibility and affordability of a quality childcare and early childhood learning system. Key objectives were to examine and identify future options for a system that would; support workforce participation, particularly of women, focus on children's learning and development needs including the transition to school, and offer greater flexibility to suit families working outside the standard 9 to 5 hours.

In January 2014 the PFA made a submission to this inquiry focusing on the need for a more flexible, affordable and accessible model of childcare to better suit the unique working patterns of police and to encourage greater workforce participation for women. In July 2014 the Productivity Commission released the *Childcare and Early Childhood Learning Draft Report* for further comment. Bernadette Zimmermann (Organiser at PASA) and Mark Burgess (PFA CEO) appeared at the Productivity Commission public hearing in Canberra on 26 August 2014, providing evidence for the following points:

- Police pay a premium for childcare services in order to guarantee the unique flexibility they require to do their jobs.
- The PFA welcomed the Commonwealth subsidy for approved nannies but felt the 'deemed cost' set needed to be higher to make it an affordable option.
- To encourage women back into specific frontline policing roles the PFA proposed a police specific childcare "top up" subsidy.
- The PFA argued the 'deemed cost' funding model needed to be raised across all types of childcare.
- Regarding accessibility the PFA voiced concern that the children of police may be disadvantaged by not being able to access pre-school programs and early childhood programs despite the COAG's commitment to 'universal access' to preschool.

The full transcript from this public hearing and others is available at the Productivity Commissions website <http://www.pc.gov.au/projects/inquiry/childcare/public-hearings>.

In early September the PFA with the assistance of the PFA Women's Advisory Committee made a further submission in response to the Productivity Commissions *Childcare and Early Childhood Learning Draft Report*. This supplementary submission to the inquiry reiterated the need for a childcare model which would not unfairly disadvantage police with carer's responsibilities, particularly those who do shift work. The PFA raised the importance of encouraging women back into frontline policing roles after having children, citing the lack of flexible, affordable and accessible childcare as a major impediment for many women.

The PFA and PFA WAC were pleased to be able to consult with Professor Deborah Brennan - Social Policy Research Centre University of NSW and Elizabeth Adamson, UNSW PhD student to clarify details in the Productivity Commission's Draft Report and to seek advice on recommendations to put forward to this inquiry.

We await the final Productivity Commission report to Government on this matter, due 31 October 2014.

Productivity Commission Government Services Report

Again, in 2014, the PFA has lodged its concerns with the Productivity Commission's Annual Report on Government Services, Police Services section.

In April 2014 the PFA again wrote to the Secretariat for the Review

of Government Services Provision of the Productivity Commission outlining our concerns about the misleading nature of the report as it applies to "operational police staff". Our concerns relate to the ability of jurisdictions to manipulate the figures provided and reported on.

Those concerns were relayed to the Police Services Working Group of the PC who in turn recommended to the Steering Committee for the Review of Public Services that "...the government's policy interest was in operational staff, rather than sworn police",

an amazing confession. They did however commit to ensure that the chapter will specifically refer to the attachment tables that relate to sworn police numbers.

Branches subsequently have written to their respective member/s of the Steering Committee again outlining our concerns. At the time of compiling this report, responses to those letters have indicated no change in the Steering Committee's position on the issue.

We will need to keep this matter alive when the next Report is released in early 2015.

Police seek childcare bonuses

POLICE are demanding bonus childcare subsidies so they can afford to hire nannies to cover their 24/7 shifts.

The Police Federation of Australia has warned that women are dropping out of frontline policing because they cannot find or afford conventional childcare. It says paying officers higher taxpayer rebates for childcare would still be cheaper than the \$150,000 cost of training a new recruit every time a mother quit the force. "Policing is an essential service," the federation has told the Productivity Commission's childcare inquiry.

"Women officers are not returning to frontline policing due to difficulties accessing appropriate forms of childcare.

"Frontline policing cannot afford to lose women."

The federation has proposed a "top-up subsidy" for police officers who hire nannies, arguing they are more likely than the "average worker" to need flexible childcare. "We believe there is a case for a police specific 'top-up' subsidy," its submission states.

Many police face inflexible work schedules ... they have

much less control over their working patterns compared with other occupations, leading many to pay an above-average price for childcare.

"It is essential that police are able to access the flexible and affordable models of childcare they need to do their jobs."

The federation says 27 per cent of police officers are female, and more than half of all police officers have dependent children. The Productivity Commission's draft report supports extending childcare subsidies to nannies, to make childcare more flexible for shift workers. The federation has told the commission police commanders have advised staff struggling with childcare to quit, or transferred them to another post. One policewoman was told she could work part-time only if she agreed to work every weekend.

The Australian Industry Group has told the inquiry that a lack of after-school care is "putting pressure" on employers. Schools should be required to set up facilities to care for children before and after school so their parents can work a full shift, the AIG has told the inquiry.

NATASHA BITA

The Australian, 16 September 2014

Freedoms Inquiry

In May 2014, the Government announced that the Australian Law Reform Commission would conduct an inquiry into federal laws that encroach on traditional rights, freedoms, and privileges in Australia. It asked the ALRC to focus on three key areas – workplace relations, environmental regulation and corporate regulation. This is expected to cover areas such as freedom of assembly and freedom of representation, rights to organize and rights to take industrial action. The ALRC is due to report in December 2014 although at this stage there have been no draft papers or public consultations on the matter.

Productivity Commission Inquiry into the Fair Work Act

The PC inquiry foreshadowed prior to the 2013 election is yet to commence, so there is nothing to report at this stage.

PUBLIC SAFETY MOBILE BROADBAND COMMUNICATIONS

In last year's Annual Report we dealt with the PFA's campaign to secure 20 MHz of mobile broadband radio spectrum for Australia's public safety agencies, including all the nation's police services. This would ensure they have modern, mobile broadband communications for their everyday functions and, when they need it most—when they are protecting life and property in times of natural disaster and during criminal incidents.

Regrettably, the campaign for adequate spectrum has gone into its fourth year. Last year the Australian Communications and Media Authority (ACMA) agreed that public safety agencies need dedicated broadband spectrum for their own network and signaled an intention to set aside 10 MHz of the 800 MHz band. That is only half the amount needed for an effective network, based on experience in like countries in the western world. The PFA has challenged the ACMA view and continued to press all the major political parties to set aside the necessary 20 MHz of spectrum.

We were confirmed in our position by the recommendations and findings of an inquiry by the Parliamentary Joint Committee on Law Enforcement which, after hearing all the evidence from both sides of the debate, recommended a minimum of 20 MHz of

spectrum in the 700 or 800 MHz band. The PFA gave extensive evidence in writing and at the Committee's hearings and all of our recommendations were adopted by the Committee chaired by the former Federal Attorney-General, Robert McClelland.

As a result of that inquiry, and of further evidence submitted by States and Territories, the ACMA was reconsidering its initial view on the amount of spectrum needed by police and emergency services. The PFA CEO was invited to speak at the ACMA's annual conference on radio spectrum in Sydney in October 2013.

During the 2013 election campaign, we wrote to MPs, Senators and candidates, including those in marginal seats from the major parties, about this issue. A number replied advising that they had taken up the issue with the relevant spokesman. This has kept the issue alive.

Neither of the major parties gave firm commitments to the PFA on this matter, but nor did they rule out providing the necessary spectrum. Each committed to considering the Parliamentary Committee's recommendations and the Coalition proposed to conduct a cost benefit analysis on the options for providing a mobile broadband capacity for public safety agencies.

For some months now we have been expecting the Communications Minister Malcolm Turnbull to announce a cost benefit analysis into the proposed national mobile communications network for police and emergency services. To date, nothing has emerged.

Under the *Radiocommunications Act 1992* the ACMA and the Minister are obliged to make adequate provision of spectrum for defence, national security, law enforcement and emergency services. This is a vital obligation that the PFA must continue to emphasise.

In August we met with the senior adviser to Minister Keenan and with senior officials from the Attorney-General's Department to press the case for action to resolve this longstanding issue. We understand Ministers Keenan and Turnbull are at one on the issue and that the matter is presently with the Prime Minister.

In the meantime in August we wrote to all Police Commissioners and to Commissioners or heads of the ambulance, SES and fire services urging unity in pressing for 20 MHz of spectrum and proposing the establishment of a senior-level group of officials from all jurisdictions to work on a governance framework for effective deployment of spectrum once it is allocated. Without a national cross-jurisdictional body to be the

licensee of the spectrum and to arrange funding for the roll-out, the Government and the ACMA will not be in a position to act.

Clearly, the PFA will need to maintain the momentum of our campaign on this issue because modern communications are vital to the services police provide to the Australian community, especially in mission critical circumstances. We see this as an issue of strategic importance which is likely to transform policing in the best possible way, making it more effective AND more efficient.

Once again, we hope that this time next year we will be able to report success in achieving this essential resource.

INTERNATIONAL ACTIVITIES:

International Council of Police Representative Associations (ICPRA) –



ICPRA delegation at the June 2014 ICPRA Council in Capetown, South Africa

Council 2014 was held in Cape Town South Africa in June. PFA President Vince Kelly, CEO Mark Burgess and Queensland Police Union President, Ian leavers represented the PFA. This was the tenth full meeting of the ICPRA Council. It has now been 18 years since the first then ILEC meeting.

ICPRA now represents over 2 million police on all continents which includes over 40 police associations/unions/federations and in recent years it has also established a global network of lawyers.

Previous meetings have been held in –

- Canada 1996 & 1998
- England 2000
- Australia 2002
- Scotland 2004
- Texas 2006
- New Zealand 2008
- Denmark 2010
- US 2012
- South Africa 2014.

The 2016 meeting is scheduled for Europe.

Current ICPRA affiliates are –

- South Africa Police Union
- Portuguese National Police Union
- Association of Garda Sergeants and Inspectors
- Police Federation of England and Wales
- New Zealand Police Association
- Scottish Police Federation
- Garda Representative Association
- Police and Prisons Civil Rights Union (South Africa)
- Police Federation of Australia
- Fraternal Order of Police (US)
- Canadian Police Association
- European Confederation of Police
- Police Union of Denmark
- British Transport Police Federation
- Police Federation of Northern Ireland.

Associate members –

- Kenya Police Union
- Civil and Nuclear Constabulary Police Federation
- Organizacao Internacional de Policiais – Community of Portuguese Language Countries (OIP/CPLP).

The 2014 meeting heard from a number of speakers on a multiplicity of subjects ranging from the political through to the practicalities of day-to-day policing and law enforcement.

For a number of years ICPRA has been pursuing opportunities to assist with the establishment of

police unions in developing countries. The 2014 meeting heard from Mr Vic Van Vuuren, Director International Labour Organisation (ILO), Pretoria as well as Professor Monique Marks from the Durban University of Technology, who has worked extensively in this area in South Africa. This will be a major focus of ICPRAs work over the next few years as the ILO has expressed a keen interest to partner with the ICPRAs in this endeavour.

Delegates discussed at length the issue of governments attempting to reduce their investment into public services, particularly police and law enforcement. Discussion centred around selling-off of police functions to the private sector with little if any public demand or engagement about the longer term issues of accountability and community confidence. ICPRAs reaffirmed its opposition to any organisation whose primary objective is profit being responsible for the delivery of police functions.

Delegates also discussed the use of the austerity agenda as a means of driving down police officers' terms and conditions of employment. The Council was given some examples where police in some European countries were in fact homeless.

Delegates also received a presentation on policing and mental health. It became evident that dealing with the mentally ill is a major issue for all ICPRAs affiliates regardless of what continent or country they were from.

The CEO was re-elected as the Australasian Region representative on the ICPRAs Executive Committee.

Eurocop will host the 2016 meeting in Europe.

At the conclusion of the meeting, a Communique was issued which is available on the ICPRAs website www.icpra.org

The PFA continues to administer the ICPRAs website and develop and distribute the ICPRAs ENews.

Police Federation of England and Wales

George Tilbury, PFA Executive Member and President of the Western Australia Branch represented the PFA at the Police Federation of England and Wales Conference in May 2014.

This Conference continues to be an important one for the PFA to be represented at bearing in mind the array of reform issues taking place in the UK and the austerity measures which are into their third year.

Canadian Police Association Conference

Scott Weber, PFA Treasurer and President of the New South Wales Branch represented the PFA at the Canadian Police Association Conference in September 2014.

Likewise, the PFA Executive has identified the Canadian Police Association Conference as an important conference for us to attend where possible.

MEMORIAL

The PFA continues to monitor all National Police Memorial activities and is the focal point for families and the National Capital Authority for issues relevant to the Memorial. The PFA holds the trademark for the National Police Memorial logo and continues to vet closely any application by individuals or groups to use it. We are the regular contact point for individuals who identify possible names that have been omitted or incorrect information on historical name plates and we liaise with jurisdictions when such anomalies are identified.

As reported in last years' report, work will eventually be required at the Memorial to correct a number of structural issues. We are continuing to liaise with the National Capital Authority (NCA) on this issue.

The CEO continues to represent the PFA on the National Police Memorial Coordination Committee where the names of proposed inclusions on the Memorial are vetted.

National Police Remembrance Day

The PFA and its Branches continue to play a vital role in the coordination of National Police Remembrance Day Services across the country as well as at the National Police Memorial in Canberra.

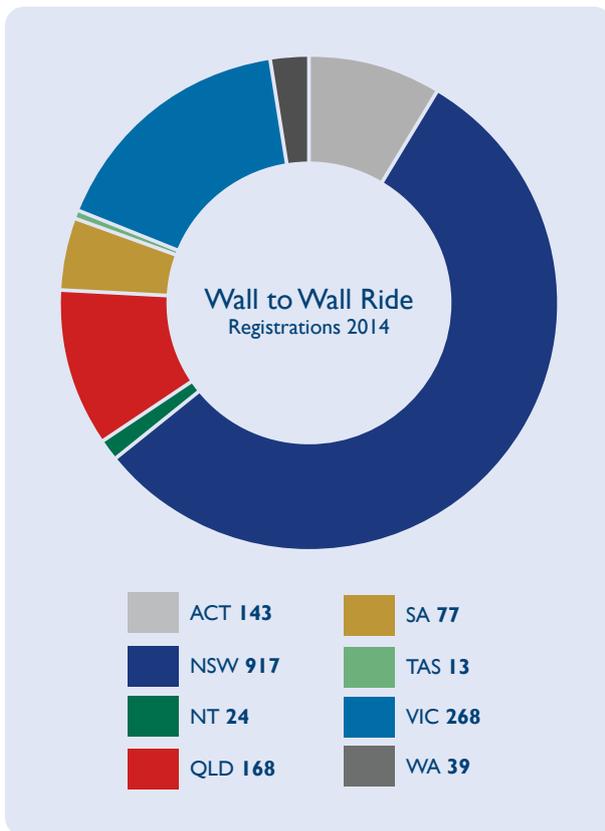
Wall to Wall Ride

2014 saw the fifth annual Wall to Wall Ride for Remembrance held on Saturday 13 September.

Over the previous four events, we have been able to donate a total of \$290,000 to police legacy charities, \$100,000 of which came from the 2013 ride.

The 2014 ride saw the largest number of registrations to date with a total of 1649.

Wall to Wall Ride Registrations 2014



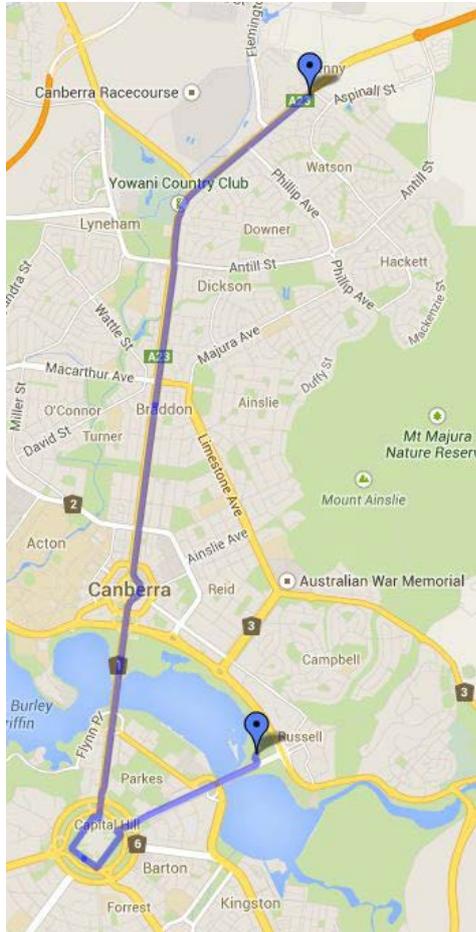
This year, the final leg of the Wall to Wall Ride through the ACT reverted back to that used for the Inaugural ride in 2010 which took riders through the city, across the lake on Commonwealth Avenue, around new Parliament House and back down Kings Avenue before arriving at the National Police Memorial in Kings Park. In order to facilitate this ride route, a pavilion at Exhibition Park in Canberra (EPIC) was booked as the meeting place where riders came together to enjoy refreshments, see some of the sponsors' displays and purchase merchandise before setting off for the final leg of the Ride.



Chris Hayes MP



PFA President, Vince Kelly





Once again the ceremony was followed by a function at the National Convention Centre at which almost 500 riders, sponsors and invited guests gathered. The major raffle of a Yamaha motorcycle was drawn with a South Australian rider announced as the very lucky winner of a brand new Yamaha Bolt valued at \$12,999.



Winner of the 2014 registered riders helmet, Dale Cooper, ACT

The top three individual fundraisers were awarded prizes kindly donated by Harley Davidson.

In a fundraising auction at the evening function, Gavin Cashion from Tasmania bid strongly to eventually purchase this painting which was kindly donated by a Victorian school teacher to assist in raising funds for this year's event.



Auction Winner, Gavin Cashion, TAS

Major sponsors for the 2014 event were –

PLATINUM:

- QBE



- Yamaha



- Sodexo



- Police Federation of Australia



GOLD:

- Police Bank
- Bank Vic
- Kennards
- Maxxia
- Harley Davidson Motor Company
- Police Health
- Police Association of NSW
- The Police Association Victoria
- Australian Federal Police Association
- Queensland Police Union

SILVER:

- Yamaha Commercial Audio
- Simplicity Funerals
- Prosegur (Chubb Security)

MEDALS

National Police Service Medal (NPSM)

The PFA has continued to campaign for the expedited roll-out of the NPSM. At the same time, as reported in last years' Report, we have continued to work with retired police associations, by lobbying both the Federal Government and Opposition to have the NPSM operable date, back dated to 14 February 1975.

On 12 April 2014, the Prime Minister and Minister for Justice made a joint announcement to extend the eligibility for the NPSM to recognize service on or after 14 February 1975. This was a significant victory for retired and former police who will now become eligible for this Medal.

The extension of the operable date has, however, created a significantly larger number of people who will now be eligible for the NPSM, when the Government has not

allocated any additional funding for its roll-out. This will require a greater joint effort from both the PFA and retired police associations, to ensure the Government allocates sufficient funding to ensure an equitable and speedy roll-out of the medal.

AUSTRALIAN CITIZENSHIP FOR FORMER NEW ZEALAND OFFICERS

In last year's Annual Report we reported that the PFA Executive wrote to ANZPAA seeking to explore with Police Commissioners options of using the Regional Sponsored Migration Scheme when recruiting New Zealand police officers. The Executive also endorsed the PFA working with the New Zealand Police Association to inform New Zealand police officers considering joining Australian police forces of the potential immigration issues and costs if they are not engaged under that scheme.

Following on from this in October 2013 the Western Australia Police Union announced that more than 100 serving New Zealand police officers, who met the requirements in the WA Police labour agreement, would be afforded permanent residency. WAPU urged other jurisdictions across Australia to adopt this sponsorship approach.



JOINT PRESS RELEASE

**THE HON. TONY ABBOTT MP, PRIME MINISTER
THE HON. MICHAEL KEENAN MP, MINISTER FOR JUSTICE**

EXTENDING THE ELIGIBILITY FOR THE *NATIONAL POLICE SERVICE MEDAL*

I am delighted to announce Her Majesty The Queen has agreed to my recommendation to extend the eligibility for the *National Police Service Medal* to recognise service on or after 14 February 1975, the date on which the Australian Honours system was established.

This will extend eligibility for the *National Police Service Medal* to an estimated 20,000 former police officers.

The *National Police Service Medal* recognises the special status that sworn police officers have because of their role protecting the community.

The *National Police Service Medal* was established in 2010 to recognise 15 years' ethical and diligent service by Australian sworn police officers in active service on or after 30 October 2008.

Unfortunately, police officers whose services concluded between 14 February 1975 and 30 October 2008 were ineligible for this distinguished medal.

The Australian Government believes that these dedicated police officers who have served our local communities should have their service recognised.

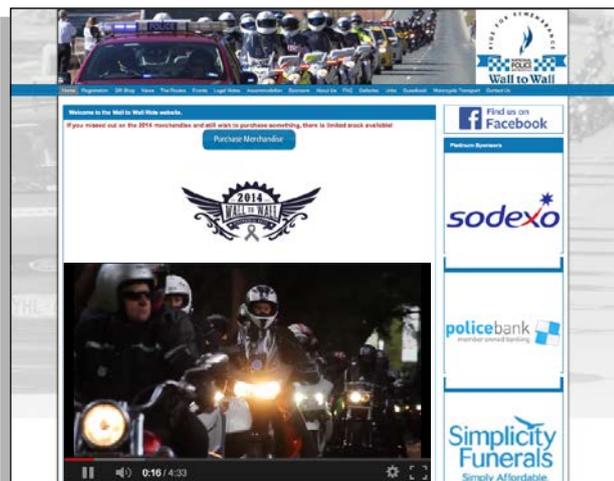
12 April 2014



www.pfa.org.au



www.npm.org.au



www.walltowallride.com



www.icpra.org

WEBSITES

As reported in last year's Report, over the past 12 months we have been working with our web developer on rebuilding all the websites the PFA has responsibility for –

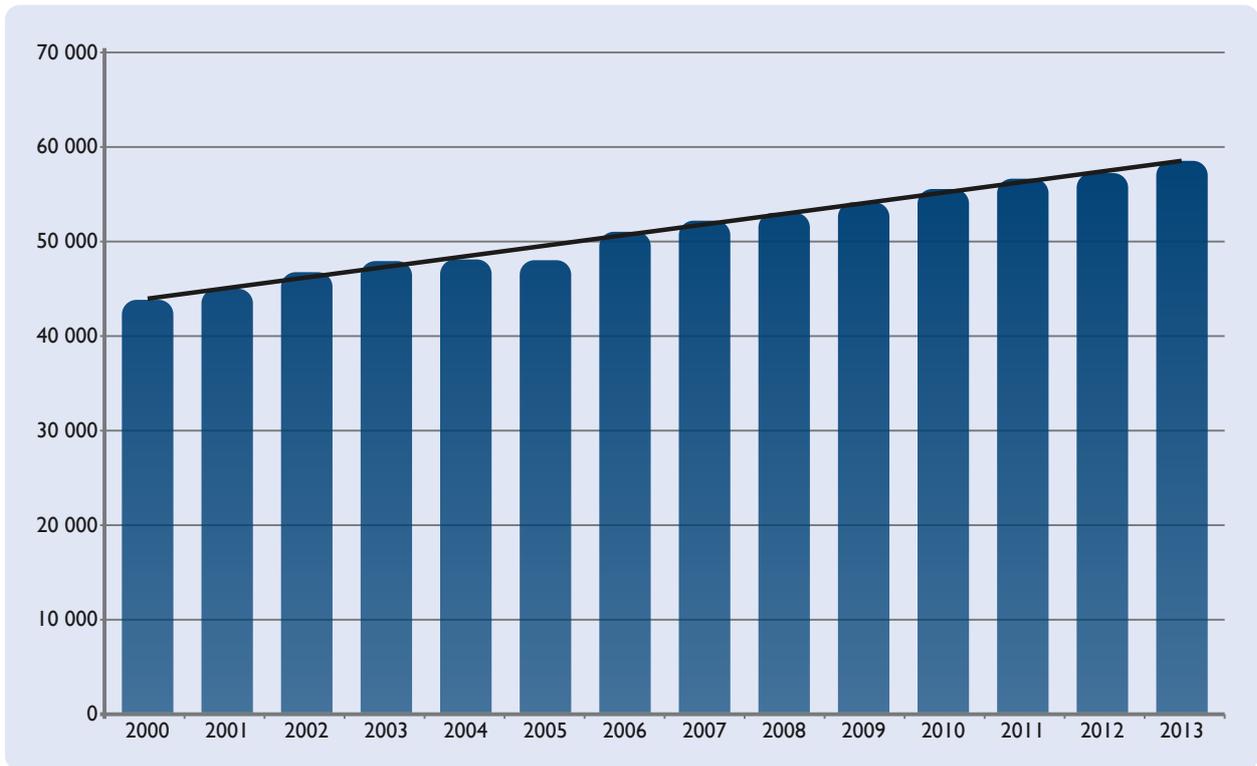
- PFA site www.pfa.org.au
- National Police Memorial www.npm.org.au
- Wall to Wall Ride for Remembrance www.walltowallride.com
- International Council of Police Representative Associations (ICPRA) www.icpra.org

At the time of writing this report, all four new sites are all live with fresh new looks and most importantly, substantially improved functionality.

PFA MEMBERSHIP

In the 2012-13 Report we inserted a graph which tracked our membership numbers from the year 2000. It is pleasing to report that between last years' Report and this year our membership has grown by another 1,320. Since 2009 our numbers have grown by 5,500 however we should never get complacent, as in that same time police numbers in England and Wales have decreased by some 16,000.

PFA Membership numbers 2000 to 2013 as at 31 December Each Year



CONCLUSION

The foregoing again highlights the need for a national body to represent the professional and industrial interests of Australia's Police, particularly at a time when Police Commissioners are reviewing their role, via ANZPAA, in the national space.

We have managed to not only maintain strong relationships across the Federal Parliament and bureaucracy, but also build on those relationships during the first year of the current government.

We have continued to prosecute all of the issues identified in our 2013 pre-election document "2013-2016 National Leadership for a Safer Australia" and have been able to work very cooperatively with both the Justice Minister the Hon Michael Keenan MP and the Shadow Minister the Hon David Feeney MP. We have also worked closely and been well supported by the Parliamentary Friends of Police Group.

On a pleasing note, in July this year we saw former Tasmanian police officer and Chair of the Parliamentary

Friends of Police Group Senator the Hon Stephen Parry elected President of the Senate. Senator Parry has been a great friend and supporter of Australia's Police in the Federal Parliament and we congratulate him and wish him all the best on his election to this prestigious position.



Senator the Hon Stephen Parry



Once again I take this opportunity to thank Branches for their strong and unwavering support over the past 12 months. Without their support and many of their professional staff, the PFA office would not be able to produce the outcomes we have over the past year. The Executive likewise have continued their strong support of the organisation and the staff. I take this opportunity to wish Phil Pearson, Victoria branch President all the best in his pending retirement and particularly thank Phil for his work as Executive sponsor of the IPC.

The PFA is well served by a small but high performing, professional staff. I know the respect that Debbie, Dianne and Kath have amongst all affiliates, our various sub-committees, the Executive, the Federal Council and the other external groups we deal with including the Federal Parliament. They make my role so much easier and pleasurable and I am greatly indebted to them for their personal support.

PFA President Vince Kelly has announced his intention to stand down as PFA President at the November Federal Council meeting. Vince was elected PFA President on 6 November 2007 when Peter Alexander announced his retirement.

As CEO now for almost 14 years I have only served under two Presidents, Peter Alexander and Vince Kelly. The fact that we have only had two Presidents in that time is a testament to the stability of our organisation

and the two men that have led it during that time. Peter Alexander was a giant amongst police union officials and to follow Peter into the role was always going to be a difficult challenge.

Well history will be kind to Vince Kelly, as not only has he led with PFA for seven years with distinction he has managed to take the organisation up another level. One test for all leaders when they leave their post is to leave their organisation in a better position than when they came in. There can be no doubt Vince has done that.

I take this opportunity to thank him on behalf of all affiliates for his strong leadership. I thank him on behalf of the staff for his strong support and caring about them and I thank him personally for his unwavering friendship. I wish he and Andrea all the best for the future and look forward to that strong friendship thriving into the future.

I commend the 2013-14 Annual Report to you and will look forward to presenting it to the Federal Council on 10 November in Darwin.

Mark Burgess
Chief Executive Officer

AFFILIATES' REPORTS

VICTORIA



THE NATIONAL FOCUS

The Police Federation of Australia is the national umbrella body for police associations and unions throughout Australia and New Zealand, representing more than 58,000 Australian police officers across all Australian policing jurisdictions, including the Australian Federal Police, with New Zealand Police having observer status at meetings of the Police Federation of Australia. In my capacity as president of the Victorian Branch of the Police Federation of Australia, I attend bi-monthly meetings of the National Executive, which includes all other Presidents of police associations and unions throughout Australia and New Zealand.

The key objective of the Police Federation of Australia is to deal with policing matters of a federal nature, which directly affect our collective membership.

Some of the key issues presently being dealt with by the Police Federation of Australia on behalf of all Australian police officers include:-

- i. Superannuation. We are intent on influencing the Federal Coalition Government and the Labour Party Opposition, to increase the concessional tax arrangements for superannuation contributions to \$50,000 per annum and permanently indexing that new cap with CPI. We would also like to see a progressive increase to the compulsory employee superannuation guarantee from 12% to 15%, and to allow police to access their superannuation at age 55, or after 20 years' service, through a disengagement scheme.
- ii. National Police Registration Scheme. The national body is intent on preserving the policing profession through the establishment of a national police registration scheme, to help to ensure that police powers are not extended to those who are not

sworn police officers and who are subjected to appropriate oversights and controls in a similar way to other professions.

As our members will be aware, the Victorian Branch is currently leading the way with the establishment of a Police Registration and Services Board, which came into effect, together with the new Victoria Police Act, on 1 July, 2014. Whilst our Branch has broken new ground with regard to being a leader in terms of police registration, there remains much work to do. First, to develop a police registration system in Victoria and then to encourage the other states and territories to similarly establish a registration scheme within their jurisdictions. A true registration scheme for police can only exist when all of the Australian states and territories recognise the elements that create a person being eligible for registration as a police officer. A long term objective is to have police officers, in Victoria and elsewhere in Australia, who can take their certificate of registration to any other state or territory and even overseas, as is currently the case with most other professions.

- iii. Enterprise Bargaining. The national body is seeking an amendment to the Fair Work Act, to ensure that a registered organisation, being The Police Association in our case, is the sole bargaining agent in enterprise bargaining. It is unhelpful to have legislation, as is currently the case, which enables other bargaining representatives to be engaged in the process. We are seeking an amendment to the effect that other bargaining representatives are not able to be appointed where more than two thirds of the workforce is a member of the one registered organisation. This is, of course, the case with the Victorian Branch, where we continue to enjoy union

density at 98.6%, which is unprecedented in most other unions and professional associations.

Other important issues that are being pursued by the national body include improvements to workers' compensation, international deployment group funding, a world class policing code of practice to manage risks in policing, accessible childcare, expediting the full roll out of the national police service medal, advocating for a national approach to tackle serious and organised crime, together with an Australian crime prevention program. The establishment of a mobile broadband network for public safety agencies is also an important part of the agenda for the national body.

VICTORIAN CERTIFIED AGREEMENT

The Victorian Branch's current certified agreement is set to expire on 30 November, 2015. Work has already commenced on the development of the Log of Claims for EB 2016. The Branch considers it important to ensure that the Log of Claims that will be served on Victoria police in mid-2015 directly reflects the views of our membership. This is important for a range of reasons, but particularly when we may need the support of our members during the next enterprise bargaining process when it possibly comes to an industrial action strategy, the holding of meetings and rallies and other action that may be considered as part of our campaign, to ensure a successful outcome to EB 2016.

If our Log of Claims does not reflect the views of our members, the task of getting them to engage, particularly in the latter parts of the campaign, will be more difficult. It is important that our members support us throughout the enterprise bargaining process to ensure a result that is going to satisfy a significant majority of our membership. The Executive and the delegates will be a key to success in the next enterprise bargaining campaign, as is the case with any campaign that is conducted by the Branch on behalf of our members. We hope to be able to harness the collective support and effort of both the Executive and the delegates, to ensure that the members remain as a collective that is engaged and supportive of the enterprise bargaining process.

In June, this year, the Western Australian Branch accepted a pay offer on behalf of their members after several months of negotiations with the Western

Australian Government. More than 85% of the Western Australian Branch members voted in favour of a new three year deal, which will result in police officers in Western Australia receiving a pay increase of 2.75% in the first year and a rise of 2.5% per annum for each of the remaining two years. This outcome was achieved with no existing terms and conditions being traded off. The public sector wages policy in Western Australia caps salary increases at the rate of inflation.

Earlier this year, the Northern Territory Branch came to an agreement with the Northern Territory Government on a three year pay deal for its members which was reached after three months of negotiations. Under the new pay deal in the Northern Territory, police officers there will receive a 3% salary increase per annum over three years, while increases to the superannuation guarantee for eligible members will rise from 9.25% to 10.5% over the life of the agreement. The Northern Territory agreement also provides improvements to remote allowances. Police officers in the Northern Territory voted overwhelmingly in favour of the new agreement.

Negotiations between the New South Wales Branch and their government also culminated in an offer of a three year pay deal for police officers in that state, who overwhelmingly voted in favour of the new pay deal. The New South Wales agreement, effective from 1 July, 2014, was made within the limited constraints of the New South Wales Government's wages regulation, which involves a controversial 2.5% cap on salary increases for all public servants, including police. Under the pay deal in New South Wales, members will receive 2.5% per annum salary increase, inclusive of increases to the minimum employer superannuation contribution. In the first year of the agreement, salaries for New South Wales police officers will increase by 2.7% and superannuation entitlements by 0.25%, while salaries will increase by 2.04% the following two years and superannuation entitlements by 0.5%. New South Wales police officers will also receive a \$655 subsidy for their superannuation insurance premiums.



Left to right: PSO Troy Malcolm, Constable Toyah Hoetzel and Constable Michael Littleford (Photo by Greg Noakes).

THE G20 LEADERS' SUMMIT

The Queensland Branch is busily preparing to deal with a massively complex security operation, as the state of Queensland prepares to host the ninth G20 Leaders Summit in November this year. Hundreds of Australian police officers, including from Victoria, will be deployed to ensure the security of this world event. The G20 summit is expected to attract thousands of accredited delegates and media representatives from around the world. The summit is also expected to be the target of hundreds of protestors, many of whom will resort to violent behaviour to achieve their objectives.

The last time that the G20 summit was held in Australia was in Melbourne in 2006. Many of us recall how the protests turned violent, resulting in some of our members receiving serious injuries and, in one case, a member was inflicted with a career-ending injury.

The Victorian Branch will be working hard to ensure that our members, who are deployed to this event, will receive their proper entitlements, that they will be adequately accommodated and that their welfare and legal needs will be met during their deployment to Queensland for this event. We take this opportunity to thank the Queensland Branch for agreeing to ensure that our members have a central point in that state, to ensure that the health and safety of our members is a focus and that our members will be legally protected around the use of force and other legal matters, including vicarious liability.



Victoria Police officers fend off violent protesters in Melbourne during the G20 Summit in November 2006 – the last time the event was hosted in Australia (Source: Herald Sun)

POLICING CHILD CARE NEEDS

The Australian Institute of Family Studies, which is a Federal Government funded body, is currently undertaking research with parents about the type of childcare arrangements that our members need for both pre-school and school aged children. The institute is particularly keen to hear views from police officers whose work involves nonstandard or irregular hours and how our members in this situation currently balance work and family commitments, and what type of childcare arrangements they would like to see in the future. In addition, the Branch is directly assisting with formal submissions to the Productivity Commission inquiry into early education and child care. The Police Federation of Australia, including the Victorian Branch, is pushing to securing the best possible range of childcare options being made available to suit the needs of our members into the future. The Victorian Branch has, once again, been a leader in relation to the needs of police officers childcare arrangements, particularly with regard to our members who work irregular hours, including shift work and weekend work.

ASSESSING MEMBERS' SATISFACTION

In March and April, this year, the Branch conducted its biennial online survey over a three week period, to help us to assess satisfaction levels and to gain a better understating of the key issues currently facing our members. The survey was conducted by Empirica Research. The response amongst our members was excellent, with a total of 4,621 members completing the survey, equating to approximately 33% of our membership.

The survey revealed that many of our members are concerned by the increasing tendency to remove police officers from the front line, with two thirds of our members feeling that there are too few frontline police officers. Family violence and mental health issues were also significant policing issues of concern to members. Members were also concerned about internal issues, including low morale, excessive paper work and IT issues. Many of our members stated that they were spending an increasing amount of their own time on paper work and felt weighed down by the inadequacy of Victoria Police's IT system. Almost 70% of member respondents to our survey reported being threatened by an offender on at least one occasion, with 35% reported having been physically attacked at least once in the past year.

We were particularly pleased that overall satisfaction with the services that the Branch provides to our members was high, with 82% of our members being either satisfied or very satisfied with the range and level of services provided by the Branch, with holiday homes and the handling of telephone enquiries rating highly.

While 73% of the members who responded to the survey were satisfied with the way the Branch communicates with members, 11% of respondents said a social media component would improve the user experience of those accessing our website. The Branch has taken this feedback on board and will launch new social media profiles in the coming months.

Finally, members also commented that they would like more member discount offers made available to them, as well as additions to our holiday home portfolio.

ROLLOUT OF THE NATIONAL POLICE SERVICE MEDAL

The National Police Service Medal was established in 2010 to recognise 15 years of ethical and diligent service by Australian sworn police officers in active service on or after 30 October, 2008. We are particularly disappointed with the seriously delayed rollout in awarding this prestigious medal to our eligible members. However, we are pleased that on 12 April this year the Australian Government announced that the medal would be extended to recognise service on or after 14 February, 1975, the date on which the Australian Honours System was established. This means that the eligibility criteria will be expanded to an estimated 20,000 former police officers from around Australia. We will continue to influence governments and police commissioners to do what they can to expedite the process of having members awarded this medal, which those eligible are entitled to receive in a timely manner.

Following almost 15 years of lobbying, the National Medal was finally awarded to the first of our eligible Protective Services Officer members at a ceremony held on Tuesday 21 January this year. The then secretary of The Police Association, Greg Davies and I were very pleased to be able to attend and take part in this awards ceremony for seventy of our eligible PSO members and their families. The Police Association commenced a campaign in 1999 to have eligible Protective Services Officers awarded the National Medal.

CONCLUSION

The Branch and the Police Federation of Australia will continue to look for opportunities to lobby federal parliamentarians from all political persuasions, as well as the independents, to ensure that the best possible outcomes for our collective membership can be achieved. We will continue to do the best we can on behalf of all police officers throughout Australia and New Zealand. We will continue to have as our principal objective the improvement of terms and conditions for our members on policing issues from a national perspective.

Phil Pearson
Branch President

WESTERN AUSTRALIA



The WA Police Union has tackled a number of key issues this past year as we strive to act in our Members' best interests.

The year to date has been dominated by our Industrial Agreement negotiations, WA Police Frontline 2020 Reform, legislative changes and a number of other matters.

We are currently ramping up preparations for our Annual Conference which will be held in November for the first time. This year's theme is welfare-based as we launch our research project: Project Recompense. The project aims to find a solution for Members who are broken at work and ensure we have a fair compensation system for all police officers during and after their employment with WA Police.

2014 INDUSTRIAL AGREEMENT

With recent changes to the State Wages Policy and the implementation of the *Workforce Reform Bill*, the process was tough and did not allow any room for negotiation with all wage increases capped at the Perth projected CPI.

As a result of lobbying from WAPU, the *Workforce Reform Bill* was referred to a Parliamentary Committee. We made a strong presentation that police officers should be exempt from the legislation given their unique working conditions, limited access to the Western Australian Industrial Relations Commission and no access to workers' compensation. However, while the Committee did agree our situation was unique, no exemption was forthcoming.

A pay offer, including increases of 2.75 per cent, 2.5 per cent and 2.5 per cent and no trade-offs, over three

years was taken to our Members and accepted by an overwhelming 85 per cent of voters.

The vote was the first to be conducted online which saw WAPU record its highest ever response to an Industrial Agreement ballot. Online voting will now continue to be used where possible.

The expiration of the new Agreement falls in line with the election cycle and will see us back at the negotiation table around the same time as the March 2017 State Election. Planning is well under way to ensure that our good will from this Agreement is recognised and rewarded in 2017.

WA POLICE REFORM

Since it was announced, the WA Police reform strategy, Frontline 2020, has been heralded as the biggest shake-up to policing since the Delta reforms.

Due to the expected scale of the reform, WAPU has engaged with WA Police in order to keep abreast of the process as it unfolds. We have been in monthly talks with Deputy Commissioner (Operations) Steve Brown and his reform team to mitigate any potential negative impacts on our Members.

In July, we released our survey results into the new policing model trial in the South East Metropolitan District.

Overall, the model appears sound, but immediate changes need to be made to ensure that all areas are appropriately resourced and sufficient flexibility exists to create a family-friendly workplace.

The survey highlighted major issues in regard to resources, rostering and fatigue relating directly to the

Response Teams. Some of the key results from the survey included:

- More than 72 per cent of respondents could not take their entitled meal period;
- More than 85 per cent of respondents were interrupted when taking a meal period;
- More than 67 per cent of respondents believe the current ESP Roster creates fatigue;
- More than 63 per cent of respondents believe their team is understaffed;
- More than 75 per cent of respondents believe they do not have sufficient time for administrative duties; and
- Almost all respondents believe the single day of Weekly Leave provides no respite.

The results were passed onto WA Police and we hope the required changes are made before the new policing model is implemented around all metropolitan districts.

South Metropolitan District began operating under the new model in September while the North West and Central Metropolitan Districts will start using the model from December.

LEGISLATIVE CHANGES

WAPU has worked extremely hard in the legislative arena this year with several changes already through Parliament, with more currently going through the process of becoming law.

Mandatory Blood Testing legislation

Our long battle to have mandatory blood testing legislation introduced into Parliament has finally come to a successful head as the *Mandatory Testing (Infectious Diseases) Bill 2014* works its way through Parliament. With bipartisan support we expect this legislation will be in place by the end of the year, if not before.

Mandatory blood testing has been on the WAPU agenda for many years and played a part in our 2013 Pre-Election Submission. This legislation will have a huge effect on more than 100 officers, and their families, who are potentially exposed to a communicable disease each year during the course of their duties.

This legislation will effectively reduce the stressful waiting time for blood test results from six months, to a few days.

Mandatory Sentencing loophole closed

Our lobbying closed the loophole which saw offenders avoid serving their full mandatory minimum sentence for assaulting police officers. In May 2013, a massive flaw in mandatory sentences and offenders' eligibility for parole was highlighted when Sarah Blanchette was released on parole after just four months.

She was originally sentenced to nine months imprisonment, three months more than the mandatory minimum sentence, for a cowardly assault on Sergeant Wayne Godwin. The legislative changes mean outcomes such as those in the Blanchette case will never occur again.

Criminal Investigation Act

Despite strong objections and campaigning from the legal fraternity, amendments to the *Criminal Investigation Act* have been read in Parliament. The amendments eradicate the need for police officers to "baby-sit" those who have been taken into custody.

The changes will repeal Section 139(3) of the Act which requires that a person arrested on suspicion of committing an offence and held pending charges must remain in the close company of a police officer, unless it is impracticable to do so. It is estimated that because of the requirements of section 139(3) up to 46,000 frontline police hours are spent each year guarding arrested suspects. This amendment will also enable persons in custody, where appropriate, to be placed in a cell and observed via CCTV. This is an option not afforded under current laws, which exposes officers to prosecution for not fully complying with this section of the Act.

LEGAL ADVICE ON CCC INTERVIEW PARTICIPATION

Following advice to our Members to decline all voluntary interviews conducted by the Corruption and Crime Commission (CCC), the Joint Standing Committee on the CCC tabled its report into protections available for police being interviewed by CCC investigators.

As our legal advice last year suggested, any information given in a voluntary interview by officers can be used in subsequent criminal and civil prosecutions, should they arise.

However, one recommendation made by the Committee was that legislation be introduced to amend the *Corruption and Crime Commission Act* to afford officers legal protection during voluntary interviews. Until such time as the Act has been amended, our advice to Members in regard to voluntary interviews with CCC investigators remains the same; that they do not participate.

SINGLE OFFICER CUSTODIAL CARE

Last year, WAPU made a submission and gave evidence to the Parliamentary Inquiry examining whether or not police lockups comply with the outcomes of the 1991 Royal Commission into Aboriginal Deaths in Custody.

In our evidence and submission, we made a number of recommendations including discontinuing all single officer custodial duties immediately. That recommendation was accepted by the Committee.

The WAPU Board of Directors has discussed this issue at length and is unanimous in the opinion that use of single officer custodial care, especially in regional WA, is an unsafe system of work and insists that it be discontinued immediately.

I have written to the Commissioner of Police expressing our view and instructed him that unless the practice ceases, we will instruct Members to submit incident reports and even look at involving WorkSafe.

TWO POLICE OFFICERS CONVICTED OF ASSAULT

WAPU publicly expressed its absolute shock and disappointment at the conviction and sentence handed down to Sergeant Grant Strahan and police auxiliary officer Troy Tomlin in the Perth Magistrates Court in January. We believe each was wrongly convicted of three counts of assault by Magistrate Richard Bromfield and were given manifestly unjust sentences.

The Magistrate found that the use of Tasers against Kevin Spratt at the old Perth Watch House was unlawful and constituted assault. He saw fit to impose an eight month term of imprisonment on both officers for each of the three counts. These terms were suspended for six months. In addition, a significant monetary fine was also given to each officer.

WAPU assisted the Members to appeal to the Supreme Court in May, however the appeal was dismissed.

HOPLEY NOT GUILTY

A District Court jury found First Class Constable Gareth Hopley not guilty of dangerous driving causing death. After more than two weeks of evidence and submissions, the result was a fantastic win for First Class Constable Hopley, his family, supporters, WAPU and all Members. All of our Members can now breathe a massive sigh of relief as a guilty verdict would have had major ramifications for police officers right across Australia. This tragic accident occurred while a police officer was doing his job which unfortunately resulted in the death of an innocent woman. However, the finger of blame for this accident needs to be squarely pointed at the driver of the stolen motor vehicle.

BOARD OF DIRECTORS BY-ELECTION

WAPU held another Director By-Election this year after the resignations and retirements of Merv Lockhart, Jill Willoughby, Colin Johnston, Mark Fyfe and Mike Sparkman.

Michael Paterson replaced Mr Johnston as Director for the Eastern Region unopposed while Ward Adamson, Mark Johnson, Peter McGee and Graeme Macey were elected to the Board as Metropolitan Directors by the Members.

We will have another vacancy on the Board when Vice President Jon Groves transfers back to Perth in December. A new Northern Director will be appointed by the Board of Directors to serve until the next general election in late 2015.

Unfortunately, Sergeant Willoughby's retirement meant that there were no longer any women on the WAPU Board. We have made major efforts this year to increase female participation in the Union and have mentored a number of women for future roles within our Branches and ultimately the Board.

Currently, out of WAPU's 114 Branch Officials, 18 or 15.7 per cent are women and our Directors and Staff are always looking for new programs to increase female participation in the Union.

The Board recently approved an official Observers' Program which will see two Members attend Board meetings for six months as Observers to learn the ropes and even provide input into matters discussed at our monthly meetings.

ROEBOURNE HOUSING COMPLEX

Last year, WAPU reported that our Members were living next door to criminals with extensive offending backgrounds and were the target of burglaries and anti-social behaviour in the Pilbara town of Roebourne. We acted quickly and demanded the affected Members be moved from the town until the Roebourne Police Housing Complex was built.

In July, the new seven-dwelling Roebourne Police Housing Complex was officially opened and our Members have settled into their new surrounds extremely well. The complex has a mixture of house types and is located away from the town's main street and known trouble areas which allows Members to relax and unwind when off-duty.



George Tilbury with the Members from Roebourne celebrating the new housing complex

NEW LOOK WAPU HQ

After six months of renovations which addressed issues including a fire, flood and discovery of asbestos, WAPU HQ was completed in the first half of 2014, with the end result delivering a modern office building much better suited to the work we undertake for Members. All staff are now housed on the top level along with our legal partners, TGB Lawyers. The ground level is now home to a training room, library,

board room, gymnasium and a number of offices and interview rooms. The space can also be opened up to create a large area for functions, meetings and events and this area will be available to all members of the police family.



New reception area



External view of the refurbished WAPU HQ on Murray Street

REVAMPED POLICE NEWS

February 2014 marked a new era for our beloved Police News. After nine months of hard work, the first edition of our revamped magazine was delivered to Members.

The magazine will now focus on sharing our Members' experiences, while still keeping readers up to date on all our Industrial and Field issues. Another welcome addition to the magazine was the Entertainment Section with the opportunity for Members to win movie tickets, books, DVDs and CDs.

The feedback from Members has been very positive and we are looking forward to producing more magazines in keeping with the new contemporary style.

NEW WEBSITE

WAPU's new website went online in May and has been a resounding success.

The new site is much more user friendly for Members, who can access information inside a secure Members' area. The inclusion of our discussion forum inside this area means Members no longer need two usernames, which makes accessibility a lot easier.

We hope to expand the functionality of the website in the future to conduct online votes and provide as much information and resources to Members as possible.

CONCLUSION

2014 has certainly been challenging at times but it has also been rewarding as we have achieved significant results, which will give our Members real rewards.

I am particularly pleased to see the mandatory blood testing legislation make its way into Parliament. As an officer who had to go through the six month waiting period for results, this single piece of legislation will give our Members peace of mind and ensure they don't have to wait months to get their results.

I would like to thank the Board of Directors, WAPU Staff and our Members for their support and assistance over the last 12 months and I know they are all looking forward to the new and old challenges that we will face over the next 12 months.

George Tilbury
Branch President



AUSTRALIAN FEDERAL POLICE ASSOCIATION



2013–14 OVERVIEW

In May 2014 the Federal budget stripped 347 positions from the AFP for the 2014-15 financial year, with the AFP handing out some 240-odd voluntary redundancies to help achieve the government imposed reductions.

AFP Protection, through project AMPLA also reduced Protective Service Officers by around 100 to achieve the reductions in Defence Establishment contract arrangements. And in just a few short months the reduction of PSOs has been reversed with a need now to increase AFP protective officer resourcing.

Government cuts saw the AFP withdraw from Hobart Airport with almost 30 members and their families redeploying elsewhere in the AFP or leaving the AFP. Aside from the obvious in that a visible police presence no longer exists, we now have the main passenger hub of a capital city with no intelligence capability on hand and connected in real time to the wider Australian law enforcement and intelligence network. Anecdotally, after the AFP set up at Hobart airport, there was a 4% increase in passenger flow through Launceston airport. We can't say why exactly, but it is a coincidental shift in passenger activity none-the-less.

In fairly short order this year, the criminal landscape has changed quite substantially in terms of the home-grown extremist threat. There has also been an about-face in Federal Government security needs and a broadening of legislation, powers and responsibility for law enforcement and intelligence agencies.

All indications are that the radical criminal terror threat is here to stay. While there may not be an overt state of criminal activity on the streets as such, the September 2014 arrests in Brisbane and Sydney are clear evidence that if anything, law enforcement and intelligence *capability* needs significant attention and

investment so that agencies can work closer together than ever in staying ahead of the criminals. Radicals and extremists planning acts of terror are criminals. Identification and disruption lead to prevention. It is no use waiting until some horrendous act occurs before governments act collectively to invest in national security and law enforcement.

The bottom line for Federal law enforcement is that short sighted funding through annual appropriations must be replaced by longer term strategic capability investment.

It takes time to create the sort of policing capability required in the national security arena. Such capability does not switch on and off overnight or even annually come budget time.

We appeal to the current Federal government, and future governments, to refocus on a funding model that looks to building future law enforcement capability based on sound strategic intelligence and analysis.

AFPA CHANGE PROGRAM

2013-2014 has been a year of steady change for the AFPA with a focus on refreshing and reinvigorating internal governance, policy, staffing and resources.

Perhaps the major item of interest has been the purchase of new accommodation to house the AFPA office. In 2012 the building at 23 Murray Crescent in Manuka, directly adjacent to and facing the PFA office, went on the market. This represented a perfect alignment having both the PFA and AFPA next to each other given our shared engagement with federal policing matters and issues affecting all police unions and associations throughout Australia and New Zealand.

The purchase of that property also represents a prudent investment of membership funds in an appreciating asset. Owning the property outright saves us significantly in that we no longer pay rent. The AFPA National Executive felt this was a necessary and logical move.

Particular acknowledgement should be made of the President and the former CEO for returning the AFPA from near insolvency in the mid-1990s, to a position healthy enough to afford purchasing our own premises once again. We look forward to members and affiliates visiting the AFPA at our new office.

In last year's PFA Annual Report we mentioned a body of work being undertaken to introduce a comprehensive case management system linked to a new website that allows members to submit their enquiries and disputes online, receive a case number and enable the AFPA to easily record and track all work undertaken for each and every member.

We are pleased this work is now complete providing a new framework for our staff to work within. With the AFPA now

utilizing the most advanced version of a system used by every Ombudsmans' office throughout Australia, the SA Police Complaints Authority and SA ICAC and around 100 or so other government and non-government agencies, the standards to which our legal and industrial services are provided for members was recognised with an official launch by the Federal Minister for Justice, the Hon. Michael Keenan. The launch was also attended by the Shadow Justice Minister, David Feeney MP, representatives from both Joint Parliamentary Committees (Law Enforcement and the Australian Commission for Law Enforcement Integrity) along with Police Commissioners and agency heads from a number of law enforcement bodies like the ACC, ACLEI and the AFP and the PFA CEO Mark Burgess.

Industrially, one of our major challenges throughout 2013-2014 was the AFP's introduction of a single determination for overseas deployment, Commissioner's Determination 1-2013, more commonly referred to as the *Single Det*.

The Single Det replaced a number of determinations for overseas assignment into one determination. We experienced a somewhat undulating consultation phase leading to the implementation of the Single Det in December 2013. The AFPA's involvement most certainly resulted in improvements to the end product governing the terms and conditions of all AFP members deployed overseas.

That said, some contentious issues have been ongoing, most notably the issue of COLA (cost of living adjustment). COLA differed from what we were used to in that it replaced a set meal allowance. Instead, it is an *adjustment* to net salary to reflect an increased cost of living in a particular location. A private organisation, ECA, calculates cost of living differences around the globe and their calculations are used by most government and many non-government organisations to set a cost of living amount relative to that in Australia.

The final calculation, or factor, is determined from a combination of exchange rates between Australia and each country, the cost of a certain list of goods and services in countries (and even different locations in countries). The basket of goods is reviewed every six months however changes in exchange rates can be applied fortnightly or monthly.

This means that COLA can, and does, fluctuate. For many AFP members deployed overseas, fluctuations in their pay can be very frustrating. That, along with the COLA rates significant decline over several pay periods, naturally had members questioning COLA.



Pictured: (L to R) Chris Morison, CEO Resolve; Dennis Gellatly CEO AFPA; The Hon. Michael Keenan, Minister for Justice; Jon Hunt-Sharman, President AFPA.

LACK OF AFP INTERNAL MERIT REVIEW

The AFP Act and the AFP Regulations clearly stipulate that a means by which employment related decisions can be reviewed *must* exist. The AFPA wrote to the AFP in 2013 to highlight the absence of an appropriate internal review mechanism that we believe meets the standard stipulated in the AFP Regulations.

In their response, the AFP told us that sufficient ability for review existed in the Enterprise Agreement (EA) and Commissioner's Order 1 (COI). Our view is that these instruments in no way cover the full scope of possible employment related decision that can be made.

Indeed, COI makes no mention whatsoever of internal merits review and the EA only contains a process for handling disputes and grievances related solely to the EA. There are many other areas that either limit the operation of the EA or exist outside the EA for which no internal review capability applies.

The AFPA plans to pursue this matter with the new AFP Commissioner, once that appointment is announced.

POLICE PROFESSIONALISATION

The AFP has commenced a program of revising, enhancing and managing its investigation practices and standards. The AFPA is pleased that the AFP consulted us on the initiative and we have been invited to provide input. Additionally, the AFP approached ANZPAA to engage with both ANZPAA and the wider group of policing agencies and their representatives who are working toward a much wider objective of police professional registration standards, compliance and accreditation throughout all jurisdictions.

CONCLUSION

Finally, the AFPA has seen some staff turnover in the last twelve months or so. We extend to all our staff, former and current, our thanks and appreciation for their commitment and dedication to the members and to the AFPA as we go about significant change to the organisation. Our staff's ability to remain focused on assisting members while incorporating change, even contributing to the change, has been tremendous.

As ever, there remains much to do in the law enforcement landscape that will keep us busy for years to come.

Jon Hunt-Sharman
AFPA National President



NEW SOUTH WALES



I am pleased to again provide this report to the 2014 Council meeting.

In my report to the 2013 Council meeting, the salary case dominated the work of the Branch, and it has proved to be the case again in 2014. The successful case run before the NSW Industrial Relations Commission (IRC) was a mammoth undertaking of the Branch on behalf of members and is the first time in over 20 years the IRC has been asked to determine the value of police work in an arbitrated case. The salary and conditions improvements achieved in this case provided us with the platform to achieve another three year deal for NSW Police. Despite a reporting period characterised by a difficult economic and political climate, we have been able to achieve some significant outcomes and protect the rights and entitlements we have won for members over previous years.

SALARY AWARD 2014

The focus of the Branch over the past twelve months was to achieve a new salary deal without loss of any entitlements and to protect those we had. I am pleased to report that this was achieved via negotiation and with a significant level of acceptance from the membership. From 1st July 2014 we no longer had an exemption from coverage by the NSW Government's 2.5% Wages Policy. Faced with this difficulty, the Branch negotiated an agreement with government that guaranteed salary increases for three years and also protected our Death and Disability and Workers' Compensation entitlements. The branch also received a significant concession in respect to a 554% increase in member's insurance premiums. The outcomes are summarised below:

- Remuneration will increase by 2.5 % per annum for three years commencing from 1st July 2014 inclusive

of any increases to the minimum employers' superannuation contribution.

- Continuing to fund and maintain the existing Workers' Compensation entitlements which have been drastically decimated across all sectors except emergency services.
- The Government's agreement to continue to fund employer contributions sufficient to maintain the current level of benefits and entitlements under the existing Death and Disability Scheme and associated insurance policies. No additional policy cost increases will be sought from members during the term of this agreement.
- A commitment to provide a subsidy of 67% (\$655) of the increase in the First State Super Default Basic Insurance premiums for three years, commencing on 1st January 2014 and concluding on 31st December 2016. This will be achieved by the NSW Government funding two of the three existing units of member default insurances units.

Members of the Branch voted overwhelmingly to accept this deal with 80% in favour.



PANSW Conference 2014

CAREER AND RESILIENCE EDUCATION PROGRAM (CARE)

The Branch has made CARE an organisational priority and we have developed a training program and resources with a strong focus on resilience training for police officers. The overall aim of the CARE Program is "building strength through awareness". This followed extensive research examination of programs both internationally and within Australia, targeted at police, with assistance in the development of our program from our colleagues from the Ontario Provincial Police Association (OPPA) in Canada.

The aim is to provide our membership with opportunities to develop and enhance their policing roles, as well as provide information on psychological health and wellbeing. It is also about enhancing industrial skills and workplace practices, which will help to build professionalism not just as police practitioners but also as industrial advocates, reducing conflict in the workplace and creating better collaborative working relationships.

The CARE program has now reached its final stages of development as most jurisdictions are aware. Again, thank you to Julie Carroll, Assistant Secretary-Legal Services, for being the driving force for this program. She has been to numerous other jurisdictions to highlight the core function of the program and how we are progressing. The program will be further trialed throughout 2014, with relevant modules forming part of the Branch Forums and Branch Focus courses.

Stage 1, "Personal Resilience Skills", is designed to provide officers with practical information to assist them in their careers and their personal lives. This stage provides essential basic information about the appropriate use of social media in the workplace. In addition, website articles are available for officers to access relating to superannuation benefits and entitlements, death benefits information, and practical information relating to communicating in the workplace, and career goal setting and prioritising.

Stage 2, "Workplace Health and Injury Management", focuses on those two vital areas. This stage places a heavy emphasis on managing psychological illness in the workplace, including how to identify common early warning signs and how to communicate with officers who may be suffering from a psychological illness. This stage also provides information on how to manage and promote an effective return to work after injury or illness.

Stage 3, "Union Skills", is designed to assist branch officials in enhancing their people management skills and how to raise industrial awareness. Topics covered include engagement, negotiation and dispute resolution, First Response Policing Agreements, award entitlements, campaigning, lobbying and media skills, discrimination, and work health and safety. This module provides union focused skills development.

Stage 4, "Executive Training", is an advanced leadership development program aimed at senior and experienced union officials. It focuses on advanced problem solving and conflict resolution, strategic decision making, and prioritising and planning.

The modules within each stage can be offered separately, allowing modules to be targeted to the specific needs within our membership.

In addition to the training presentations and handouts that have been developed under each stage of the CARE program, the Branch has developed a number of information booklets which provide invaluable information to our members and their families. These include booklets focusing on Family Support, Managing Psychological Fitness, Social Media, Know Your Rights and Obligations and Entitlements for Members who Suffer Workplace Injuries. These are all available via a portal on our website.

DR KEVIN GILMARTIN LECTURE TOUR

As part of our CARE program the Branch engaged the services of Dr Kevin Gilmartin, PH.D, author of the critically acclaimed book *Emotional Survival for Law Enforcement*. Dr Gilmartin is a behavioural sciences and management consultant specialising in law enforcement and public safety. He previously spent 20 years working in law enforcement in Tucson, Arizona, and is a veteran of the US Marine Corps. He is also a guest instructor at the FBI Academy in Quantico, Virginia, and a consultant to several US and Canadian law enforcement agencies.

Dr Gilmartin visited Australia and held a number of presentations around New South Wales in March 2014. The presentations described the short and long term effects that the policing role has on police officers in both their professional and personal lives and looked at strategies for emotional survival. Dr Gilmartin's focus is on providing information to all police on how to stay resilient and engaged in productive police work. Dr Gilmartin's book, together with a number of our CARE

information booklets, were provided to officers who attended the lectures and further copies are being circulated to members.

The Branch is pleased to be working with other Branches to bring Dr Gilmartin out again in October and November, when he will be presenting at venues across the country. Even though numerous jurisdictions will be having Dr Gilmartin attend their states, and give presentations, there is a presentation at the PFA Federal Council meeting on Sunday, 9th November 2014, which I encourage all delegates and staff to attend. This is truly one of the best lectures that you will ever see, not only in a policing environment, but for your wellbeing as a whole.

ALCOHOL RELATED VIOLENCE – LAST DRINKS CAMPAIGN

The NSW Branch has had a massive breakthrough in this campaign. The Government introduced almost all we had been seeking, commencing in February this year with 1:30am Lock Outs and 3:00am Last Drinks in the Sydney CBD. In addition, the closure of bottle shops state-wide at 10:00pm has been implemented, along with a range of mandatory minimum sentences for alcohol-related assaults.

This was achieved via our coalition with our colleagues from the Nurses' Association, the Australian Salaried Medical Officers' Federation as well as the HSU representing Ambulance Officers.

The campaign used social media to a large extent and our Last Drinks website has over 38,300 supporters and in addition we have 1267 'likes' on Facebook. We sought the assistance of the supporter base at strategic times to pressure the Government and their local politicians to take action. We generated significant interest in the issue and an enormous amount of publicity almost on a daily basis. In addition, we partnered with the Foundation for Alcohol Research and Education to create another lobby group– the NSW/ACT Alcohol Policy Alliance– which enabled us to tap into a wider range of organisations and expand the debate to include the long term harms associated with excessive alcohol consumption. A number of health-related groups such as the Cancer Council and the various Colleges of Medical Specialists were part of this alliance.

As the Sydney CBD is not the only violence hotspot it has been determined that we will continue the

campaign to lobby for action on alcohol-fuelled violence elsewhere in the state. Many communities outside of the Sydney CBD remain subjected to unacceptably high levels of alcohol-fuelled violence and related disturbances stemming from the dangerous oversupply, promotion and availability of alcohol and failed Responsible Service of Alcohol efforts. As a consequence many of our members and other emergency services personnel remain at unnecessary and preventable risk of harm.



FUTURE CHALLENGES

2015 is also an election year and we will be developing a pre-election submission seeking commitments from both sides of politics in respect to a range of issues that remain outstanding. We will be asking for both sides to clarify their stances in regard to:

- Bail and Parole.
- Mandatory Testing for Communicable/Infectious Diseases when an officer has been exposed.
- Body Worn Videos – ongoing trial and extension to over 6,000 officers. An increase in the allocated \$4 million is needed.
- Staffing Allocation Model – having a scientific formula based around the need for police to be allocated in appropriate locations.
- Linking in with the Body Worn Video is having Domestic Violence incidents recorded and using this as Evidence in Chief.
- Amendments to Legislation regarding Police Powers and the Police Act.



- Maintaining police budget current standards, and expansion of those standards.
- Improvement of the D&D Scheme and protection of members.
- With the assistance of the PFA, ongoing issues with superannuation including retirement age.
- Concessional Cap issue for NSW police officers.
- Ongoing issues with taxation with regard to NSW police officer retirements.

We have already started a very long and arduous process to renew the Rules of the PANSW. Firstly, from the time of the elections in May 2014, all

Executive members, the President, Vice President and Vice Treasurer are now elected for four years instead of two. Elections for Executive will occur regionally, prior to a biennial conference and the election of the President, Vice President and Treasurer will occur during Biennial Conference and nominations will come from the delegates. Delegates to conference are still elected every two years, on a regional basis, by members.

Scott Weber
President

NORTHERN TERRITORY



OVERVIEW

It has been another busy year for our branch on all fronts, however, during 2014 there has been a strong industrial focus on negotiating a satisfactory wage deal and resolving issues relating to our members' housing entitlements.

It was pleasing that our branch was able to finalise a new Consent Agreement in May 2014, following three months of negotiation. While more detail is provided below our members displayed a mature and responsible approach by accepting what is, in reality, a modest wage offer. Our Executive and negotiating team deserve acknowledgment for our approach to ensuring our members were fully informed of the progress and outcome of negotiations.

As reported last year the NT Government has abandoned a key election promise to increase police numbers by an additional 120 positions. No amount of political spin or manipulation of police numbers can change the fact that the government has broken a promise to our members. The fact is our operational members continue to suffer due to the demands placed upon them by both the NT and Federal governments – there are simply not enough operational police to meet this demand. Civilianisation and outsourcing, which have occurred in a number of areas, are not the answer.

Our Association has continued to pursue the Commissioner of Police and the Chief Minister/Police Minister over the issue of lack of welfare services for our members. As we highlighted last year we have had no dedicated sworn police Welfare Officers effectively since February 2011 and officially since June 2011, when the two gazetted Welfare Officer Positions were withdrawn – against the strong urging of our Branch.

The welfare of our members continues to be largely ignored by management, who maintain the service provided by Employee Support Services (ESS) is sufficient to meet the welfare needs of our members. ESS is effectively staffed by a number of psychologists who do not and cannot understand or commit to the full ambit of functions that dedicated sworn Welfare Officers can and do provide.

Our Association continues to intervene in a welfare sense on an alarmingly regular basis, particularly where members are off duty for lengthy periods of time either on extended sick leave, workers' compensation leave or in circumstances where members have been suspended from duty, either with or without pay, pending the outcome of criminal and/or disciplinary investigations.

75 YEARS STRONG

2014 marks the 75th anniversary of the establishment of our Association by a group of courageous Police Officers in November 1939. Underlying our 75th year is our continued effort to build our Association both in a physical and strategic sense.

In September 2014 we moved into new office premises in The Avenue, on the Darwin CBD fringe. We envisage this will be our home for the next 20 years. It is with a sense of sadness and a touch of nostalgia that we left our previous home at Foelsche Street after 24 years. The move to new office premises has also allowed the Executive to review our staff structure and we are considering new positions in the areas of member communications and administrative support.

We have also entered into a legal services agreement with respected South Australian firm, Tindal Gask Bentley (TGB) who initially will be co-located within

our new premises on a monthly basis, as well as undertaking regional visits. TGB are proud of their reputation as “police” lawyers and will be available to provide members with legal services at a reasonable cost in a wide range of areas including workers’ compensation, wills, and estate planning. This is an exciting venture that we hope members will utilise.

In another change for our Association, and as I have indicated in my national report, after 14 years as President of the NTPA and 7 years as President of the PFA I will not be re-contesting the position of President of either the PFA or the Association in 2015.

Due to our ongoing high membership numbers and the strategic leadership of our Executive and delegates our Association remains one of the most effective member-funded industrial organisations in the NT. I have been fortunate as the leader of this organisation for the past 14 years to be able to take advantage of that strength. It has been an enriching experience for me to work closely with so many operational cops, police management and Police and other union leaders from around Australia and the world.

HOUSING AND HOUSING ALLOWANCE

Members of the Police Force are entitled to either free housing in all areas of the Northern Territory (including Darwin) or the Housing Allowance where the member/s has purchased a dwelling in the location in which they work (whether they reside in that dwelling or not).

We have previously reported that the NTPA and the Commissioner of Police and Commissioner for Public Employment have been in a dispute before the Police Arbitral Tribunal since 2006 over the standard of housing provided at remote locations. The upgrade and replacement program has now all but been completed and the dispute before the Tribunal has been finalised.

We also reported last year that separate to that dispute is the issue of the on-going viability of free housing in Darwin as an attraction tool in recruiting new members into the Police Force.

Our Association has been on the front foot in relation to this matter. We have as recently as the end of August to the beginning of September 2014 undertaken a “road trip” to all major police stations from Alice Springs to Groote Island, providing information sessions

to all members over the issues of free housing and the housing allowance into the future. Those information sessions and the feedback received from them have informed a new survey of our members that was sent out in the second half of September. The results of that survey have now been collated and will be used in upcoming discussions with representatives of the Commissioner of Police in the format of a working party set up for that purpose.



REVIEW OF POLICE ADMINISTRATION ACT

We have previously reported that our Association has been seeking a review of the disciplinary, retirement and appeal provisions of the Police Administration Act since February 2009.

That review has now been undertaken by Professor Andrew Stewart of the University of Adelaide and Mr David Ey, Partner, Piper Alderman. A draft report has been provided to our Association and the Commissioner of Police. Further submissions, oral and written, have been provided to the consultants and we await the release of the final Report.

In the meantime, the decision in *Baff v NSW Commissioner of Police* has at least in the short term provided our members with a protection against the requirement to answer questions in an internal directed interview where the matters being investigated touch on issues of, or which contain elements of, criminal actions or intent.

The decision in *Baff* is important and timely for our members, because as the disciplinary process currently stands, there are no statutory protections against the use of directed interviews and internal disciplinary

hearings in civil and criminal actions against members of the Police Force, who are directed to answer questions that may incriminate them or expose them to civil litigation.

BLOOD LEGISLATION

We reported last year that our Association is concerned that our members are at serious risk to exposure to blood and other bodily fluid borne viruses and disease. There is currently no proper legislative protection to ensure members can compel non-consensual blood testing of arrested persons to determine whether that person is the carrier of such virus/disease, and has therefore exposed the member to risk of infection. Such information would then allow the member to avail themselves to assistance that can prevent or dramatically reduce the risk of infection.

Recent experience has demonstrated current legislation is deficient in regard to this very important OH&S issue. The risk is very foreseeable and the remedy easily available through legislative change.

We now understand this legislation will be introduced into Parliament in the first or second sittings in 2015.

CONCLUSION

The above summary highlights another busy year for the NT Branch of the PFA. The challenges to ensure adequate resourcing of our Police Force cannot be understated.

As indicated in recent yearly summaries the ongoing policing challenge for our members and our Branch is to ensure that we make a valid contribution to improving the lives of the many disadvantaged Aboriginal people who live across our Territory while ensuring all Territorians can live in safety.

The work of our members will run parallel to our ongoing efforts to protect the industrial, legal, and personal rights of our members and their families.

Vince Kelly
President



SOUTH AUSTRALIA



There have been a number of highlights for the Branch in the last twelve months

LEGISLATIVE OUTCOMES

Protection from liability for police

The Branch last year lobbied for legislation to provide police officers with protection from criminal or civil liability for an act or omission in the discharge or purported discharge of their duties if the act or omission was performed honestly.

To provide such protection, Family First MLC Robert Brokenshire filed an amendment to the *Statutes Amendment (Police) Bill 2013* to change the current section 65 of the *Police Act*.

The Law Society of South Australia firmly opposed the amendment, arguing that police should not be above the law and remain accountable for their behaviour. The society insisted that the concept of immunity from criminal liability was misconceived for any person, no matter what his or her position in society.

To ensure that members of Parliament understood the counter argument to the assertions the Law Society put forward, the branch sought Barristerial advice. Some of the key points which formed part of that advice were that:

It is important to recognize the crucial role that police officers play in the service of each one of us, thereby ensuring both public safety and the perception of public safety.

- It is assumed that a police officer will pursue that critical role fearlessly, to the point of prioritizing the physical safety and wellbeing of members of the

public and the enforcement of the law ahead of his or her own safety.

- Parliament provided police officers with several types of powers, duties and functions and identified the circumstances in which those powers and duties were entitled to be employed so as to enable police to perform the various tasks to be undertaken on behalf of the community.
- South Australians expect individual police officers to make decisions in the performance of their duties in an instant, under pressure, in situations of unpredictability and without the benefit necessarily of a precedent or backup. Sometimes it is a decision that protects property, prevents the commission of an offence, results in the apprehension of a dangerous criminal or saves a life.
- South Australians are well aware that police officers are part of their community – they are only human and, from time to time, make errors of judgement or find themselves subject to criticism and complaint by those in respect of whom their powers and duties are exercised.
- A necessary balance needed to be struck so that the fear of a potential criminal charge or civil suit did not become a factor in the decision to act or not to act.

The amendment sought by the Branch was akin to the already proclaimed section 127 of the *Fire and Emergency Services Act 2005* and no difficulties, as alluded to by the Law Society, have resulted in the enactment of that section.

The Branch was able to present that advice to members of Parliament; and, on the strength of the points it contained, the amendment won passage through Parliament.

This victory will prove a great benefit to police officers who carry the expectation of the public to prioritize others' physical safety and welfare ahead of their own.

Police Regulations 2014

As I reported at last year's Branch conference, the *Statutes Amendment (Police) Bill 2013* was undergoing debate in the Legislative Council after it had passed the House of Assembly on July 24, 2013.

The bill has now been proclaimed after the conclusion of negotiations for the *Police Regulations 2014*. SAPOL had reviewed all provisions in the Police Regulations and identified the need for seven amendments to existing regulations. Those amendments were agreed.

SAPOL accepted many of the Branch's submissions about a drug and alcohol testing regime.

Police Superannuation

The Branch is currently seeking amendments to the *Police Superannuation Act 1990*. The current government contribution for police is 10 per cent of salary. The superannuation guarantee has to be paid in respect of normal-time earnings, which encompass full shift-work loadings and rates of pay for rostered work on weekends and public holidays.

The superannuation guarantee increased by 0.25 per cent of salary as of July 1, 2013 and again on July 1, 2014, increasing it from 9 per cent of salary to 9.5 per cent of salary.

The 10 per cent employer contribution that included an additional 1 per cent of salary was agreed to be paid to police officers when the police lump-sum scheme closed on May 3, 1994.

Police officers have always received a premium above the legislated superannuation guarantee since that time. The Branch expected that premium to remain so that when the superannuation guarantee increased, the 1 per cent premium would be maintained.

The State government has refused to maintain it, so, instead of a member of Triple S Police Superannuation receiving an employer contribution of 10.5 per cent, the premium has been eroded by 0.5 per cent.

The Branch is considering its legal options in respect of a challenge to the government's refusal.

The government bases its position on its interpretation of section 5 (3) of the *Triple S Act*.

However, as part of the current round of enterprise bargaining, the Branch will raise with government the possibility of changes to police superannuation.

Members who dedicate their working lives to the police profession should unquestionably have the ability to retire with dignity. Policing takes a heavy toll on both the mind and body; and considerable academic research confirms as much.

Against the backdrop of this evidence, the Branch intends to negotiate for changes to the scheme.

Proposals under the branch's considerations include:

- The option to make compulsory member contribution on a pre-tax basis.
- Increasing level of employer contributions linked to service.
- Increasing level of death and disability insurance to address a Commonwealth proposed increase in preservation age.
- Review of shift work loading in police pension scheme to reflect actual earnings from shift work.

Mandatory blood-testing of offenders who assault police

The Branch commenced lobbying for the introduction of mandatory blood-testing of offenders who assault police after delegates passed a motion at the 2012 conference directing the committee of management to do so.

When a member, in the course of duty, is spat on, bitten or otherwise assaulted in a way involving an exchange of bodily fluids, it is essential that officers have access to blood samples from the assailant for testing.

In this way, treatment for any illness or disease so communicated can be the subject of early diagnosis and medical intervention.

Premier Jay Weatherill announced at the 2013 conference that his government was committed to legislating to provide for such an outcome. It has done so, and the *Criminal Law (Forensic Procedures) (Blood Testing for Diseases) Amendment Bill 2014* is currently before parliament.

The bill, if passed, will enable a senior police officer to order that a biological sample be taken from an offender in those circumstances. The biological sample is admissible as forensic evidence and must be destroyed after use.

The sample is likely to be of blood, which will determine whether an offender is a carrier of a communicable disease. If the test is positive, our exposed members will be able to be treated earlier than previously would have been the case.

Return to Work Bill 2014

The *Return to Work Bill 2014* and the *South Australian Employment Tribunal Bill 2014* were introduced to Parliament on August 6, 2014.

The existing *Workers' Rehabilitation and Compensation Act 1986* would be repealed in its entirety and replaced by the *Return to Work Act*.

The draft bill includes the removal of some entitlements, some improved benefits and processes, and some risks and ambiguity around new provisions and drafting.

One of the great concerns for police relates to a finite two-year period of entitlement for all workers other than those assessed with 30 per cent whole-person impairment.

The Branch believes that the 30 per cent threshold is too high. Most workers who suffer a serious injury and are totally incapacitated for work will not meet this threshold.

Almost all workers who suffer a long-term psychiatric injury and total incapacity are unlikely to meet this threshold.

The Branch has sought legal advice regarding this issue and will lobby government for amendment to the bill.

Reform of South Australian government boards and committees

The Weatherill Government intends to axe all government boards and committees by presumptive abolition as of October 30, 2014. Opportunity has been provided for individual Ministers to argue for the retention of boards they deem necessary.

The Branch has written to Minister Piccolo to argue for the retention of the Police Disciplinary Tribunal, the Police Superannuation Board, and the Police Review Tribunal.

We argue that it would be wholly counterproductive to abolish or consolidate the PDT into a general administrative tribunal. The PDT acts promptly and resolves many matters after the issuance of

proceedings. It sets trial dates expeditiously and its existing processes afford both prosecution and defence fairness and equity.

The functions of the Police Superannuation Board include:

- The collection of contributions.
- Payments of defined benefits which include the payment of fortnightly pensions to retired police officers, spouses and children.
- Determinations of police invalidity and death claims.

The majority of the board is made up of both serving and retired police officers who have significant experience, knowledge and understanding of the police occupation and culture. The Branch has argued that it should remain in place and we see no valid argument to the contrary.

In respect of the Police Review Tribunal, the *Police Act 1998* provides sworn police with a mechanism for the review of certain termination, transfer and promotion decisions. Decisions of the Police Review Tribunal may be appealed to the Administrative and Disciplinary division of the District Court.

The *Police Act 1998* affords the Commissioner of Police wide-ranging powers. The capacity of a police officer to seek review of a decision of the Commissioner – by an independent statutory tribunal – accords with natural justice.

The Branch has argued that the absence of an independent review would be inconsistent with the general management standards as set out in section 10 (2) of the Act.

The Branch also argued that it was crucial to the integrity and reputation of SAPOL that any selection processes for merit-based appointment were transparent, objective and credible, and subject to impartial review.

Further, the current arrangements have worked particularly well which is evident from the long history of police-specific review tribunals for promotional grievances.

The Branch awaits advice from the government in respect of those boards.

Identification parades

The Branch successfully lobbied the government for reforms to the identification parade process. SAPOL announced in early July that it had reviewed and amended the general order for identification to allow for photographs or video to be used in lieu of traditional police line-ups for identifying suspects.

In 2012, the Branch commissioned Professor Neil Brewer to prepare an eyewitness identification test to assist in allaying the fears of some parliamentarians who held concerns about changes to longstanding identification processes.

Professor Brewer cited evidence that live line-ups did not demonstrate any superior performance in terms of preventing identification of innocent suspects or maximizing the identification of offenders.

The Branch provided a subsequent report to Commissioner Gary Burns.

We argued during the lobbying process that traditional police line-ups were often unsuccessful and difficult to organize because victims were sometimes reluctant to come face-to-face with offenders.

Further, finding volunteers with sufficiently similar features to those of the relevant suspects was sometimes problematic. The amendments to the general order became operative on July 7.

Legal defence

The establishment of the Independent Commissioner Against Corruption came about in October 2013.

The Branch refers members to legal practitioners and bears the costs associated with advice, preparation and representation, be it through the provision of statements and documents or attendance at hearings.

Recoveries of funding have yet to be discussed with government. Previously the government has reimbursed the Branch for funding provided via Legal Bulletin 20 or as ex gratia payments for matters including:

- Criminal hearings.
- Coronial hearings.
- Royal commissions.

Secretary Tom Scheffler is currently preparing a submission to government in respect of appropriate arrangements for legal representation and funding concerning ICAC matters.

INDUSTRIAL

Allergic reactions to SAPOL uniform

The Branch wrote to SAPOL in January 2014 after members had complained of suffering allergic reactions to the new uniform.

The affected members' allergies often manifested themselves as skin rashes, particularly in the hip and abdominal areas. In each case, medical experts established symptoms resulted from skin contact with the uniforms.

The Branch commissioned the CSIRO to conduct tests on the uniforms to determine what harmful materials, if any, they contained.

The CSIRO tested for the presence of formaldehyde resins, as well as other heavy metals and detergent residues. No dangerous levels of these materials were evident from the testing.

The CSIRO also tested for the presence azo dyes but, again, no traces of harmful dispersed dyes were found.

SAPOL was seeking its own independent scientific analysis of the uniform fabric.

SAPOL provided affected members with a number of options:

- Wear plain clothes.
- Wear the old light blue uniform.
- Receive an entirely new uniform from a different batch.

All updates on the CSIRO testing were published on PASAweb.

Enterprise bargaining

The Branch has met government and SAPOL negotiators on several occasions in respect of striking a new enterprise agreement.

The enterprise bargaining framework has served the industrial relations scene in South Australia for the last 20 years. The current government has committed to maintaining that framework.

It has also assured the Branch that, as a minimum, branch members' salaries will be maintained at the midpoint of police salaries in Australia. Ensuring salaries do not fall below this midpoint is a Branch priority.

The government has said that, without evidence of productivity and efficiency measures within the industry, wage increases will be capped at 2.5 per cent.

SAPOL has been in a constant state of review in the last 18 months with a number of efficiency outcomes.

The first salary instalment in the next enterprise agreement applied from the beginning of the first full pay period commencing on or after July 1, 2014. When an agreement is finalized, members will receive back pay to that date.

Emotional survival skills

The Branch, in conjunction with Police Health and the Police Credit Union, sponsored the appearance by US behavioural scientist and former police officer Dr Kevin Gilmartin at the Adelaide Convention Centre in March. He gave a presentation about surviving the personal impact of police work.

Dr Gilmartin discussed strategies designed to prevent affected police officers from isolating themselves

emotionally from family, friends and colleagues. He also offered his professional advice about how to avoid burnout.

Dr Gilmartin's list of credentials is impressive. Among others things, he is a veteran of the US Marine Corps, a former vice-president of The Society of Police and Criminal Psychology, and a consultant to US and Canadian law enforcement agencies.

He also wrote the book *Emotional Survival for Law Enforcement*.

The Healthy Wealthy & Wise initiative – established by the Police Association, Police Health and Police Credit Union – staged the Gilmartin presentation and accommodated free admission. About 700 members and their families attended and around 500 members received free copies of Dr Gilmartin's book.

Dr Gilmartin returns to Adelaide in November. He will appear at the Adelaide Convention Centre on November 17.





Police Journal

Our flagship publication, the *Police Journal*, is a source of continuing pride for the Branch.

Just three months ago, the Ohio-based Trade, Association and Business Publications International (TABPI) awarded the journal silver and bronze for Best Single Issue and Best Opening Page or Spread respectively.

I said at the time that to receive recognition in Australia was one thing – and we have done that – but to receive it from a US-based international body was truly special.

And, of course, these TABPI awards came after the Award of Excellence the journal received in Berlin last year at the International Creative Media Awards.

Our editor, Brett Williams, continues to guide the journal through change and refinement; and these international successes link back to his address to conference in 2012.

He explained the importance of keeping the journal fresh and contemporary. Had we not stuck to that

course, the national and world acclaim for the journal would never have come.

I congratulate Brett and our graphic designer, Sam Kleidon, and photographer Steve McCawley.

OTHER ISSUES

Other industrial issues Branch staff have dealt with this year include:

- Police prosecution issues.
- Voluntary flexible working arrangements.
- G20 entitlements.
- Staffing.
- SAPOL organizational review.
- Hazards in the workplace.

Mark Carroll
President

TASMANIA



It is amazing to me how time flies past, but little seems to change. In my last Tasmania Branch Report I made reference to:

- Cuts to police numbers by the Labor/Green Government
- Pressure on our members as a result of the cuts
- Our 'Safety in Numbers' campaign
- The lack of a serviceable uniform for our members
- The Single Member Response Model (SMRM).

I am pleased to report that our Safety in Numbers campaign was a success. The Labor/Green Government was removed from power by a vast majority. As a result of that, the Liberal Government have started the promised rebuilding of the Tasmania Police Service, with recruit course now being underway at the Academy. As the numbers are filtering out into the workforce, there has been a noticeable change in the morale of our members. Pressure is just starting to ease on the extreme workloads that they were enduring.

Of course, like police all over the country our members continued to meet the challenges presented to them by the lack of numbers and support staff. That is only to be expected from dedicated and loyal personnel. Commissioner Darren Hine and his management team continue to publicly recognise that commitment and dedication.

The Police Association of Tasmania has started to make gains in relation to the antiquated Single Member Response Model that has been brought into question by a Coroner following an officer involved shooting in the North of the State (I also made reference to in my last report). Due to the tenacity of the Executive and staff of the PAT (particularly the General Secretary,

Mark Kadziolka) the police service has recognised that business should no longer be conducted the way it has been in the past.

We have started to move towards a meaningful consultation model, and it appears that the Police Service genuinely wants to advance the issue. While it is taking time, this organisation will not let the matter rest until the safety and welfare of our members is vastly improved.

Gains have also been made into improving the quality of our uniforms. It has been generally recognised that even though the change was made with the best of intentions, the current uniform is a failure in all areas such as quality, comfort, and being fit for purpose. Basically all the areas that are a requirement under the WHS legislation.

Whilst there have been some issues with the Australian Standards in relation to high visibility garments over the Multi-Purpose Integrated Protection Vest (MIPV) we are moving forward and the new items should be rolled out on a staged basis over the next several months, starting with front-line operational personnel. In the current climate of the raised terrorist threat level and the recent attack on our AFP and Vicpol brethren in Victoria, the introduction of the MIPV with the ballistic and stab resistant capabilities is now a priority for the PAT and the Police Service.

Within the next few days of writing this report, I will be appearing before the Parliamentary Joint Standing Committee on Integrity in relation to a three year review of the formation of the Integrity Commission. The Commission is after more power (which would be of no surprise to most of the other States). The Police Service and the PAT will be offering evidence as to why those changes should not occur. In fact, it is our intention to show why the Commission is a waste of tax payer resources and should be dismantled.

Amongst other issues, in the three years it has been in operation the Commission has found no evidence whatsoever of systemic corruption anywhere within the Government sector. The Commission is impotent and has rarely looked at anything apart from reviewing Police Service internal investigations for misconduct. As we all know, Police are the easy targets for many reasons, but the view of the PAT is that the Integrity Commission is not capable of investigations and are only happy to review files where the work has already been done for them.

Every time the Commission decides to get involved in our business, an extraordinary amount of time is wasted by Tasmania Police providing responses, which inevitably point out erroneous claims or findings. This has happened time and again. The Commission allows itself to be used as a tool to tie the members of the PAT up in hours of investigations that are not required. It also allows itself to be used as the personal investigation team for members of the Legal Profession running their own personal agendas.

I will also be fronting the Legislative Council in relation to 'Mandatory Sentencing for Assaults on Police' in the coming weeks. So far the Bill has progressed through the House of Assembly and is due to be debated by the Legislative Council in October.

Of course there is the inevitable bad news The Liberal Government have decided that a pay 'pause' is required to enable them to bring the State's finances under control. They have introduced legislation (the Crown Employees (Salaries) Bill) that has passed the House of Assembly. The Bill mandates the following matters (amongst other draconian measures):

- A 12 month pay pause for all Government Employees
- A 12 month pause on incremental payments inside Awards
- At the expiration of the 12 months, a 2% pay increase for the following three years.

Because of the state of the finances, all public sector unions were requested to attend several information sessions and supplied details of the challenges facing the State. At those sessions there was a change from providing information to a request for the unions to identify budget savings. The combined unions questioned the parameters in which they would like us to identify savings, and what services the Government

would like cut. I am sure you would not be surprised when I say that we received no clear answer.

The Bill was debated in the Legislative Council on 25 September. The evening before, the PAT addressed the MLC's along with all the other public sector unions in relation to the Legislation. Obviously, all unions opposed the Legislation and the usurping of powers of the Tasmanian Industrial Commission. The MLC's also heard from Government representatives, Treasury, the Tasmanian Chamber of Commerce, private industry groups, the Tasmanian Industrial Commission and Mr Greg Vines from the International Labour Organisation (for which Australia is a signatory).

Due to the input of the unions, several amendments were suggested by MLC's including a sunset clause for the legislation, the removal of the incremental pause, and an extension from a 12 month pause to 18 months (in lieu of the incremental pause). As debate progressed, and as a result of the presentations made by all the unions, the MLC's decided that legislation would not be required if the Government entered into discussions to achieve a negotiated outcome. The debate was adjourned for one month to allow this to occur.

The Treasurer immediately came out and withdrew the legislation. The Government withdrew all election promises and stated that an extra 500 (on top of 700 already announced) would be going from the public sector to make the required savings. The Government basically hit a brick wall called democracy, spat the dummy and left the playing field with the bat and ball.

The PAT has a good relationship with the Government, but as I write this I am unsure if the core election promise of returning police numbers to the levels prior to the cuts by the previous Government will still be met. The PAT has remained reasonable throughout the process and has always been seen as being willing to negotiate. Our message has been constant and strong, including the fact that we will continue with the business of dealing with the Government on other issues.

Where this will end up we are not sure, and hopefully by the time you read this wiser heads will have prevailed and the whole issue is behind us.

The Government made a core election promise regarding police numbers and we will be holding them accountable if they fail to deliver. They should be well aware of the focus and drive of the PAT and the membership having watched the demise of the former Government.

The issues are still many and varied in this State, not least of which is the finances. However, we have seen a marked improvement in confidence which is starting to show through in the economy. If I am still in this position next year, I hope to be able to report a positive outcome on our numbers and the other issues that remain on our agenda.

The PAT remains committed to the Police Federation of Australia and I wish to thank all affiliate Unions and Associations for their advice and assistance over the last 12 months. I would also like to thank the CEO (Mark Burgess) and his dedicated staff for their efforts

throughout the year. I offer my personal thanks to Debbie Martiniello.

Without reservation, on behalf of the PAT I wish to thank the outgoing President of the PFA (and the Northern Territory) Vince Kelly for his help and assistance over the year. On behalf of the PAT I also wish him all the best in his future endeavours.

Pat Allen
Branch President





QUEENSLAND



OVERVIEW

The 2013-2014 year provided the Queensland Police Union (QPU) with the usual stoushes with the Queensland Police Service (QPS), the Queensland Government (Government), and other stakeholders on behalf of our membership. Many of our members are still settling into new workplace and management structures following the QPS's major restructure in 2012-2013, and the Queensland Police Union has supported all those in new and transitional roles. In 2014, our members helped the QPS celebrate 150 years of policing our great state, and they also spent much of the year preparing for G20, the largest security operation in Queensland's history. While celebrating our history and preparing for this monumental event, the core business of the QPS and thus the QPU of course continues, and the Queensland Police Union remains a strong, stabilising force that supports our membership through thick and thin.

STATE GOVERNMENT

The Newman Government spent their second year in power in Queensland and appeared to settle into their offices on George Street. They were starting to get comfortable due to their record majority in Parliament and believed their re-election in early 2015 to be a given. However, losses in both the Redcliffe and Stafford by-elections have them re-evaluating their policies and support base, and has the community reconsidering their preferences.

On the policing front, the Government promised to put 1,100 new recruits through the Queensland Academies during their first term in power, and they are on track to deliver on this commitment. The so-called 'bikie legislation' that was enacted after a brawl on the Gold

Coast has given our members greater powers and has resulted in a significant decrease in crime statistics within the Gold Coast region. Likewise, the G20 legislation enacted in late 2013 will provide police with additional powers that will enable them to effectively protect the dignity of the G20 meetings.

After a no-show of Government representatives at our 2013 annual Conference in the midst of enterprise bargaining negotiations, our 2014 Conference saw both Premier Campbell Newman and Police Minister Jack Dempsey address our members in the lead-up to the state election in early 2015. The Leader of the Opposition, Annastacia Palaszczuk, and Shadow Minister for Police, Bill Byrne were also in attendance. The Queensland Police Union remains committed to working with both sides of Parliament and will always campaign for the best interests of our members, regardless of the politics involved. With an election looming the QPU is committed to ensuring that both sides of Parliament do not forget police are important stakeholders in the community and we will be devising our plan accordingly.

G20

The G20 events in late 2014 will require the largest security and policing operation in Queensland's history, with 700 officers deployed to the Finance Ministers' Meeting in Cairns, and 5,300 involved in policing the Leaders' Summit in Brisbane. The Leaders' Summit alone will attract 35 Internationally Protected Persons including 26 world leaders, approximately 4,000 delegates and 3,000 media representatives, and also, unfortunately, an unknown number of protesters.

All Queensland police will be affected by the hosting of the G20 events. Not only will all police who are directly involved be required to undertake a lot of hard work, but other officers right across the state who are not attending G20 will have to ensure their communities remain well policed despite reduced staffing levels.

I approached the Premier, the Police Minister, and Commissioner Ian Stewart with the idea that all police in Queensland should receive two extra days off, to be added to their recreation leave, in recognition of their hard work and dedication to G20.

At our Union Conference, Police Minister Jack Dempsey announced that the Government had agreed to this idea and had granted my request: that all Queensland police officers will receive an extra

two days of leave in the aftermath of G20. This announcement is a great win for the Union and its members, and I hope the extra days' leave will provide some respite for our hardworking officers.

PUBLIC SAFETY BUSINESS AGENCY

One of the changes implemented by the Government in the aftermath of the QPS review undertaken by former AFP Commissioner Mick Keelty has been the establishment of the Public Safety Business Agency (PSBA).

The PSBA has been created to provide support services to public safety entities, including the QPS, but it is the Union's view that its establishment it is purely to tighten the belt, because it has tended to create inefficiencies rather than efficiencies within the QPS. We vehemently disagree with the direction set by those Government officials who compiled the concept of this Agency: that is, removing members of the QPS without their consent from the QPS, and putting them into another Government department.

The QPU applied to appear before the Parliamentary committee in relation to PSBA to raise our concerns, but the public hearings were cancelled due to lack of interest from other parties.

We at the QPU are trying to ensure that all police officers, no matter where they work, retain the benefits that police officers have, and that their positions are not civilianised. Many police in support and what could be termed 'corporate' roles such as policy contribute greatly and are an integral part of frontline policing. The QPU believes police and police department employees should all be in one Government department as near as practicable; obviously, there are some cases where secondments are necessary.

SAFE NIGHT OUT

The Queensland Police Union has long lobbied the Government, and preceding governments, to improve measures to combat alcohol and drug-related violence within our communities. It is our members who face the consequences of intoxicated, aggressive patrons out on the town, and we support any strategies that are implemented with a view to reducing alcohol and drug-related violence in busy nightlife areas around the State.

In the past, Queensland has had three Drink Safe Precincts set up in Brisbane's Fortitude Valley, at Surfers Paradise, and in Townsville that were staffed by officers on overtime. It is well documented that these Drink Safe Precincts have been a great success. Unfortunately, the great work done by the officers in these precincts is threatened by a cut in overtime funding as the Government rolls out its new Safe Night Out strategy. On paper, the strategy aims to increase police powers with targeted policing to ensure officers can respond quickly and effectively to alcohol and drug-related violence and antisocial behaviour, yet there is no allocation of funds or resources to enable this to occur. At present, officers are being reallocated from outer suburbs to cover areas previously staffed by Drink Safe Precinct officers, leaving suburban areas understaffed. The Union continues to lobby the Government to increase funding to their Safe Night Out initiative to ensure the 15 identified entertainment precincts throughout the state can be properly policed by our members.

UNION DUES

We have been forced to allocate a lot of resources during the 2013-2014 year to updating our members' financial details. One of the legislative changes brought in by the LNP Government to interfere with Union activity was to abolish the right of members to have Union dues deducted directly from their pay. As a result, members have had to nominate banking institutions to enable direct debit transactions. Although this proved to be a lengthy process, our Union membership team have diligently listed new

banking details for all of our approximately 11,500 members, and they also used this process to update contact details for our members.

VALE DARREN 'BEEFA' LEES

The Queensland Police Union lost one of its great supporters during the year: our Southern Region Executive member and Treasurer, Darren 'Beefa' Lees, succumbed to lymphoma. Beefa was a detective in Toowoomba, a staunch unionist, a Canberra Raiders tragic, and a proud husband and father. He will be sorely missed.

THE YEAR AHEAD

The Queensland Police Union does not envisage a let-up of our furious pace given the many challenges our officers face, the ever-changing policing environment, and the imminent state election in March 2015.

The Queensland Police Union will continue to work, negotiate, and—if needs be—fight with the Queensland Police Service, the current Government and any future governments, and indeed any groups, factions, or stakeholders who impinge upon the hard-won rights and conditions of our members. We remain a force to be reckoned with, and we are 100% committed to whatever it takes to stand up for the police of Queensland.

Ian Leavers
Branch President





FINANCIAL STATEMENTS

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

FINANCIAL STATEMENTS

for the year ended 30 June 2013

TREASURER'S REPORT

I am pleased to be able to provide my second report as PFA Treasurer.

It is pleasing to report that over the past 12 months we have ensured compliance with the Fair Work (Registered Organisations) Amendment Act 2012 by instituting a series of amendments to the PFA rules. As reported in the CEO's section of this report our proposed rule changes were formally registered by the Fair Work Commission in December 2013. During that period the Executive were also working on a comprehensive set of administrative and more importantly, financial governance policies that have all now been endorsed and implemented. Whilst the PFA and its Branches have always prided themselves on ensuring strict sets of financial governance principles and policies, the new PFA policy document has ensured that issues identified and lessons learned from inquiries into some unions' activities would not be possible to occur in the PFA and Branches whilst ever we comply with our policy guidelines. I commend my Executive colleagues for their forward thinking in this area.

A perusal of the 2013-14 Financial Statements contained in this report indicates an operating loss of \$67,496 for the financial year. Whilst any operating loss is of concern, it should in no way lead to any concerns about on the ongoing viability of the PFA and its operations.

You will note that the Statement of Financial Position in the Report highlights that we still have \$1,134,497 in Net Assets, even taking into account key provisions such as employee entitlements. Our building at 21 Murray Crescent, Griffith is officially valued at \$1,150,000, however recent purchases in the immediate vicinity clearly indicate that if on the market offers of in excess of \$1,500,000 would be easily achieved. The building is unencumbered. It again shows the strategic vision of earlier Executives, who purchased the building in 2003 for \$950,000.

POLICE FEDERATION OF AUSTRALIA

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TREASURER'S REPORT (CONTINUED)

In the Statement of Comprehensive Income you will note that Income from rent in the 2013-14 financial year; is \$45,176 less than the previous year. You will recall we reported in last year's Annual Report that the Executive had made the decision to relocate the Boardroom downstairs and we have subsequently made some office alterations upstairs. I draw your attention to the CEO's report on this issue and the accompanying photos of the work. A perusal of Note 25 will indicate that we have spent \$25,769 on repairs and maintenance, however the majority of that was on the re development of both the boardroom and upstairs offices. We now have no tenants and therefore have foregone some \$66,000 per annum in rents previously received. We expect in time to minimise that loss of income by renting out the Boardroom throughout the year when not in use by the PFA.

Other issues of note in the financial statements, and on which I'll elaborate at the Council meeting include –

- The PFA made the \$51,446 contribution to the ACTU industrial campaign fund on behalf of Branches.
- Delegation Expenses (note 20) increased by \$35,124, however it should be noted that \$19,215 of that increase was with WAC expenses after the PFA hosted a very successful WAC Leadership Forum in October 2013, that was reported on at last year's Federal Council meeting. Most other areas in Delegation Expenses increased marginally as can be seen in the Notes.
- Computers and website design increased by \$9,868 however that can be directly attributed to the re design of all of the PFA websites, including the PFA, National Police Memorial and Wall to Wall Ride for Remembrance sites during the financial year

I once again take this opportunity to thank Debbie Martiniello and our Auditor Tom Tsia who always maintain our books and accounts in the professional and diligent manner one would expect of a professional organisation such as the PFA. I commend them for their work.

I also wish to place on record my thanks to Branches, and particularly the PFA Executive, for their continued support and diligence in ensuring that all our financial activities are as transparent and open as possible.

I look forward to answering any question at the 2014 Council meeting in respect to the accounts and will be pleased to move their acceptance.

Scott Weber
Treasurer

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

OPERATING REPORT

- a. The PFA's principal activities throughout the year were determined by the 2013 Federal Council Meeting and have been coordinated by the Federal Executive
 - For a full detailed report on the PFA's 2013-14 activities the PFA's Annual Report, in which the PFA's full financial statement is also published, is available on the PFA website www.pfa.org.au
- b. There have been no significant changes in the financial affairs of the PFA during the past year
- c. 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 Rule 11(b)
- d. No officers of the PFA hold any position in relation to Superannuation entities
- e. Prescribed information as per Regulation 159:
 - i. At 30 June 2014 the PFA had 47,111 members
 - ii. At 30 June 2014 the PFA had four (4) employees
 - iii. Committee of Management 1/7/13 – 30/6/14
 - Vince Kelly (Northern Territory)
 - Jon Hunt Sharman (Australian Federal Police)
 - Phil Pearson (Victoria)
 - Pat Allen (Tasmania)
 - Mark Carroll (South Australia)
 - George Tilbury (Western Australia)
 - Scott Weber (New South Wales)
 - Ian Leavers (Queensland) (interim from 16 April 2014)

For Committee of Management



Vince Kelly APM
President

Dated this 8th day of October 2014



POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

I, Scott Weber, being the Treasurer of the Police Federation of Australia, certify:

- a. that the documents lodged herewith are copies of the full report of the Police Federation of Australia for the year ended 30th of June 2014 referred to in S268 of the Fair Work (Registered Organisations) Act 2009; and
- b. that the full report was provided to members on the 8th of October 2014; and
- c. that the full report was presented to a general meeting of members and meeting of the committee of management on the 30th of September 2014 in accordance with S266 of the Fair Work (Registered Organisations) Act 2009.

Scott Weber
Treasurer

Date: 8th day of October 2014

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

COMMITTEE OF MANAGEMENT'S STATEMENT

On the 8th day of October 2014, 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 2014.

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 General Manager;
- 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 R O Act; 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 General Manager duly made under section 272 of the R O Act has been furnished to the member or General Manager; and
 - vi. there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the R O Act.
- f. In relation to the recovery of wages activity
 - i. There were no recovery of wages activity for the Police Federation of Australia for the year ended 30th June 2014.

For Committee of Management:



Treasurer Scott Weber

Date: 8th day of October 2014



President Vincent Kelly

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

INDEPENDENT AUDIT REPORT

To the members of the Police Federation of Australia

Report on the Financial Statement

I have audited the accompanying financial report of the Police Federation of Australia for the year ended 30th June 2014 which comprises the statement of financial position, the statement of comprehensive income, statement of changes in equity, statement of cash flows, a summary of significant accounting policies and other explanatory notes and the Committee of Management statement.

Committee of Management's Responsibility for the Financial Report

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

Auditor's Responsibility

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

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

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

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

INDEPENDENT AUDIT REPORT (CONTINUED)

Independence

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

Audit Opinion

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

SIGNED AT CANBERRA this 8th day of October 2014



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

Liability limited by a scheme approved under Professional Standards Legislation

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

AUDITOR'S STATEMENT

- a. In my opinion, the GPFR of the Police Federation of Australia is presented fairly in accordance with the Australian Accounting Standards; and
- b. In relation to recovery of wages activity and based on representations made to me by the Police Federation of Australia and my audit work undertaken for the year ended 30th June 2014, it appears that there were no recovery of wages activity for the year then ended; and
- c. That as part of the audit of the financial statements, I have concluded that management's use of the going concern basis of accounting in the preparation of the reporting entity's financial statements is appropriate; and
- d. Also declared that:
 - i. I am an approved auditor registered as company auditor with ASIC. My auditor registration number is 3245;
 - ii. I am a member of my firm L K Tsia Chartered Accountant;
 - iii. I am a member of The Institute of Chartered Accountants in Australia, FCA with the registration number 17835; and
 - iv. I hold a current practising certificate issued to me by The Institute of Chartered Accountants in Australia.

SIGNED AT CANBERRA this 8th day of October 2014.



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

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF FINANCIAL POSITION

as at 30 June 2014

	Notes	2014	2013
Accumulated Funds			
Retained Earnings		\$ 980,746	\$ 1,048,241
Reserves		153,751	153,751
		<u>\$ 1,134,497</u>	<u>\$ 1,201,992</u>
Represented by			
Current Assets			
Police Bank Easy Access account		23,529	67,310
Police Bank Market Link account		6,704	58,936
Police Bank Savings Plus account		96,138	83,792
Police Bank membership fees		10	10
Cash on hand	3	4	49
Amounts due from branches	4	-	7,322
		<u>126,385</u>	<u>217,419</u>
Non-Current Assets			
Property - 21 Murray Crescent			
Griffith ACT – At Independent Valuation	5	1,150,000	1,150,000
Plant, Equipment & Furniture	6	57,863	
Less provision for depreciation		<u>26,753</u>	8,085
Motor vehicle	7	37,124	
Less provision for depreciation		<u>9,280</u>	<u>33,412</u>
		<u>1,208,954</u>	<u>1,191,497</u>
Total Assets		<u>1,335,339</u>	<u>1,408,916</u>
Less Current Liabilities			
Trade creditors and accruals	8	28,514	38,102
Provision for annual leave	9	16,212	14,095
Provision for long service leave	10	135,884	135,884
Other payables	12	20,232	18,842
Total liabilities		<u>200,842</u>	<u>206,923</u>
Net Assets		<u>\$ 1,134,497</u>	<u>\$ 1,201,993</u>

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2014

	Notes	2014	2013
Income			
Trust distributions received	16	12004	-
Compulsory and voluntary levies		-	-
Grants and donations		-	-
Affiliation fees from branches / capitation fees	13	974,924	930,769
Interest received	14	3,216	4,146
Rents received	15	18,918	59,988
Profits from sale of motor vehicle	17	-	5,860
		<u>\$ 1,009,062</u>	<u>\$ 1,000,763</u>
Less expenditure			
Audit and accounting fees	18	24,300	24,200
Annual leave	9	25,231	32,405
ACTU affiliation fees	19	102,035	86,523
ACTU membership industrial campaign		51,446	51,656
Bank charges and duties		250	170
Capitation fees		-	-
Compulsory levies		-	-
Computer and website design		46,284	36,416
Consideration to employers payroll deduction		-	-
Delegation expenses	20	273,916	238,792
Depreciation	21	9,622	8,171
FBT		16,372	18,889
Fees / allowance - conference and meeting		-	-
General office expenses	22	33,062	35,128
Grants and donations		-	-
Insurances		13,711	12,061
Legal fees	23	2,175	7,731
Long service leave	10	-	16,124
Motor vehicle expenses		9,366	10,206
National Memorial expenses	24	9,287	5,169
Penalties via R O Act or R O Regulations		-	-
Property expenses	25	67,394	43,971
Research & training expenses	26	2,860	1,000
Salary & packaging		336,866	291,741
Superannuation		44,972	66,062
Telephone		7,409	6,412
Total Expenditure		<u>\$ 1,076,558</u>	<u>\$ 992,827</u>
Net Surplus for the year		(67,496)	7,936
Accumulated funds at beginning of year		<u>1,048,242</u>	<u>1,040,306</u>
Accumulated funds at end of year		<u>\$ 980,746</u>	<u>\$ 1,048,242</u>

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2014

	Retained Earnings	Asset Revaluation Reserve	Total
Balance as at 30th June 2011	989,495	153,751	1,143,246
Net Surplus for the year 2012	50,811	-	50,811
Balance as at 30th June 2012	1,040,306	153,751	1,194,057
Net Surplus for the year 2013	7,936	-	7,936
Balance as at 30th June 2013	1,048,242	153,751	1,201,993
Net Deficit for the year 2014	(67,496)	-	(67,496)
Balance as at 30th June 2014	<u>\$ 980,746</u>	<u>\$ 153,751</u>	<u>\$ 1,134,497</u>

POLICE FEDERATION OF AUSTRALIA

ABN 31 384 184 778

STATEMENT OF CASH FLOWS

for the year ended 30 June 2014

	2014	2013
Cash from Operating Activities		
Receipts from members	1,070,175	1,021,850
Interest received	3,216	4,146
Receipts from rentals	20,810	65,986
Profit from sale of motor vehicles	-	5,860
Other income	12,004	59,003
Payment of other expenses	(630,479)	(631,709)
Payment of ACTU affiliation fees	(111,035)	(95,175)
Payment of research Sydney University	-	(1,000)
Payment of FBT	(16,372)	(18,889)
Payment of employees' entitlements	(404,952)	(391,627)
Net cash provided by operating activities	<u>\$ (56,633)</u>	<u>\$ 18,445</u>
Cash from Investing Activities		
Proceeds from sale of motor vehicle	-	21,818
Purchase of motor vehicle	-	(37,124)
Purchase of Plant, Equipment & Furniture	(27,079)	-
Net cash provided by investing activities	<u>\$ (27,079)</u>	<u>\$ (15,306)</u>
Cash from Financing Activities		
Repayment of borrowings	-	-
Net cash outflow from financing activities	<u>\$ -</u>	<u>\$ -</u>
Net increase / (decrease) in cash held	(83,712)	3,139
Cash at the beginning of the financial year	210,097	206,958
Cash at the end of the financial year	<u>\$ 126,385</u>	<u>\$ 210,097</u>
Cash Reconciliation		
For the purpose of the Statement of Cash Flows, cash at the end of the financial year is reconciled to the following items in the Statement of Financial Position.		
Cash with financial institutions		
Police Bank Easy Access Account	23,529	67,310
Police Bank Market Linked Account	6,704	58,936
Police Bank Savings Plus Account	96,138	83,792
Police Bank Membership Fees	10	10
Cash on Hand	4	49
	<u>\$ 126,385</u>	<u>\$ 210,097</u>

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CASH FLOW

	2014	2013
Cash Flow Reconciliation		
<i>Reconciliation of cash and cash equivalents as per Statement of Financial Position to Cash Flow Statement</i>		
Cash and cash equivalents as per:		
Cash flow statement	126,385	210,097
Statement of financial position	126,385	210,097
Difference	<u>\$ -</u>	<u>\$ -</u>
Reconciliation of profit / (deficit) to net cash from operating activities		
Profit / (deficit) for the year	(67,496)	7,936
Adjustments for non-cash items		
Depreciation / amortisation	9,622	8,171
Gain on disposal of assets	-	(5,860)
Changes in assets / liabilities		
(Increase) / decrease in net receivables	7,322	15,288
Increase / (decrease) in supplier payables	(9,588)	(19,690)
Increase / (decrease) in other payables	1,390	(2,105)
Increase / (decrease) in employee provisions	2,117	14,705
Net cash from (used by) operating activities	<u>\$ (56,633)</u>	<u>\$ 18,445</u>
Cash flow information		
Cash Inflows		
Australian Federal Police Union	72,646	71,830
Police Association of NSW	297,837	287,442
Police Association of NZ	22,417	19,940
Police Association of SA	86,033	81,646
Police Association of Tas	20,620	21,525
Northern Territory Police Union	24,979	24,542
Queensland Police Union	200,450	188,748
Police Association of Vic	239,987	224,279
Western Australia Police Union	105,206	101,898
Other receipts	36,030	156,813
Total cash inflow	<u>\$ 1,106,205</u>	<u>\$ 1,178,663</u>
Cash Outflows		
ACTU affiliation fees	111,038	95,175
ACTU membership campaign fund	-	56,821
Other expenses	1,078,879	1,023,528
Total cash outflow	<u>\$ 1,189,917</u>	<u>\$ 1,175,524</u>

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

1. Statement of Significant Accounting Policies

The financial report is a general purpose report that has been prepared in accordance with Australian Accounting Standards, Accounting interpretations, other authoritative pronouncements of the Australian Accounting Standards Board that apply for the reporting period and the Fair Work (Registered Organisations) Act 2009. For the purpose of preparing the general purpose financial statements, the Police Federation of Australia is a not-for-profit entity.

The financial report covers the Police Federation of Australia (the Federation) as an individual entity. The financial report has been prepared on an accruals basis and is based on historical costs and do not take into account changing money values or except where stated. Cost is based on the fair values of the consideration given in exchange for assets. The accounting policies have been consistently applied unless otherwise stated. The financial statements are presented in Australian Dollars.

The following is a summary of the significant accounting policies adopted by the Federation in the preparation of the financial report.

Accounting Policies

a. Income Tax

The Federation, being a trade union, is exempt from income tax including capital gains tax, by virtue of the provision of section 50-5 of the Income Tax Assessment Act 1997. However, the entity still has obligations for Fringe Benefit Tax (FBT) and Goods and Services Tax (GST)

b. Cash and Cash Equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents include cash on hand, deposits held at call with bank, other short term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash.

c. Investment Property

Investment property comprising land and building is held primarily for its own use as an office. All tenant leases are held on an arm's length basis. Investment property is carried at fair value, determined annually by the Committee of Management based on prices in an active market for similar property in the same location.

d. Revenue

Revenue is recognised upon receipt of funds deposited into the bank account in relation to invoices rendered to all branches of the Federation. Membership incomes have been accounted for on an accrual basis. Membership fees outstanding at balance sheet date have been brought into account as amount due from branches. Membership fees relating to the unexpired part of the membership year are deferred and recognised as income in the next financial year. These are shown as receipt in advance on the financial report.

Interest revenue is recognised when received and credited to the bank account. Rental revenue is recognised in the period to which it relates. All revenue is stated net of the amount of goods and services tax (GST).

e. Gains

Sale of assets

Gains and losses from disposal of assets are recognised when control of the assets has passed to the buyer.

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

f. Property, Plant and Equipment

Each class of property and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Property

Land and building is carried at independent valuation. The carrying amount is reviewed annually by the Committee of Management to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Plant and Equipment

All other items of plant and equipment are recorded at cost less depreciation and impairment losses

The carrying amount of plant and equipment is reviewed annually by the Committee of Management to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present value in determining recoverable amounts

Depreciation

The depreciation rates and method are based on their estimated useful lives commencing from the time it is held ready for use. The depreciation rates and method used for each class of depreciable assets are:-

Asset Class	Depreciation Rate	Depreciation Method
Office Plant and Equipment	7.5%-20%	Straight Line
Motor vehicles	15%	Straight Line

The asset's residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the Income Statement.

g. Employee Entitlements

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

h. Leases

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

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

i. Goods and Services Tax (GST)

All incomes, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are included in the cash flow statement on a gross basis – that is GST inclusive.

j. Reserves

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

k. Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the Federation during the reporting period which remain unpaid. The balance is recognised as current liability with the amount normally paid within 30 days of recognition of the liability.

l. Comparative information

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

2. Information to be Provided to Members or General Manager

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of sub-Sections (1), (2) and (3) of Section 272 which read as follows:

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

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

	2014	2013
3. Cash on Hand		
Petty Cash	<u>\$ 4</u>	<u>\$ 49</u>
4. Amount due from branches		
Police Association of South Australia	-	6,804
QLD Police Union	-	<u>518</u>
	-	7,322
Less Provision for doubtful debts	-	-
	<u>\$ -</u>	<u>\$ 7,322</u>
5. Property at Independent Valuation		
21 Murray Crescent Griffith ACT		
Settled on 24.1.2003 – cost	996,249	996,249
Independent Valuation Increment by		
Herron Todd White on 15.4.2010	<u>153,751</u>	<u>153,751</u>
	<u>\$ 1,150,000</u>	<u>\$ 1,150,000</u>
Land and Building		
Carrying amount at the beginning of the year	\$ 1,150,000	\$ 1,150,000
Carrying amount at the end of the year	<u>\$ 1,150,000</u>	<u>\$ 1,150,000</u>

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

	2014	2013
6. Plant, equipment and furniture		
Carrying amount at the beginning of the year	8,085	10,609
Additions	27,078	-
Depreciation	(4,054)	(2,524)
Write off	-	-
Carrying amount at the end of the year	<u>\$ 31,109</u>	<u>\$ 8,085</u>
7. Motor vehicle		
Carrying amount at the beginning of the year	33,412	17,893
Additions	-	37,124
Proceeds from sale	-	(21,818)
Profits from sale	-	5,860
Depreciation	(5,568)	(5,647)
Carrying amount at the end of the year	<u>\$ 27,844</u>	<u>\$ 33,412</u>
8. Creditors and accruals		
Audit & accounting fees	21,000	25,850
Various expenses	7,515	12,252
	<u>\$ 28,515</u>	<u>\$ 38,102</u>
9. Provision for Annual Leave		
Balance as at 1.7.2013	14,095	15,514
Add additional provision for the year	25,231	32,405
	<u>39,326</u>	<u>47,919</u>
Less paid during the year	23,114	33,824
Balance as at 30.6.2014	<u>\$ 16,212</u>	<u>\$ 14,095</u>
10. Provision for Long Service Leave		
Balance as at 1.7.2013	135,884	119,760
Add additional provision for the year	0	16,124
Balance as at 30.6.2014	<u>\$ 135,884</u>	<u>\$ 135,884</u>
11. Provision for Separation & Redundancy		
Balance as at 1.7.2013	-	-
Balance as at 30.6.2014	<u>\$ -</u>	<u>\$ -</u>
No payment for separation or redundancy during the year:		

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

	2014	2013
12. Other payables		
PAYG re staff wages due to ATO	7,117	7,365
FBT due to ATO	-	4,684
GST due to ATO	10,526	6,793
Wages and salaries	-	-
Superannuation	2,589	-
Consideration to employers for payroll:		
Deductions	-	-
Legal costs	-	-
	<u>\$ 20,232</u>	<u>\$ 18,842</u>
13. Affiliation Fees from Branches		
Australian Federal Police Union	66,042	65,300
Police Association of NSW	270,761	261,311
Police Association of NZ	22,417	19,940
Police Association of SA	78,212	74,224
Police Association of Tasmania	18,745	19,569
Northern Territory Police Union	22,708	22,311
Queensland Police Union	182,227	171,589
Police Association of Victoria	218,170	203,890
Western Australia Police Union	95,642	92,635
	<u>\$ 974,924</u>	<u>\$ 930,769</u>
14. Interest Received		
Police Bank Easy Access	83	148
Police Bank Market Link	769	1,785
Police Bank Savings Plus	2,364	2,213
	<u>\$ 3,216</u>	<u>\$ 4,146</u>
15. Rent Received		
1/21 Murray Crescent, Griffith ACT	18,918	29,738
2/21 Murray Crescent, Griffith ACT	-	30,250
	<u>\$ 18,918</u>	<u>\$ 59,988</u>
16. Trust Distribution Received		
ACTU John Curtin House Trust	9,151	-
ACTU Building Canberra Trust	2,853	-
	<u>\$ 12,004</u>	<u>\$ -</u>

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

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	2014	2013
17. Profit from sale of assets		
Sale of motor vehicle	<u>\$ -</u>	<u>\$ 5,860</u>
18. Auditor's remuneration		
Audit fees	8,500	8,500
Other services	<u>15,800</u>	<u>15,700</u>
	<u>\$ 24,300</u>	<u>\$ 24,200</u>
19. ACTU Affiliation Fees		
Normal affiliation fee	<u>\$ 102,035</u>	<u>\$ 86,523</u>
20. Delegation Expenses		
Media Consultancy fees	13,593	9,534
Conference expenses	48,404	40,217
Executive expenses	79,487	76,045
IPC	20,138	26,145
WAC	36,871	17,656
ANZCOPP	38,629	36,752
Federal Council	<u>36,794</u>	<u>32,443</u>
	<u>\$ 273,916</u>	<u>\$ 238,792</u>
Delegates are not paid any fees or allowances to attend conferences or executive meetings		
21. Depreciation		
Plant, Equipment & Furniture	4,054	2,524
Motor Vehicle	<u>5,568</u>	<u>5,647</u>
	<u>\$ 9,622</u>	<u>\$ 8,171</u>
22. General Office Expenses		
Filing fees	236	230
Police Superannuation Administrative fees	81	368
Printing, stationery & postage	21,497	20,930
Sundry office	5,208	8,355
Promotional Merchandise	<u>6,040</u>	<u>5,245</u>
	<u>\$ 33,062</u>	<u>\$ 35,128</u>

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NOTES TO THE FINANCIAL STATEMENTS

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	2014	2013
23. Legal Fees		
Litigation expenses	-	-
Other legal matters	2,175	7,731
	<u>\$ 2,175</u>	<u>\$ 7,731</u>
24. National Police Memorial Expenses		
Executive expenses	<u>\$ 9,287</u>	<u>\$ 5,169</u>
25. Property Expenses		
Cleaning & waste disposals	2,958	3,106
Council rates	27,557	22,410
Insurance	3,957	3,805
Security	1,429	-
Light & power	4,087	3,418
Repairs & maintenance	25,769	9,217
Water rates	1,637	2,015
	<u>\$ 67,394</u>	<u>\$ 43,971</u>
26. Research & Training Expenses		
Paid to University of Sydney	-	-
Staff Training	2,860	-
	<u>\$ 2,860</u>	<u>\$ 1,000</u>
27. 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	-	-

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2014

	2014	2013
27. Employees Benefits (Continued)		
Employees benefit to employees (other than holders of office)		
Wage and salary	336,866	291,741
Annual leave paid to employees (see note 9)	23,114	33,824
Annual leave provision (see note 9)	25,231	32,405
Long service leave paid	-	-
Long service leave provision (see note 10)	-	16,124
Superannuation	44,972	66,062

28. Events After the Balance Date

Since the end of the financial year, there are no known events financial or otherwise that would impact materially on the financial statements of the entity as at 30th June 2014.

29. Contingent Liabilities

The Committee of management is not aware of any contingent liabilities during the year.

30. Related Parties Transactions

There are no related parties transactions during the year.



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