



UGHT ON MY
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SH

GRADUATION
DAY

DARK BLUE

NOTES

equipt

This well being app is for current and former Australian and New Zealand Police members, employees, and their families

National
Police Bravery Awards
2018
ANNIE BOCHORSKY

POLICE
WEEK

...PROPERLY,
...IGHT FEELING IN MY
...SOMETHING BAD'S GOING TO
...THESE ACHES AND PAINS -- DON'T KNOW
...I FEEL SAD ALL THE TIME
...MY HEART'S POUNDING
...CAN'T SEEM TO CONCENTRATE LIKE I USED TO
...ANGRY AND IRRITABLE WITH EVERYBO

FINE, THANKS

APP FOR COPS. DO

POLICE FEDERATION
OF AUSTRALIA
ANNUAL REPORT
2018-19

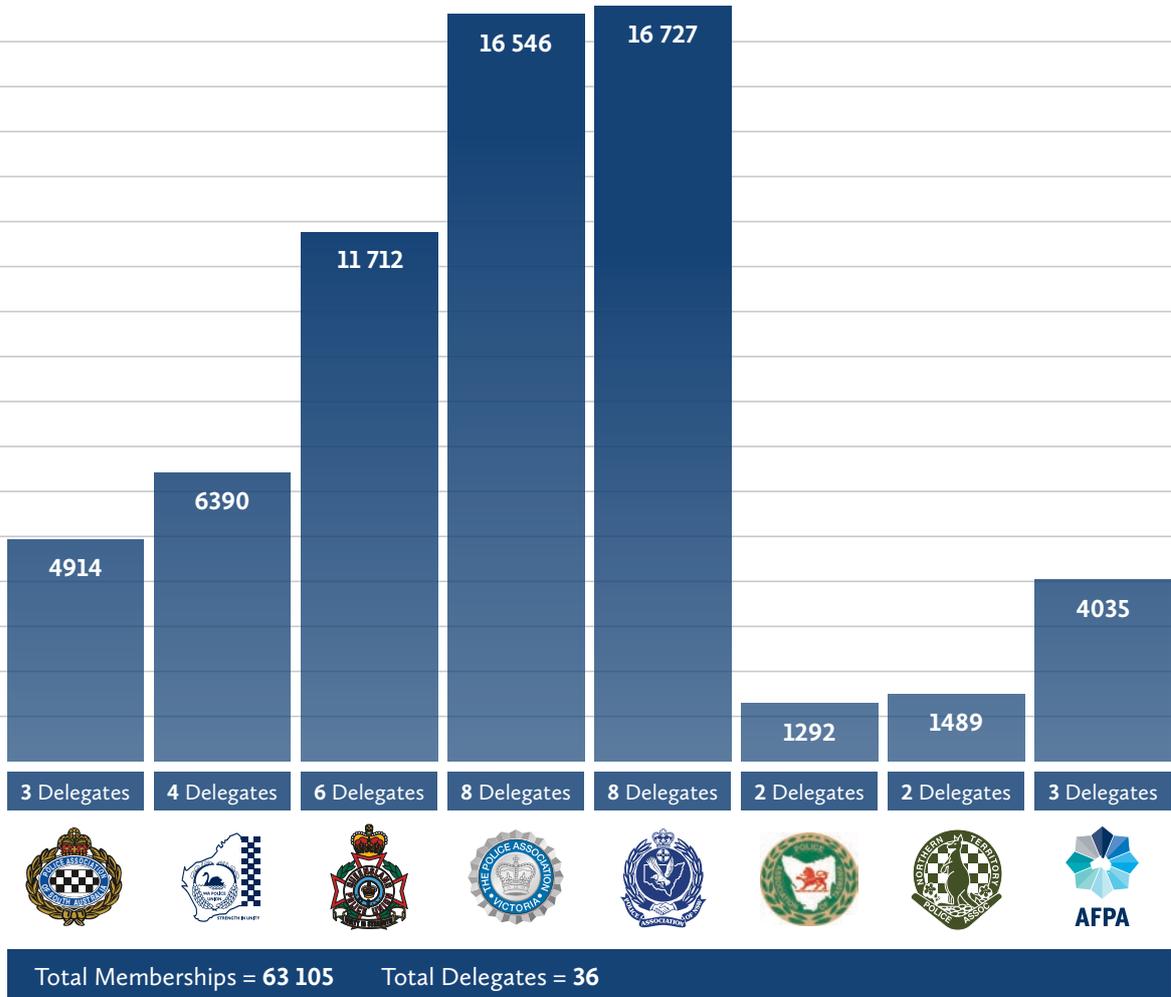


Police Federation
of Australia
Celebrating 20 years as
The National Voice of Policing

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AFFILIATES/ASSOCIATES



MEMBERSHIP Nos. @ 31/12/18 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 | Mark Carroll (South Australia) |
| Vice President | Ian Leavers (Queensland) |
| Vice President | Scott Weber (New South Wales) resigned 13 August 2018 |
| | George Tilbury (Western Australia) 20 September 2018 to 1 January 2019 |
| | Paul McCue (Northern Territory) From 16 January 2019 to present |
| Treasurer | John Laird (Victoria) |
| Executive Members | Mark Carroll (South Australia) |
| | Ian Leavers (Queensland) |
| | Paul McCue (Northern Territory) |
| | John Laird (Victoria) |
| | George Tilbury (Western Australia) resigned 1 January 2019 |
| | Harry Arnott (Western Australia) From 16 January 2019 |
| | Pat Allen (Tasmania) resigned 20 September 2018 |
| | Gavin Cashion (Tasmania) 20 September 2018 to 1 January 2019 |
| | Colin Riley (Tasmania) From 16 January 2019 |
| | Angela Smith (Australian Federal Police) |
| | Tony King (NSW) appointed 20 September 2018 |

LIFE MEMBERS

| | |
|-----------------|------------------|
| Leon Kemp | Vince Kelly |
| Peter Alexander | Jon Hunt-Sharman |
| Mark Burgess | |

STAFF

| | |
|---------------------------------|---|
| Chief Executive Officer | Mark Burgess (retired 1 October 2018) |
| | Scott Weber (appointed CEO Designate from 6 August 2018 and CEO from 1 October 2018) |
| Senior Adviser | Fiona Wade (resigned 26 April 2019) |
| Office Manager | Debbie Martiniello |
| Project Officer | Kathleen Potts |
| Administrative Assistant | Amanda Chindamo |

MEETINGS CONDUCTED

Federal Council

18 September 2019 Canberra

Special Federal Council

13 August 2018 Teleconference
16 January 2019 Teleconference
24 July 2019 Teleconference

Executive

6 December 2018 Canberra
16 January 2019 Teleconference
19 February 2019 Canberra
18 June 2019 Canberra

Special Executive Meeting

9 May 2019 Adelaide

Industrial Planning Committee

28 February 2019 Canberra
25 July 2019 Canberra

Women's Advisory Committee

19 September 2018 Canberra
4 April 2019 Canberra



PRESIDENT'S REPORT

The Police Federation of Australia has spent the last 12 months continuing to fight for the best possible outcomes for our members.

I welcome our new CEO Scott Weber, who took over last year from the long-serving Mark Burgess.

I also congratulate everyone involved in last year's inaugural Police Week – and I look forward to 2019's events.

The 2018 National Police Bravery Awards – held at the National Museum – was one of the true highlights of the week. The nominations from every jurisdiction were outstanding – and a credit to police officers across the country.

Senior Constable Stephanie Bochorsky from Western Australia was the inaugural winner. Both the Prime Minister and the opposition leader personally congratulated Stephanie in Parliament House. It was a fitting tribute.

These awards will now be a permanent fixture on the national policing calendar.

One of the other key elements of the strategic plan covers the mental health of our members. Several years of work and preparation culminated with the launch of the material from the *National Awareness Campaign on Police Officer Mental Well-Being*.

We were also able to secure federal government funding for the campaign.

The song *Graduation Day*, written by Australian singer-songwriter John Schumann, is part of the comprehensive mental-health program.

It includes a number of cop-specific materials, including handbooks, workplace posters and a compelling and powerful telemovie called *Dark Blue*.

More information on the campaign – and indeed access to all of these materials – is available on the PFA website.

The federal government has also announced a second stage of funding for the National Police Foundation. In June, the PFA executive resolved to give every effort to support the Foundation with the development of the “Blue Hub” web portal, which will consolidate the work of the initial campaign. I thank the federal government and Home Affairs Minister Peter Dutton.

In the aftermath of this year's federal election, I'd also like to re-iterate the importance of the PFA being an apolitical organization. We have prided ourselves on our ability to work with all sides of politics. We have built strong relationships across the political divide. We don't care which political party is in power –we only care about outcomes for our members.

I'd like to thank all branches and executive members for their support of the PFA over the past 12 months – and indeed for their vision and commitment in implementing the strategic plan initiatives.

Finally, I thank each and every one of the PFA's 63,000 members. As elected representatives, we work every day to achieve the best possible outcomes for police across Australia. And we won't stop.

Mark Carroll

President



CHIEF EXECUTIVE OFFICER'S
REPORT

It is with pleasure that I prepare my first Report as the PFA CEO.

As with Annual Reports since the 2015-16 edition, this report will follow the template and the key priorities as established by the 2016-21 Strategic Plan.

I trust that you will find the following pages informative and they give you a clear picture of the activities of the PFA and its Branches over the past 12 months.



VISION
1

Influence and power
at the national level

Engagement with the Federal Parliament

The PFA continued its strategy of hosting the Federal Council Meeting in Canberra. The 2018 meeting coincided with the inaugural Police Week, details of which will be reported on later in this report.

During the course of the year, the PFA met with various Ministers, Shadow Ministers, Parliamentary Committee members, cross bench members and senators and backbench MP's and Senators from all parties. The PFA has maintained a strong standing in the Federal Parliament and our views on issues are regularly sought.

2019 Election

In the lead up to the 2019 Federal Election, the PFA developed a detailed policy position paper on a range of relevant policing issues. The paper was developed through a process of branch input and ultimate sign off by the PFA Executive.

Key issues raised included:

- the mental health and well-being of police;
- the issuing of a national Health Card to police for the treatment of 'specific conditions' ; and
- superannuation issues that specifically affect police officers.

[View the full document.](#)

[View the parties replies.](#)

International Policing and Security Conference 2018

The International Policing and Security Conference took place on November 7-8 in Sydney. Mark Carroll as President of the PFA was invited as a keynote speaker to present on the topic of *Officer Wellness and Resilience*. The presentation addressed the issues of mental health and social and emotional well-being of police men and women across the country, in the context of not only the workplace but in the context of home and family. The presentation outlined the PFA National Awareness Campaign on Mental Well-being, the multifaceted response required, and the importance of engaging with families to equip them with the tools to understand the impact that policing can and often does have on their loved ones.



Mark Carroll, PFA President.



Parliamentary Submissions

During the reporting period the PFA made numerous submissions to Parliamentary Inquiries and appeared at a number of them to give evidence. They included:

My Health Record System

On the 15th August 2018 the Senate referred the following matter to the Senate Standing Committees on Community Affairs for inquiry and report. In a submission to this inquiry in September 2018 the PFA put forward concerns with the *My Health Records Act 2012* and the potential release of records, particularly as it applies to, Section 70 – disclosure for law enforcement purposes.

The PFA, after consultation with branches, made a submission which argued that such disclosures should not be available without a Court Order and this should be enshrined in the legislation. Access to such personal information, without the need for a Court Order, could see police officers' personal health information disclosed for minor disciplinary investigations.

Further, the PFA stipulated that medical practitioners should be precluded from accessing the information of patients referred to them for purposes other than treatment. [View the submission.](#)

The Community Affairs References Committee released their report in October 2018 with a list of recommendations and agreed to share relevant evidence also to the Inquiry into the My Health Records Amendment (Strengthening Privacy) Bill 2018. [View the report.](#)

Economic Security for Women in Retirement

The PFA put forward a submission to the Senate Inquiry into Economic Security for Women in Retirement back in October 2015, however, the government response to the Committee's report was only released in this reporting period. The Senate Economics References Committee delivered their final report *A Husband is not a Retirement Plan: Achieving Economic Security for Women in Retirement* on 29 April 2016. On 16 August 2018 the Government published a response to the Committee Report, responding to the 19 recommendations intended to increase women's workforce participation and address issues with women's superannuation. [View the Government Response to Report 2018.](#)

The Committee Report was published on 29 April 2016. [View the Senate Economics References Committee Report 2016.](#) [View the original PFA submission 2015.](#)

Review of the Telecommunications and Other Legislation Amendment (Assistance and Access) Bill 2018

In October 2018 the PFA made a submission to the Parliamentary Joint Committee on Intelligence and Security. On 3 April 2019 the intelligence and Security Committee tabled two reports reviewing legislation providing improvements to the law to allow law enforcement and intelligence agencies to better deal with the growing challenges brought about by encrypted communications. The second report released was related specifically with a counter-terrorism bill providing for the temporary exclusion of certain persons from Australia.

Review of the Crimes Legislation Amendment (Police Powers at Airports) Bill 2018

In the October 2018 submission to the Parliamentary Joint Committee on Intelligence and Security the PFA gave broad support for the content of the Bill proposing to strengthen frameworks concerning identity checks and 'move-on' powers in airports. [View the PFA submission.](#)

The Committee Report was tabled on 13 February 2019. The Committee was satisfied with the provisions in the Bill subject to the recommendations listed in the report and recommended the Bill be passed. [View the Report.](#)



Senate Inquiry into the role of Commonwealth, state and territory governments in addressing the high rates of mental health conditions experienced by first responders, emergency service workers and volunteers

The PFA has been involved in a range of issues dealing with member mental health and well-being, all of which will be dealt with in varying sections of this report.

In June 2018, with assistance and research provided by the state branches, the PFA made a submission to the above Senate Standing Committee on Education and Employment's Inquiry.

In the submission, the PFA stressed that there was no doubt that police are at risk of physiological injury, but that the question now is about how to help those members who need assistance. Given that a federal inquiry is rather hamstrung, since policing is primarily a state issue, the PFA made a number of recommendations; namely that referring the mental well-being of first responders to become a standing agenda item at COAG, would raise the issue to that of national importance and to endeavour to attain a holistic national approach on behalf of all first responders.

Submission recommendations:

- that the issue of the mental well-being of first responders become a standing item on the COAG agenda;
- that when the Committee sets its national hearing schedule, that ANZCoPP be invited to appear to present evidence;
- that the Committee supports the use of flexible working arrangements in policing as a means of encouraging greater work life balance and as a minimizer to stress related injuries;
- that the Committee recommends the capacity for police to sustain mental injury owing to their occupation be recognised by extending the Veteran's Health Card to police following the completion of a pre-determined period of continuous service;
- that the Committee recommends the funding of a national service provider network to assist police suffering from psychological trauma;
- that the Committee recommend that all workers compensation systems for police deliver timely assessment for claims in a way that protects those who are distressed and psychologically unwell;
- that the Committee recommend that the issue of Presumptive Legislation, recognising psychological injuries to police and other first responders, be referred to COAG with a view to the development of harmonised legislation across every jurisdiction;
- that the Committee recommend that the issue of the Provisional Acceptance of claims for psychological injuries to police and other first responders, be referred to COAG with a view to the development of an intergovernmental agreement on the issue;
- that the Committee recommends that one of the underpinning principles of any coronial inquiry, should be for the welfare of the police officers involved in such inquiries;
- that the Committee recommend that a preservation age of 60 years not be increased for police officers to enable them to continue to retire with dignity; and
- that the Committee recommends that in respect to future coronial inquiries into counter terrorism incidents that the following underpinning principles should apply:
 - the Inquiry should commence as soon as practicable after the incident so that lessons can be learnt while they are still relevant, bearing in mind the changing nature of counter terrorism incidents;
 - the Inquiry should be dispassionate and not force members to reveal operational methodologies publicly;
 - that there should be a presumption of the suppression of details of police involved in the incident;
 - that such inquiries be inquisitorial and not adversarial; and
 - that the cross examination of witnesses should be focused on finding the facts not looking for concessions or who is at fault.

[View the submission.](#)



Following on from this submission the PFA accepted an invitation to provide further evidence to the Committee hearing on the 7th November 2018 in Canberra.



Mark Burgess, Scott Weber and Mark Carroll.

In our evidence to the Inquiry, the PFA again called for national coordination and leadership to address the mental well-being of first responders, emphasising the role COAG could take to encourage, support and deliver harmonised state-based legislation for workers compensation matters relating to psychological ill health. Further discussion also occurred pertaining to several recommendations outlined in the submission.

The Committee's report to government '*The people behind 000: mental health of our first responders*' was published in February 2019. [View the report.](#)

[View other sections of the report dealing with mental health and well-being.](#)

Inquiry into the Australian Citizenship Amendment (Strengthening the Citizenship Loss Provisions) Bill 2018

In November 2018, the Attorney-General, the Hon Christian Porter MP, referred the Australian Citizenship Amendment (Strengthening the Citizenship Loss Provisions) Bill 2018 to the Parliamentary Joint Committee on Intelligence and Security.

Having made several submissions on matters regarding immigration, particularly as it relates to visas and visa cancellations on 'character' grounds in the past, the PFA valued the opportunity to voice support for the intent of this Bill. The PFA strongly believes that anyone convicted of a crime of violence and who is a non-citizen of this country, should have their status to remain in Australia immediately reviewed, regardless of the term of imprisonment they were sentenced to.

The PFA pointed out the relevance of the proposed National Criminal Intelligence System (NCIS) to this current inquiry. The NCIS is something which the PFA discussed back in 2007 during hearings of the then Parliamentary Joint Committee on the Australian Crime Commission and again with the Parliamentary Joint Committee on Law Enforcement in 2010 and 2012.

Agreeing with strengthening provisions listed in the Bill, the PFA believes that the right of the Australian community as a whole to remain safe and protected from such persons who may be subject to the provisions of this Bill, far outweighs the rights of any individual who has been convicted of a terrorism offence.

The Committee's Advisory report to government was published in February 2019. [View the Report.](#) Progress of this Bill as at April 2019 was that it had lapsed at dissolution.





VISION
2

The delivery of enhanced
membership benefits and conditions

Member Benefits

In conjunction with its Branches, the PFA continues to talk to organisations to procure member benefits on a national level.

Meritorious Service Awards



PROPOSAL FOR THE INTRODUCTION OF MERITORIOUS SERVICE AWARDS FOR AUSTRALIAN POLICE AND OTHER EMERGENCY SERVICES

As far back as 2005, a proposal was discussed to recognise outstanding, conspicuous and meritorious service or endeavours by non-Defence Force personnel within the Australian Honours System. Since 1989, the Australian Defence Force (ADF) has been able to recognise non-warlike actions with Conspicuous Service decorations but there has been no corresponding award to recognise outstanding acts by members of Australia's police, fire, ambulance and rescue agencies.

The Police Federation of Australia (PFA) has made numerous formal submissions and informal representations on the appropriate recognition of Australia's police and emergency services personnel since 2009.

Various PFA submissions have focused on the tremendous work of police and other emergency services in the Queensland and Victorian 2011 Floods, Victorian 2009 Bushfires, Cyclone Larry Queensland 2006, the Indian Ocean Tsunami 2004, the Canberra Bushfires 2003, and the Bali Bombings 2002. We argued that, in each of those incidents, there were a number of events and acts by individuals and groups that were worthy of particular recognition but did not meet the narrow qualifying requirements for recognition under the system that then existed. However, ADF personnel involved in those events were eligible for recognition, and did receive various conspicuous service awards under the Australian Honours System.

While the PFA fully supports the current system of occupational awards such as the Australian Police Medal (APM) and the Australian Fire Service Medal (AFSM), we have previously argued that they are not designed to cater for the recognition of individual or group acts in events such as those outlined above. Some of the limitations we have highlighted include:

- the requirement for long and distinguished service, which in practice means a career of service;
- the awards are only able to be made once to a member; and
- the number of awards made is restricted by a calculation of the organisational strength at a point in time, not based on the efforts of the individual in the circumstances of the event in question.

On Australia Day 2011, the establishment of the National Emergency Medal (NEM) was announced by Prime Minister Julia Gillard to recognise all service during nationally significant emergencies. NEM was hurriedly

cobbled together in response to several natural disasters, particularly the Queensland Cyclone and Floods of December 2010 and the Victoria Bush Saturday Fires in February 2009. While the PFA supported the new medal, it had several obvious shortcomings, which we raised with the government at the time. This included the government's fast tracking of the proposal to recognise all those who worked tirelessly during those previously mentioned major incidents, which meant that the NEM was only able to recognise operational service and not outstanding service. There is a big difference. We argued that to establish a single medal to cover the myriad of extraordinary contributions made in these exceptional circumstances was unnecessarily limiting.

By recognising all service as the same and with only one award, this causes a reduction of its status in the eyes of the community. In our discussions we highlighted that other classes of awards within the Australian system have the ability to provide recognition on a varying scale so that the Australian people can appropriately recognise the truly exceptional from the outstanding and dedicated. Such an example is the Order of Australia, the Australian Bravery Decorations, as well as a range of military awards.

From a policing perspective, another issue with the NEM is that it is designed only to recognise significant national emergencies, with no capacity to recognise the full range of outstanding police work – particularly when it comes to major long term protracted investigations. Currently there is no way for such work to be recognised except with a jurisdictional-based award process which are not part of the Australian Honours System.

Our arguments also considered other issues such as equity, scope and design, precedent and equivalency within the current system, lessons learned from the introduction of the Australian Bravery Decorations. Interestingly, the November 2013 meetings of the Australia & New Zealand Police Commissioners Forum (ANZPCF) supported and endorsed the concept of Meritorious Service Awards for police but indicated they could not talk on behalf of other emergency services workers.

What do we suggest be implemented, instead?
The PFA proposes the introduction of meritorious service awards to provide an equitable and measured mechanism to appropriately recognise the professionalism,

dedication and commitment to duty by members of Australian police forces and emergency services. We argue that these new awards will complement the existing military conspicuous service awards and therefore should be awarded under a similar regime.

This proposal is specifically and carefully designed to protect the integrity of the honours system by not introducing a new type of award, but rather extends the ability of the Australian community to recognise the outstanding efforts of the members of the police and emergency service workers.

Recognising conspicuous service within the civilian, as well as the military community in this fashion is not a new concept. In Canada there is a military and civilian division of their Meritorious Service Awards and indeed within the Order of Australia we distinguish between awards made for ADF service separate to other service.

We even have an idea of what the medal and ribbon design should look like and have submitted a proposed medal and ribbon, using a design that draws a link between these awards and the equivalent military conspicuous service awards with the use of yellow within the ribbon. The ribbon recognises the colours of the eligible services – police, blue; fire, red; ambulance, green, and emergency services, orange.

The two principle design elements are the Federation Star for Australia and the shards of light. Light provides warmth, security, hope and life, concepts that are allegorical to the daily provision of service by Australia's police and emergency services and yet also at the heart of exemplary service in all its contexts.

This proposal offers a unique opportunity for Government to provide a very tangible and ongoing formal recognition of the exemplary contribution that is made by police and emergency service workers, both salaried and volunteer, to the Australian community.

Mark Burgess APM

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|  |  |  |  |
| MERITORIOUS SERVICE CROSS (MSC) The Meritorious Service Cross (MSC) recognises an act or acts of extraordinary professionalism and dedication demonstrating commitment to duty and the application of exceptional skills and judgment bringing considerable benefit or great honour to the recipient and their service. | MERITORIOUS SERVICE MEDAL (MSM) The Meritorious Service Medal (MSM) recognises an act or acts of exceptional professionalism and dedication demonstrating commitment to duty and the application of an uncommonly high standard of skills and judgment bringing considerable benefit or great honour to the recipient and their service. | COMMENDATION FOR MERITORIOUS SERVICE The Commendation for Meritorious Service recognises an act of significant professionalism and dedication demonstrating commitment to duty and the application of a high standard of skills and judgment bringing benefit or honour to the recipient and their service. | GROUP CITATION FOR MERITORIOUS SERVICE The Group Citation for Meritorious Service recognises a collective act by a group of people or a defined unit which demonstrates significant professionalism and dedication, a commitment to duty and the application of a high standard of skills and judgment bringing benefit or honour to the recipient and their service. |

Proposed Australian Meritorious Service Awards

Australian Police Journal article published Dec 2018.

As far back as 2005, a proposal was discussed to recognise outstanding, conspicuous and meritorious service or endeavours by non-Defence Force personnel within the Australian Honours System. Since 1989, the Australian Defence Force (ADF) has been able to recognise non-warlike actions with Conspicuous Service decorations but there has been no corresponding award, to recognise outstanding acts by members of Australia's police, fire, ambulance and rescue agencies.

The PFA has proposed the introduction of meritorious service awards to provide an equitable and measured mechanism to appropriately recognise the professionalism, dedication and commitment to duty by members of Australian police forces and emergency services. We argued that these new awards will complement the existing military conspicuous service awards and therefore should be awarded under a similar regime.

This proposal offers a unique opportunity for Government to provide a very tangible and ongoing formal recognition of the exemplary contribution that is made by police and emergency service workers, both salaried and volunteer, to the Australian community.

Superannuation

Productivity Commission's Inquiry into Superannuation

The PFA made an initial submission to this Inquiry in 2016. This Inquiry was broken into three stages with the Productivity Commission handing its final report to Government in December 2018 and publicly released in January 2019.

The Inquiry predominately focused on the competitiveness, efficiency and default models of the Australian superannuation system. The PFA's response as outlined in the *Stage 2: Alternative Models* submission was to support the current default arrangements for police, into their respective public sector funds. However, the PFA also took the opportunity of raising the issue of superannuation preservation age increase as one of major concern of our membership. The PFA also pointed to the fact police officers are primarily members of not-for-profit schemes and the overall lack of superannuation adequacy across the country, with several jurisdictions providing members with the statutory rate of employer contribution of 9.5%.

The PFA continues to raise the important issue of death and disability insurance arrangements within some schemes. Disability insurance is vitally important to police as it is extremely difficult to find individual Total and Permanent Disability (TPD) coverage and income protection outside of the existing public sector funds due to the dangerous nature of police work. [View the PFA submission and view the PC Report.](#)

Treasury Laws Amendment (Putting Members' Interests First Bill) 2019

In July 2019 the Government introduced this Bill into the Parliament. It was referred to the Economics Legislation Committee by the Senate, however no hearings of the committee were held.

The Bill ensured that police recruits under age 25 or those with less than \$6,000 in their superannuation account, had to 'opt in' to appropriate insurance. Historically, any member had to 'opt out'. Our concerns were that they are a vulnerable group who could place themselves and their families in a very difficult financial position should they be killed or injured.

The PFA and numerous branches commenced a lobbying campaign and met with a number of senior Ministers and Shadow Ministers as well as the cross-bench senators in an endeavor to have the Bill amended to cater for 'at risk' occupations such as police, nurses, ambulance officers, firefighters and corrections.

At the time of compiling this report, that Bill had not been enacted into law.

Superannuation Member Survey

In March 2019, to obtain members' understanding and views on superannuation, the PFA invited members across the country to participate in research on superannuation via an online survey.

On behalf of the PFA, Professor Colin Rogers of Charles Sturt University is conducting the research into members' understanding of, and the perceived impact of changes to superannuation arrangements.

The purpose of this research is to survey PFA members in order to:

1. ascertain the level of understanding of members knowledge of current superannuation arrangements;
2. ascertain the level of forward planning for retirement and superannuation requirements;
3. ascertain issues of concern regarding future superannuation arrangements; and
4. provide recommendations where necessary based on the research findings.

Government abandons plans for the retirement age to increase to 70 years

On 5 September 2018, the Prime Minister announced the Government's intention to abandon plans for the retirement age to increase to 70 years.

The PFA over the years has long campaigned to ensure that any proposed changes to the retirement age will not affect the superannuation preservation age for police officers by ensuring that it remains at 60.

Whilst the Government has made this announcement, the debate is ongoing and the PFA remains vigilant in this space to ensure members are protected by any potential future changes.

Member Mental Health and Well-Being

National Awareness Campaign on Police Officer Mental Well-being

We earlier reported on the PFA's submission to the Senate Inquiry into the role of commonwealth, state and territory governments in addressing the high rates of mental health conditions experienced by first responders, emergency service workers and volunteers. [Return to that section.](#) The PFA has been very active in the mental health space of members over the reporting period.

At the 2017 Federal Council the Justice Minister, Michael Keenan announced a \$1 million grant to the PFA from the Proceeds of Crime Account for the conducting of a National Awareness Campaign on Police Officer Mental Well-being (POCA I). In last year's Annual Report, we gave an update on the progress of that campaign.

Throughout the reporting period work has continued on this important project. In our Final Report to the Department of Home Affairs on the campaign, we were able to report that all work is complete and the key focus of the campaign, the tele movie 'DARK BLUE' will be released later in 2019.

In the report to the Department, with respect to the tele movie, we were also able to indicate that we were, in fact, able to deliver more than we had initially identified in the project deliverables.

The project has delivered:

- an educational tele movie style video resource titled DARK BLUE, of commercial television quality, on mental health and social and emotional well-being;
- a promotional trailer for the tele movie DARK BLUE;
- the DARK BLUE movie, with overlay expert explanatory commentary from Dr Nick Ford, M.B.B.S., B.Med. Sc (Hons.), F.R.A.N.Z.C.P., the movie's consulting psychiatrist and a psychiatrist specialising in PTSD for first responders and John Schumann OAM, Executive Producer of 'Dark Blue';
- the DARK BLUE movie, with overlay commentary from serving police officers who have suffered with Post Traumatic Stress Disorder (PTSD); and
- 'Behind Dark Blue' – the original campfire chat with police officers who have suffered with PTSD. This campfire chat was the basis for the DARK BLUE script of real-life stories of police officers being told.

There have been a number of advanced screenings across the country, ensuring that the subject matter of the tele movie is being well received by viewers (members and their families in particular). The formal public release is planned for mid-August.

One of the major factors that prevented an earlier launch, was the May Federal Election. It was determined that as the Federal Government had provided the grant, it was appropriate that the responsible Ministers and others, were offered the opportunity to be part of the formal launch.



Poster and stills from the tele movie DARK BLUE.

Apart from the tele movie, other deliverables included:

- the song "Graduation Day" by John Schumann;
- mental health booklets – 'Head Notes' and 'A Cop in the Family'; and
- numerous posters for police stations on police and other publications.

All of the material that has to date been publicly released, is available on the PFA website <https://pfa.org.au/member-well-being/>.

When DARK BLUE and its additional concepts are publicly released, all of the collateral will be available via the PFA website.

Together with all the deliverables listed above, as part of their in-kind contribution, the PFA and branches have undertaken numerous workshops, seminars and meetings using the campaign aims and outcomes as the basis, across the country. The PFA has also developed a dedicated webpage on the existing PFA website to host all the collateral and the campaign has been widely promoted via various mediums including the mainstream media and social media channels and printed copies of the booklets and posters have been distributed nationally.

The project had originally identified the proposed development of a 'Helpline', however after discussion with a number of mental health providers, who offer helpline services, we determined that to build an independent helpline, just for police, would not be good value for money, as those services were already available by well-known and well-respected providers. Hence our support for a subsequent successful POCA application by the National Police Foundation to build a "well-being portal".

The 'BlueHub', as it will be called, has the full support of the PFA.



John Schumann, guest vocalist Taasha Coates and band members, The Vagabond Crew.

The first major release of collateral from the project was the song 'Graduation Day', written and performed by acclaimed Australian singer songwriter John Schumann, took place on 8 April 2019.

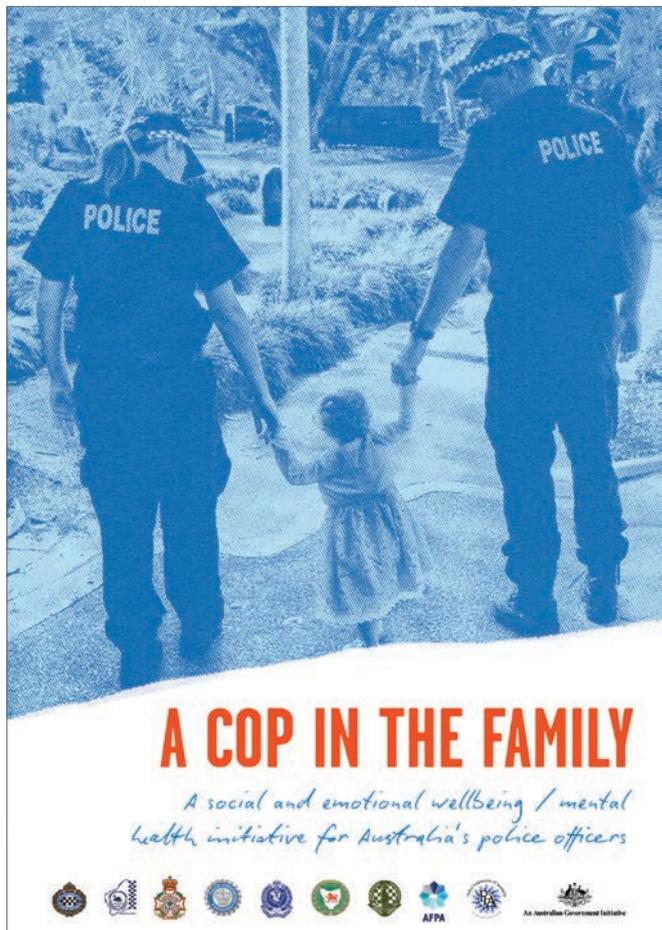
In commenting on the song, John Schumann said,

"The song owes everything to all the police officers around Australia who trusted me with their stories. The stories were very hard to listen to – but I got a real insight into what it means to go to work every day to keep the community safe and then come home with a head full of barbed wire without knowing how to talk about it or what to do about it."

And 2010 Australian of the Year, psychiatrist Professor Patrick McGorry said,

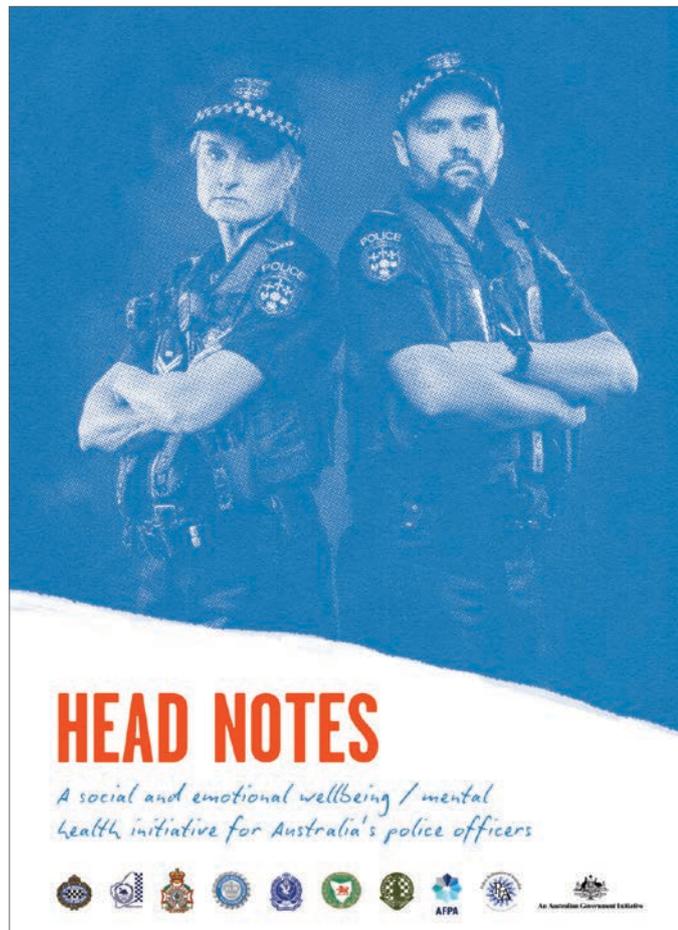
"Just like John Schumann's classic triumph "I was only 19", this song will help to change attitudes and build care and respect."

The song has had both national and international support and has been well received by not only Australia's police, but the wider Australian community by shining a light on the mental health and well-being of Australia's police.



A COP IN THE FAMILY

A social and emotional wellbeing / mental health initiative for Australia's police officers



HEAD NOTES

A social and emotional wellbeing / mental health initiative for Australia's police officers



As mentioned earlier, the two booklets, "Head Notes" and "A Cop in the Family" have been distributed Australia wide and have been very well received.

Together with the tele movie, the song and the booklets, the PFA also produced a number of posters about police mental health, to be displayed in police stations and in police journals and other publications publicising the campaign and encouraging members who are unwell to seek help.

All of the material developed as part of the campaign is available on the PFA website <https://pfa.org.au/member-well-being/>.

Further to this, in April 2019, the Morrison Government announced almost \$6 million to develop mental health services and support services to support Australia's police, security and emergency services personnel. The Victoria Branch of the PFA will receive \$2.5 million from the Department of Health to establish 'Blue Hub' – a national centre of excellence to develop a national framework for mental health care for emergency service first responders.



The Hon. Greg Hunt MP
Minister for Health

Jason Wood MP
Federal Member for Latrobe

Media Release

1 April 2019

National Mental Health Support for Police and Emergency Services Personnel

Australians who serve and protect our community courageously in our police and emergency services deserve the best mental health support to ensure their wellbeing.

The Liberal National Government will provide \$2.5 million to develop a national framework for ongoing mental health care of police and defence employees.

The "BlueHub" will ultimately provide services for employees of all police services across the nation, including the Australian Federal Police (AFP), and other emergency service workers.

The funding will be provided to the Police Federation of Australia, which brings together members of the eight state, territory and federal police associations and unions across the country. The federation will oversee a project team with representatives of the Police Association of Victoria (TPAV) and the AFP to develop the 'BlueHub' proposal.

Federal Minister for Health, Greg Hunt said that a recent national survey from Beyond Blue found that police and emergency services workers had very high rates of psychological distress and probable post traumatic stress disorder (PTSD) compared to the wider population.

This accords with other studies which have found that both serving and former police and emergency services personnel suffer from high levels of PTSD and other mental ill-health.

"This is not surprising given the horrifying situations to which police and emergency services personnel can be exposed."

"Any suicide is a tragedy. We cannot stand by and allow continuing loss of life from suicide among people who have put their lives at risk to protect our safety and security."

Authorised by Greg Hunt MP, Liberal Party of Australia, Somerville, Victoria.



Jason Wood MP and Greg Hunt MP.



The Hon. Peter Dutton MP.



THE HON PETER DUTTON MP
MINISTER FOR HOME AFFAIRS

MEDIA RELEASE

1 April 2019

FUNDING TO SUPPORT MENTAL HEALTH OF LAW ENFORCEMENT AND FIRST RESPONDERS

Almost \$3.3 million in confiscated proceeds of crime will fund initiatives to support the mental health and wellbeing of Australia's law enforcement, first responder and national security officers.

Minister for Home Affairs Peter Dutton said the funding – which would be provided under section 298 of the *Proceeds of Crime Act 2002* – would support the important and tireless work of these officers, ensuring our communities remain safe places to live and work.

“Our law enforcement, first responders and national security officers are there 24/7 to respond to unfolding events across Australia and the world,” Minister Dutton said. “These officers experience events and situations the rest of us hope we never need to go through.

“We rely on them, many of whom who dedicate their lives to making our communities safer. It's therefore fitting that we reinvest proceeds of crime back into supporting these officers, allowing them to both do their jobs more effectively and lead happy and healthy lives.”

The initiatives I propose to fund under the \$3.283 million are as follows:

- o \$1,884,094 over two years to Fortem Australia to improve the health and wellbeing of national security officers, first responders and their families.
- o \$750,000 over 12 months to National Police Memorial Co (through the Police Federation of Australia) to educate and build resilience in federal, state and territory police officers in the areas of social, emotional and psychological health.
- o \$648,996 over two years to the Australian Federal Police for the development of new mental health frameworks, policies and health standards.

Announcing the funding at the AFP's Canberra headquarters, Minister Dutton also officially launched Fortem Australia. Fortem Australia is the first specialised, community-based organisation aimed at supporting the health and wellbeing of Australia's national security officials and first responders. Fortem has been formed by Soldier On co-founders John Bale and Dr Danielle Clout, and will officially launch its services in October 2019.

For-Official-Use-Only

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Page 9

The PFA will initially work with the Police Association Victoria and the AFP on this project, which is planned to ultimately be made available Australia-wide.

A further \$3.3 million was also announced from confiscated 'proceeds of crime' for several initiatives to boost services and educate and support emergency service workers around mental health issues¹.

The PFA has agreed to work with the National Police Foundation in the development of the 'BlueHub' web portal as a national, one stop shop or repository for police mental health and well-being issues.

The PFA recognises the significant input into these campaigns by the federal government and thank them for their support in committing to the well-being of this country's police.

Equipt App

The *Equipt* app is a free health, well-being, and shift-working app that was originally developed by Victoria Police, The Police Association of Victoria, and Utility Creative (UC) in collaboration with the Phoenix Group, The University of Melbourne, and the Institute of Breathing and Sleep.

The app was officially launched in Victoria in September 2016. This was followed by a national and international release to all Australian and New Zealand police jurisdictions in November 2017 as part of *Equipt* v2.0. In October 2018, *Equipt* 3.0 was released, featuring a new shift work and sleep module, myShift.

¹ Mental health support for police and emergency services, April 2019, <https://minister.homeaffairs.gov.au/peterdutton/Pages/Mental-Health-support-for-police-and-emergency-services.aspx>

Work on *Equipt* 4.0 and 5.0 have also commenced, with expected launch dates in late-2019. *Equipt* 4.0 will feature an upgrade to the myShift scheduling system, including a 'GPS-enhanced manual entry' mode. *Equipt* 5.0 will see the transition of *Equipt* Hybrid (for Android users) to a native-Android app, which will allow for all GPS scheduling capabilities for Android users.

To date, there have been over 19,000 downloads on Apple and Android devices, equating to a reach of over one in four of the 65,000 current police officers in Australia and New Zealand. Since the November 2017 launch of *Equipt* 2.0, there have been over 62,000 *Equipt* sessions by over 16,000 unique users with an average session duration of 2:27 minutes. Month-to-month user statistics continue to show consistent usage of *Equipt* across all jurisdictions. There has been a particularly positive growth in monthly usage following the release of *Equipt* 3.0, with a 50% increase in users within the first month of launch, and the number of monthly sessions and screen views reaching an all-time high of 6,349 and 120,424 respectively in November 2018. Usage continues to remain consistent, with an average of approximately 4,500 sessions completed each month by 1,500 users. Rate of return users is also at 85.3% indicating continued ongoing use of *Equipt*.

Beyond Blue – National Mental Health and Well-being Study of Police and Emergency Services –

In last years' report we reported on the Beyond Blue Mental Health and Well-Being Study of Police and Emergency Services. The PFA was heavily involved in the project, with then CEO Mark Burgess, being a member of the Advisory Panel for the study.

In November 2018 they released the results of the groundbreaking research in the report – "Answering the call national survey" a National Mental Health and Well-being Study of Police and Emergency Services. The study, which covered police and emergency service personnel across 33 agencies in every state and territory, with more than 21,000 police, fire, ambulance and SES employees, volunteers and retired and former personnel taking part in the survey.

Key findings of the survey included:

- one in three police and emergency services employees experience high or very high psychological distress compared to one in eight Australian adults;
- over one in 2.5 employees and one in three volunteers report being diagnosed with a mental health condition in their life compared to one in five Australian adults;
- employees and volunteers report suicidal thoughts over two times more often than adults in the general population and are three times more likely to have a suicide plan;
- over half the employees surveyed experienced a traumatic event during the course of their work that deeply affected them;
- poor workplace practices and culture are as equally debilitating, as exposure to trauma;
- employees who have worked more than ten years in police and emergency services are almost twice as likely to experience psychological distress and six times more likely to have symptoms of PTSD compared to those with less than two years' service; and
- three in four employees who had made a claim for psychological injury found the current workers' compensation process to be detrimental to their recovery.



While the research probably told many in policing what we believed we already knew, the final report confirmed those suspicions and has allowed the PFA to develop campaigns that specifically targeted those issues.

The National Police Foundation grant, from the Proceeds of Crime Account (POCA II), supported by the PFA, has identified three key issues for further work:

- respondents appeared to have “poor mental health literacy”;
- that they avoided telling people about their mental health condition (61% of respondents); and
- 11% of police had probable PTSD (almost three times higher than the Australian average).

[View the full report.](#)

Productivity Commission Inquiry into Mental Health

In April 2019 the PFA made a submission to the Productivity Commission inquiry into Mental Health.

The scope of the inquiry included the Productivity Commission reporting on and making recommendations, to improve mental health nationally, so as to realise economic and social participation and productivity benefits over the long term².

In this submission the PFA argued that the report should serve to shine a spotlight on, not only the wider community dealing with mental health issues but also on policing and other emergency services. Not only do police officers as support services interact directly with sufferers across the community but also by virtue of the work they undertake, have an increased propensity to be sufferers themselves.

It is widely recognised through anecdotal evidence and multiple research projects, that there are current serving and former police officers who are nursing debilitating psychological injuries incurred in the line of duty. Apart from the significant pain of the illness itself, there is the isolation and stigma which often accompanies diagnosis.

The Productivity Commission will release a draft report at a time to be advised and is scheduled to release a final report to Government on the 23rd May 2020. [View the PFA submission.](#)

Fact Sheets

The PFA has collated information from across Branches to form national policy talking points on issues facing today's police. These are designed to be used when the respective Branch spokesperson talks to the media on subject matter that has a national context. Topics developed to date include:

- DNA testing of members;
- Flexible Working Arrangements;
- Police Pursuits;
- Superannuation; and
- Drug and Alcohol Testing of Officers.

Body Worn Video

In 2015 the PFA developed a guide to assist branches when developing policy on body worn video (BWV) devices. The PFA recognises that a cohesive and transparent approach for the use of BWV devices within the policing environment is necessary. In 2019 the PFA is again reviewing this guide and continues to monitor media and collate data on the use of BWV devices.

² <https://www.pc.gov.au/inquiries/current/mental-health/terms-of-reference>



Vehicle-Borne attacks

The PFA has been actively collating information from across jurisdictions regarding hostile vehicle mitigations; specifically changes to policy, legislation, operational procedures and equipment used. PFA branches have expressed the need for improvement and this topic was listed on the ANZCoPP July 2019 meeting agenda as well as the upcoming PFA Federal Council agenda in September 2019.

Awards and Agreements Database

The PFA has been pleased with the functionality of the Awards and Agreements Industrial Database. Industrial Planning Committee (IPC) members and key research staff are encouraged to utilise the database as a resource tool. All current police service awards and agreements are available online through the database. The database provides the capability to run comparative reports across any major clause item. The conditions section allows individual jurisdictions to edit and update content on a range of policing and industrial topics. As we move forward the library and the conditions sections will continue to be updated and expanded upon.

Industrial Planning Committee (IPC)

The Industrial Planning Committee is the key forum for industrial officers from every branch and New Zealand to come together to discuss major issues affecting police and to develop ideas and strategies for enhancing negotiations on behalf of our members in every jurisdiction and nationally.

The IPC has met twice in the last reporting period; on 28 February 2019 and 25 July 2019, with Victoria Branch President and PFA Treasurer, John Laird continuing as Executive Sponsor.

Key issues discussed by the IPC included:

- various Parliamentary Inquiries and submissions;
- various Occupational Health and Safety issues;
- updating the various data bases of comparative material;
- vehicle-borne attacks;
- pill testing;
- superannuation;
- 50/50 recruitment;
- outsourcing and privatisation;
- fitness testing;
- fatigue management;
- mental health and well-being;
- PTSD presumptive legislation; and
- Body Worn Video.

The IPC continues to drive a number of professional and industrial issues on behalf of members and is the key committee making recommendations to the PFA Executive and Federal Council on such issues.



VISION
3

Financial Strength in conjunction
with best-practice governance

PFA's Governance Program

The PFA's on-line approved Police Union Governance Training course has played a major role in ensuring all appropriate officials are governance training accredited but has also saved significant costs for both the PFA and its branches, by allowing such training to be done on-line, thus lessening the costs of travel and accommodation to undertake such courses (to see further information on the PFA Governance Program and the savings made for Branches [go to Vision 5 report](#)).

The PFA's course is the only on-line course accredited by the Registered Organisations Commission (ROC) and the PFA has had numerous requests from other organisations to access and use the course.

To assist, the PFA has advised the ROC and some other organisations, that it would be prepared to develop a generic course for the use of others, as the PFA's course is very specific for PFA and branch use.

We await decisions of the ROC and other organisations as to whether they wish to engage the PFA to do so.

PFA Rules

On 24 July 2019 a Special Federal Council teleconference meeting took place at which a rule change to extend the term of office for PFA Federal Executive members and PFA Officeholders from one-year to two-year terms. In the process of holding this meeting it has become clear that there is a need to consider a number of further minor changes to the PFA rules with a view to bringing them up-to-date.



VISION
4

Broad respect as a professional
body which serves as the national
voice of policing

ANZCoPP

The PFA continues to be represented and play an active role on ANZCoPP by President Mark Carroll.

The PFA raised a number of issues in that forum during the year including:

- Meritorious Service Awards for police and other emergency service workers. This matter will be discussed at length by ANZCoPP in November this year;
- the issue of the need for national guidelines on the use of body worn cameras, including the retention of data. It was agreed that VICPOL would raise the PFA's concerns at the next Australasian Digital Evidence Capture Group (ADECG) meeting and provide ANZPAA with a summary of jurisdictional approaches to body worn cameras;
- PFA CEO Scott Weber was a speaker at the ANZPAA conference as well as representing in a Panel session Leading in complex times; and
- the ANZCoPP AGM will be held on 21 November 2019.

ANZPAA Professionalisation Forum

PFA CEO Scott Weber represents the PFA in this Forum.

One of the key issues to be discussed that was raised by the PFA was the issue of Remote Engine Immobilisers. A Report from ANZPAA has been prepared for the Ministerial Council on this issue.

After investigation of this matter, it was determined there is currently no workable immobilizer system in the world and that this issue will remain a watching brief.

The Professionalisation Forum also deals with issues arising from the PSIRC (see Report below)

Public Safety Industry Reference Committee (PSIRC)

Former PFA CEO Mark Burgess still currently represents the PFA on this Committee and Chairs the body. ANZCoPP also have a representative on the committee.

Industry Reference Committees (IRCs) are the formal channel for considering industry skills requirements in the development and review of training packages. Each IRC is made up of people with close links to industry.

The Public Safety IRC is responsible for the national training package qualifications relevant to police, defence, firefighting, fire investigation, emergency services (including operations, response and leadership), disaster recovery, biosecurity, aquatic search and rescue and community safety.

The PFA is also represented on the Public Safety Industry Committee (PSIC). This Committee, which has been in existence in one form or another for almost 20 years, has both employer and employee representatives from Police, Defence, Fire, SES and Emergency Management. The Committee has been maintained as an incorporated association by the groups involved to ensure that Public Safety will continue to have a voice in training package development, regardless of federal government policies that have changed the national training arrangements numerous times over the years.

National Police Memorial Company

At their June 2019 meeting, the PFA Executive endorsed a number of actions and authorised the CEO to enter into an MOU agreement with the charity in relation to the sharing of resources both from within the PFA and Branches and also those developed by the PFA during the Member Well-being Campaign. The National Police Memorial company has been granted a Federal Government grant in order to develop a web portal as a central repository or one-stop-shop for mental health services and resources. The NPM charity will develop the portal over the 12-month period from July 2019 and will be made live and available for members use in the early part of 2020.



National Police Memorial, Kings Park, Canberra.

National Police Memorial Coordination Committee

The PFA continues to sit as a member of the National Police Memorial Coordination Committee (NPMCC). The key role of the NPMCC is to vet the names put forward by each jurisdiction for inclusion on the wall and each year the Committee assesses the names put forward by jurisdictions against the Criteria for Inclusion on the National Police Memorial (NPM).

The NPMCC met in August this year and supported five names to be added to the NPM on National Police Remembrance Day 2019. A sixth name was discussed however, the Committee has requested further information and at the time of writing this report, a decision had not yet been made.

Inclusions on the NPM Honor Roll for 2019 are –

Constable Timothy David Proctor

Date of death – 3 February 2019
Cause of death – Motor Vehicle Collision

Senior Sergeant Victor Kostiuk

Date of death – 14 September 2018
Place of death – East of Orbost
Cause of death – Motor Vehicle Accident

Leading Senior Constable Keith Patterson

Date of death – 7 September 2018
Cause of death – Organ failure due to staph infection

Constable Laurence Donovan

Date of death – 26 November 1852
Place of death – Goulburn Street, Hobart
Cause of death – Struck on the head with a (quart) pot by a female he was attempting to arrest

Constable George Rex (Rix)

Date of death – 17 October 1827
Place of death – Sarah Island, Macquarie Harbour, Tasmania
Cause of death – Murder by drowning

Police Week 2018

As part of the PFA's Strategic Plan, the idea to develop a national Police Week was identified. The inaugural 2018 Police Week took place from Saturday 15th September to Saturday 29th September. It was book-ended by the Annual Wall to Wall Ride for Remembrance and National Police Remembrance Day.



Whilst the PFA took the main coordinating role for the Week's events, they were not all run by the PFA.

The Wall to Wall Ride for Remembrance and the Remembering Mates Century Bike Ride were conducted by the National Police Memorial charity with all proceeds going to police legacy organisations. Brief reports on these two events will be provided in this report, but for more detail, go to the NPM Annual Report [view the report](#).

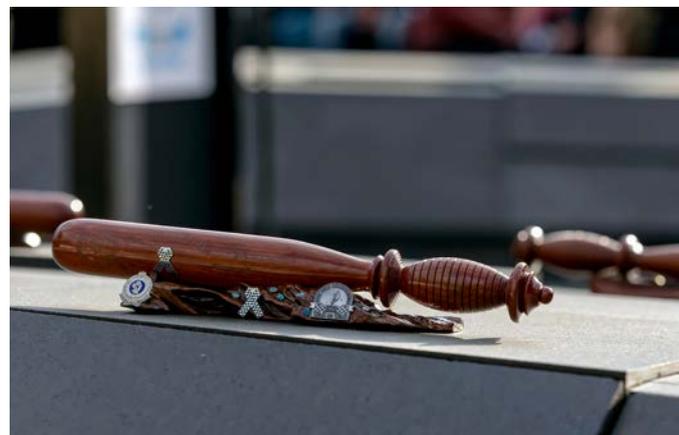
The PFA either ran or worked with other organisers on all other events. The key sponsor for Police Week was Police Bank.

Wall to Wall: Ride for Remembrance – Saturday 15 September 2018

As indicated, this event is conducted by the NPM charity with the support of the PFA.

The 2018 ride attracted just under 1800 riders and \$110,000 was raised and distributed to police legacy organisations. That brings the total donations to policy legacies from this event to \$940,000.





VISION 4

For further information on the ride and funds raised, please see the NPM Annual Report [view the report](#).

Remembering Mates Century Bike Ride 2018 - Sunday 16 September 2018

As with the Wall to Wall, this event is conducted by the NPM charity, with the support of the PFA.

The inaugural Remembering Mates Century Bike Ride was held on Sunday 16 September 2018. Rides were held in Canberra, Sydney, Melbourne, Darwin and Perth with 52 riders registered for the first ride. A total of \$7,649 was donated to Police Legacy organisations following the event. A more detailed report can be found in the National Police Memorial Annual Report [view the report](#).



National Police Summit

The National Police Summit was held on Monday and Tuesday 17 and 18 September at the Hyatt Hotel Canberra.



Mark Burgess, Angela Smith, the Hon. Peter Dutton MP and Scott Weber.

PFA Women's Advisory Committee Meeting

On 19th September 2018, the PFA WAC met in Canberra as part of the inaugural Police Week. Justine Saunders, the then Chief Police Officer in the ACT spoke to the group about her experiences as a female high-ranking police officer.

A number of issues were raised including the call to encourage all branches to pay for childcare related expenses for delegates to attend union activities and called on the PFA to develop a discussion paper, drafted by the AFPA, to implement policies to support 50/50 recruiting and retention.

A more detailed report on WAC activities is contained later in this report. [Go straight to that section.](#)



2018 PFAWAC delegates.

PFA Executive Meeting

Likewise, the PFA Executive met in conjunction with Police Week on Wednesday 19 September.

Police Health Board Meeting

For the first time, the Police Health Board also met in Canberra on Wednesday 19 September, to help celebrate the inaugural Police Week.

Federal Council Meeting

The PFA's Federal Council has determined to hold all its future meetings in Canberra in conjunction with Police Week and as a result met on Thursday 20 September.

Inaugural National Police Bravery Awards

The inaugural National Police Bravery Awards were held September 19th at the National Museum of Australia. Senior Constable Stephanie Bochorsky from Western Australia was presented with the award by the Minister for Home Affairs the Hon Peter Dutton MP at the gala dinner. As the first recipient of the now annual awards, Stephanie was chosen from over sixty nominations across the country and her bravery was also acknowledged in the Australian Parliament on Thursday 20th September in Question Time by both the Prime Minister and the Leader of the Opposition.



The Hon. Peter Dutton MP, Mark Carroll and Senior Constable Stephanie Borchorsky.



Detective Constable Scott Campbell, Senior Constable Stephanie Borchorsky and the Hon. Peter Dutton MP.



John Schumann and Simon Bouda.



The National Police Bravery Awards has been specifically developed as “an award for police by police” and while the recipient will not receive a medal, the award will transcend all state and jurisdictional divides.

Australian Police Rugby Championships –

The Australian Police Rugby Championships were held from 24-29 September 2018 at Figtree NSW. Teams from NSW, QLD, WA, VIC and AFP participated in the championships. The competition was won by Queensland.

International Council of Police Representative Associations (ICPRA)



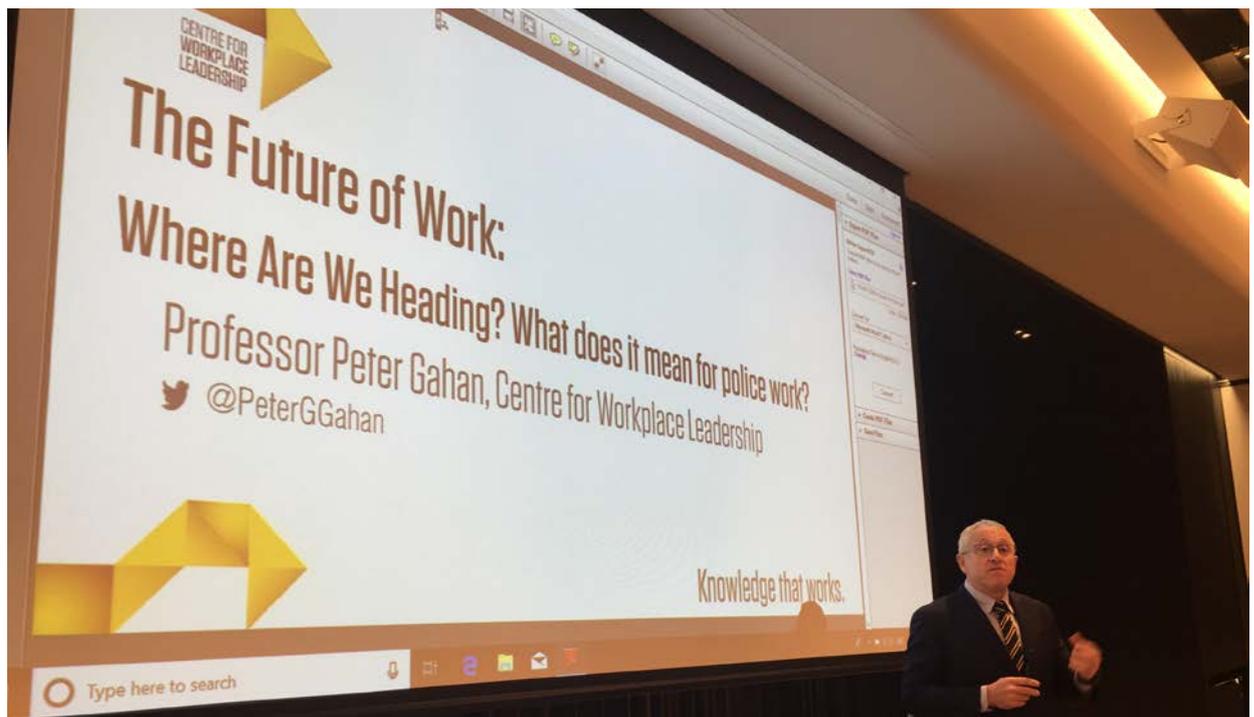
ICPRA Conference

The PFA was delighted to welcome the international network of police unions to Canberra for their Biennial conference on the 24th and 25th September 2018. The Council meeting was formally opened by ICPRA President Tom Stamatakis.

Key presentations included:

- Pat Burke head of Apple's Law Enforcement Global Compliance Team to Council discussed; privacy and the procedure for applications from law enforcement, the type of information available and how information is used in investigations;
- member mental health and well-being. Peter Abbey Stakeholder Relations Advisor -Victoria Police Association presented details of the member well-being "Equipt" App, developed in collaboration with Apple;
- James Maskey: National Engagement Manager, Police and Emergency Services, *BeyondBlue* presented detail on the national mental health and well-being study of police and emergency services;
- Professor Peter Gahan from Melbourne University presented on the future of police work;
- Tom Stamatakis, President of the Canadian Police Association and Mark Burgess, then CEO Police Federation of Australia presented on civilianisation/privatisation;
- Scott Lee, Assistant Commissioner, International Operations, Australian Federal Police provided an overview on what the AFP overseas deployments entail, the challenges they present for officers, as well as the mental health issues they had to deal with amongst other things; and
- Ken Pennington, Independent consultant on policing, counter terrorism and human rights addressed terrorism related matters.

[Read the full ICPRA communique.](#)



Professor Peter Gahan.



Tom Stamatakis.



Chuck Canterbury.



Mpho Kwinika.

ICPRA Website Redevelopment

At the May 2017 ICPRA meeting in Washington the ICPRA Executive agreed to the redevelopment of the ICPRA website and the PFA was pleased to unveil the new ICPRA website and comparative database at the 2018 Canberra meeting. The PFA will continue to work toward populating the international database and collaborate with member organisations to share best practice, professional and industrial content.



ICPRA website.

National Police Remembrance Day

The 2018 National Police Remembrance Day ceremony took place in Canberra on the afternoon of Friday, 28 September.

2019 Police Week Events

Once again, we are pleased to have Police Bank as our major sponsor.



Royal Australian Mint Commemorative Coin for the 30th Anniversary of the Police Remembrance Day

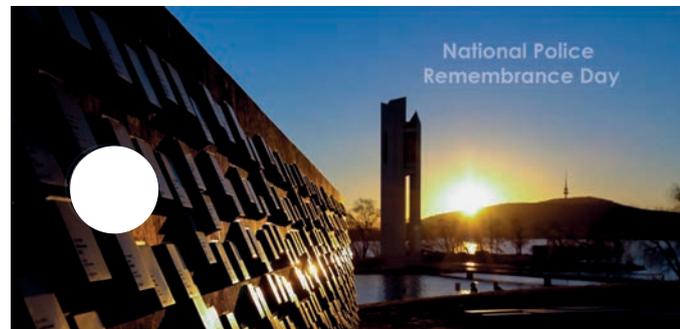
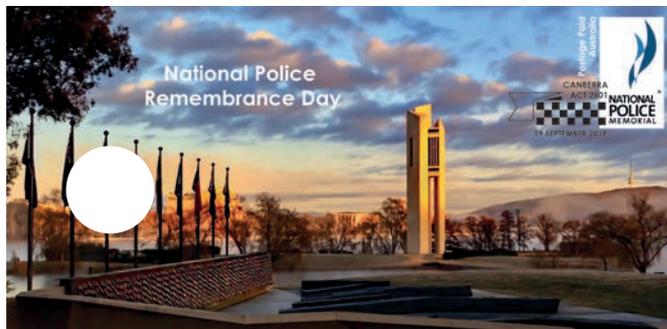
To commemorate the 30th Anniversary of the first National Police Remembrance Day held in 1989, the Royal Australian Mint, in conjunction with the Police Federation of Australia, is to release a \$2 coloured commemorative coin. The release date will be early September 2019. A total of 40,000 coins will be released into circulation. The PFA will purchase 5,000 coins.

The centre of the coin depicts a representation of St Edward's Crown or the 'Queen's Crown' as a symbol of service to Her Majesty Queen Elizabeth II and the Commonwealth. The crown is framed by a circular colour print of the iconic blue and white Sillitoe Tartan.



Behind the print is the seven-pointed Federation Star representing the Commonwealth flanked on either side by laurel wreaths, symbols of strength and victory.

The Australia Post Philatelic Group will also be releasing a Postal and Numismatic Cover which features a coin and stamp image on an envelope with a postmark (pictured below). The envelope will feature images of the National Police Memorial.



2019 Wall to Wall

As this report goes to print the 2019 Wall to Wall (the ride's 10th anniversary) is in its final stages of preparation and scheduled to be held on Saturday 14th of September. Again, the PFA has committed to work with the NPM Co to help host this event.

As this is the 10th anniversary of the Ride, a large turnout is expected.

PFA Executive Meeting

Date: Tuesday 17th September

PFA Women's Advisory Committee Meeting

Date: Tuesday 17th September

PFA Federal Council Meeting

Date: Wednesday 18th September

Police Health Board Meeting

Date: Wednesday 18 September

National Police Bravery Awards 2019 Preparations

Following on from the enormous success of the inaugural National Police Bravery Awards of 2018, preparations are in place for the National Police Bravery Awards 2019 which will be held at the Police Federation's Conference Dinner at the National Museum in Canberra on Wednesday 18th September.

Century Bike Ride 2019

The 2019 ride is scheduled for Sunday 22 September; however, some jurisdiction's rides might be held on other dates due to competing operational policing requirements.

Jurisdictions who have indicated that they are organising rides for 2019 include – AFP/ACT, NSW, VIC, SA, NT and WA. The ride is growing in popularity and will be a regular fixture in Police Week celebrations.

Again, the PFA has committed to work with the NPM charity to help host this event.

Innovate

A Public Safety Technology Conference will be hosted by AXON in Melbourne from 24-26 September as part of Police Week 2019.

National Police Remembrance Day

The 2019 National Police Remembrance Day ceremony will take place in Canberra on the afternoon of Friday, 27 September 2019.

Police Week 2019 – Schedule of Events

| | |
|---|--|
| Saturday 14 September | 10th Annual Wall to Wall Ride for Remembrance 4pm – National Police Memorial Canberra www.walltowallride.com |
| Tuesday 17 September | National Police Memorial Board Meeting Hotel Realm Canberra |
| Tuesday 17 September | Police Federation of Australia Womens Advisory Committee and Executive Meetings Hotel Realm Canberra |
| Wednesday 18 September | Police Federation of Australia 22nd Federal Council Meeting Hotel Realm Canberra |
| Wednesday 18 September | Police Heath Board Meeting Canberra |
| Wednesday 18 September | 2nd Annual National Police Bravery Awards National Museum Canberra |
| Sunday 22 September | 2nd Annual Remembering Mates Century Bike Ride National Police Memorial Canberra |
| Tuesday 24 September – Thursday 26 September | Innovate – Public Safety Technology Conference hosted by AXON |
| Friday 27 September | National Police Remembrance Day Ceremonies Individual States / Territories and National Police Memorial Canberra |
| Sunday 29 September | National Police Remembrance Day |

The PFA Women’s Advisory Committee

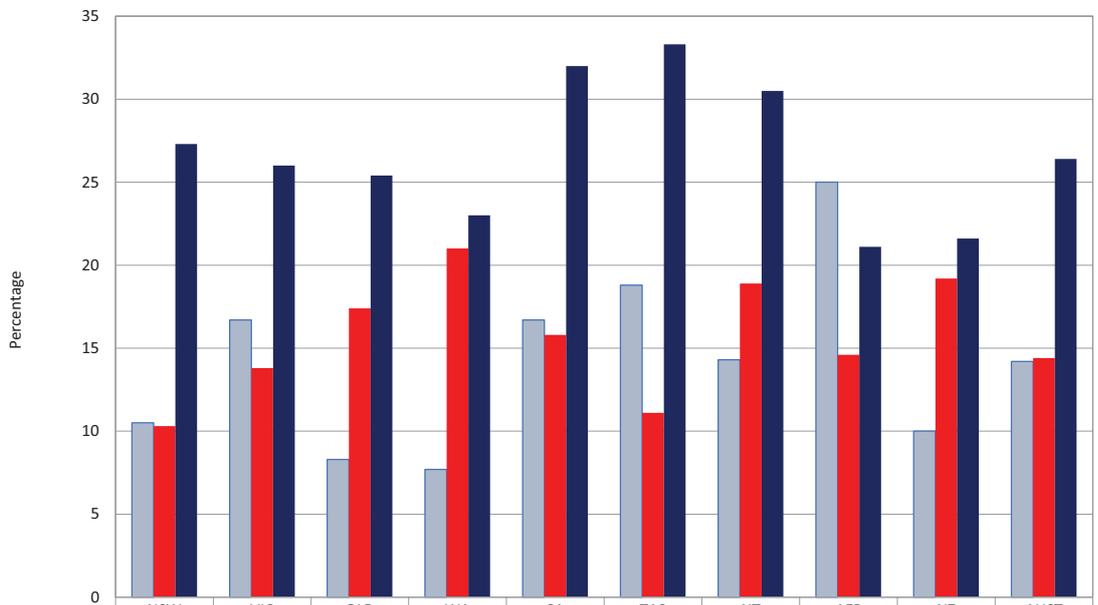
In this reporting period the PFA WAC met on two occasions first in September 2018 during police week and a second time in April 2019.

April 2019 WAC Meeting

The Committee observed one-minute silence in honour of victims, their families and NZPA members following the Christchurch massacre and reported on issues that have occurred since the attacks.

Other issues for discussion included:

- a professional development working group;
- superannuation;
- flexible work arrangements;
- commute and work/life balance;
- affordable housing;
- well-being of police officers;
- challenges around effective communication with members in regional centres; and
- another area included discussion about appropriate recognition of the physical and psychological traumas of policing within the National Police Memorial precinct.



| | | | | | | | | | | |
|-----------------------------|------|------|------|-----|------|------|------|------|------|------|
| Elected Officials to Exec | 10.5 | 16.7 | 8.3 | 7.7 | 16.7 | 18.8 | 14.3 | 25 | 10 | 14.2 |
| Annual Conf Delegates | 10.3 | 13.8 | 17.4 | 21 | 15.8 | 11.1 | 18.9 | 14.6 | 19.2 | 14.4 |
| Sworn Members of Assn/Union | 27.3 | 26 | 25.4 | 23 | 32 | 33.3 | 30.5 | 21.1 | 21.6 | 26.4 |

* Elected Officials to Exec or Comm or Board of State Assn/Union (Branch of PFA). Delegates to State Police Assn/Union Annual Conference. Sworn members of State Police Assn/Union.

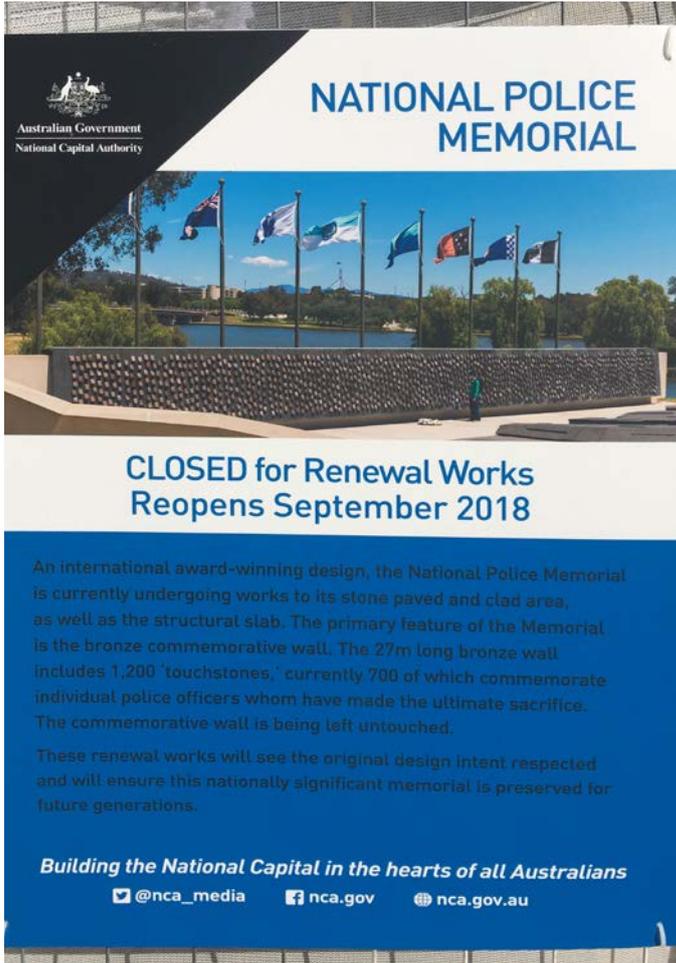
Womens Representation – Percentage of Women in Union Positions (June 2019)



National Police Memorial reconstruction

The NPM has undergone significant reconstruction work with the objective of the project being to replace the Memorial generally in the same design and character as the original, and to address the significant defects identified in the expert report and recommendations.

The significant renovation has been funded entirely by the National Capital Authority.



NATIONAL POLICE MEMORIAL

Australian Government
National Capital Authority

**CLOSED for Renewal Works
Reopens September 2018**

An international award-winning design, the National Police Memorial is currently undergoing works to its stone paved and clad area, as well as the structural slab. The primary feature of the Memorial is the bronze commemorative wall. The 27m long bronze wall includes 1,200 'touchstones,' currently 700 of which commemorate individual police officers whom have made the ultimate sacrifice. The commemorative wall is being left untouched.

These renewal works will see the original design intent respected and will ensure this nationally significant memorial is preserved for future generations.

Building the National Capital in the hearts of all Australians

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VISION 4

Presentation to National Police Legacy Conference

The 2019 Police Legacy National Conference was held from the 9th to the 11th August in Perth.

A meeting of all the Police Legacy managers was held on Friday 9th August at WA Police Legacy House. Numerous issues were discussed, including payroll deductions, staffing levels, income streams and fundraising, data storage, communications to members, benefits and services.

The 2019 Police Legacy National Conference commenced on the 10th August at the Duxton Hotel involving all states and territory Police Legacies. WA Commissioner Chris Dawson opened the conference then the conference was chaired by Shane Sadler, Chairman of WAPL. The conference delegates reviewed the discussion of the managers meeting, the proposal for the Governor General to become a national patron of Police Legacies, contribution rates, income streams, state reports, mental health and the Run for Blue. Also discussed was the Duke Foundation opportunity to work with Police Legacies and future fund. The Duke Foundation CEO wants to ride (bicycle) around Australia raising monies for police legacies to go into a future fund. The idea has been taken back to the respective boards for approval.

The PFA gave a presentation about the PFA strategies including our POCA funded campaign about Mental Health and the Blue Hub. The PFA also encouraged Police Legacies to hold their National Conference in Canberra during Police Week. This was well received. The next speaker was Andrew Horabin from the Bullshift Company. Bullshift was created to help organisations, leaders and individuals to achieve more openness, honesty and straight talk within their workplace and within their life.

It was also great news that Tasmania Police Legacy was welcomed to the conference and that TPL is now up and running. The conference concluded with the signing of the Police Legacy MOU between all Police Legacies.

The formal dinner was held that evening with two speakers, a WA Police Legatee talking about his experiences on the Kokoda Track and Aidan Grimes from Our Spirit who runs the Police Legacy Trek. Our Spirit was established by Aidan Grimes in 2004 to provide well-being programs and adventure walks. Both highlighted that the Kokoda Trek is about gaining an appreciation of the achievements of our indigenous people, war heroes, pioneers and a reflection for Police Legatees and members alike. Both speakers brought the crowd to tears with their stories and insights.



VISION
5

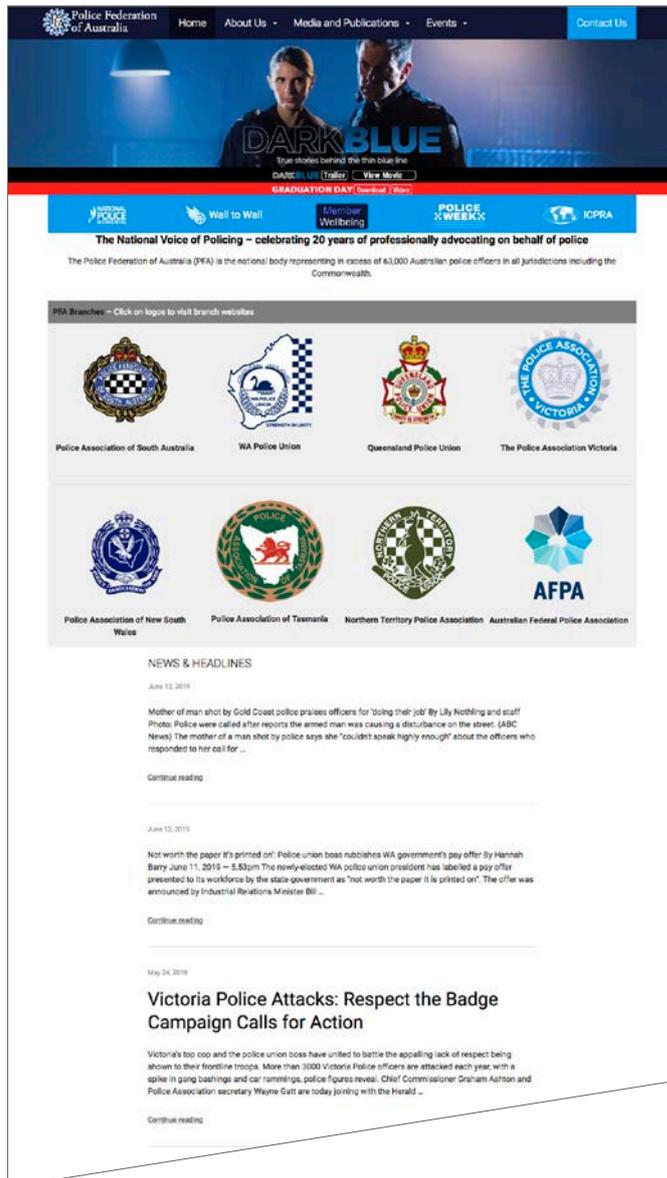
A collaborative approach by a
highly skilled, professional team

Police Federation of Australia Police Union Governance Training

As reported earlier, during the latter part of 2018, the PFA submitted to the Registered Organisations Commission, a proposed Police Union Governance Training course that could be completed on-line. All officeholders of Registered Organisations and their Branches are required by law to complete an approved course within six months of being elected to office. The ROC has since approved the course which is the first and still the only on-line training course and during the first six months of 2019, over 90 officeholders from the PFA or Branches have undertaken the course. We estimate travel and accommodation savings for the PFA and branches to be over \$50,000 in the first six months.

Websites

As a result of the Member Well-being Campaign, the PFA website has undergone some minor changes to include the 'Graduation Day' and 'Dark Blue' links. In addition to the PFA website, as part of our in-kind support, the PFA also continues to manage the content on the ICPRA, National Police Memorial, Wall to Wall Ride and Century Ride sites. The Police Week website continues to gain momentum and inevitably grow in size and content over the next few years.



CONCLUSION

The foregoing report gives a good understanding of the issues that the PFA has been dealing with on behalf of branches and members over the past 12 months.

As I pointed out earlier in this report, by the time I present to the 2019 Federal Council, I will have had 12 months in the CEO's role. Whilst, in my view, the role of Branch Presidents and Secretaries are the most arduous and demanding roles in police associations/unions, I also realise, the strategic importance of the PFA and my role as the CEO.

A perusal of our Strategic Plan shows the importance of the array of issues that the plan has identified for us to pursue.

I'm pleased to also report on our continued membership growth. At a time where there is much reporting about the declining number of union members across the country, the PFA's membership rose by 1,294 over the past 12 months to now over 63,000 members and this is primarily due to the wonderful work branches do on the ground representing their members.

It is no coincidence that our international body ICPR (the International Council of Police Representative Associations), which represents in excess of 2 million police officers world-wide, has as one of its key focusses, 'The Future of Policing'. What will our profession look like in 10 – 20 years' time and what qualities will police officers of that era, require? Whilst many commentators are talking about the future of work, police associations/federations/unions are leading the debate in relation to policing and the Police Federation carries that responsibility on behalf of its members and branches. Hence, you will note, the significant amount of work the PFA and its branches are undertaking, consistent with our Strategic Plan, in the member mental health and well-being space, as this is one of the greatest challenges facing us.

As the Report has highlighted, we have now launched all of the campaign material from the "National Awareness Campaign on Police Officer Mental Well-Being". This was an exceptionally busy project, but it was brought in on time and on budget and I thank and congratulate everyone who was involved.

As the PFA President has pointed out, as a result of the great work done on this project the Federal Government, through the Proceeds of Crime Account has given the National Police Foundation, with the strong support of the PFA, a follow up grant to build the "Blue Hub" web portal. We will be working closely with the Foundation on this project to see it completed and populated with relevant material for our members and their families.

The foregoing report also focusses on the outcomes of inaugural Police Week activities. Again, I thank all of those involved in making the week a great success and it augurs well for the future of this important event on the national policing calendar.

As has already been pointed out, one of the highlights was the inaugural National Police Bravery Awards. There was not a dry eye in the house when the bravery exhibited by the inaugural winner of the Award, Senior Constable Stephanie Bochorsky from Western Australia Police was announced. Stephanie's extreme act of courage was an example to us all of what a true police hero is.

The foregoing report lists all of the activities of the PFA over the past 12 months and I encourage you to read it closely and to appreciate how closely we have been able to stick to our strategic initiatives, first adopted in 2015.

In closing I would like to thank the PFA Executive and the staff in all of the Branches across the country for your strong support in my first 12 months in the CEO's role.

I would also like to particularly thank the PFA staff who have accepted me into the role and given me their undivided support and encouragement. Debbie has done a fantastic job yet again keeping the office together making sure that all governance and procedural issues are completed on time and focusing on the day-to-day running of the office. She's been assisted by Amanda who has also been doing a great job focusing on keeping the office running and organising the many events occurring throughout the year. Kath continues to keep the matrix and websites together and functional and assisting all industrial members of each branch with up-to-date information.

Again, I would like to thank the PFA staff for making my job a lot easier, always being there to assist and thank you so much for the great work ethics and ongoing commitment.

Scott Weber

Chief Executive Officer



**AFFILIATES'
REPORTS**



SOUTH AUSTRALIA BRANCH

Assaults on police campaign

The Police Association of SA recently won its public campaign for stronger laws and harsher penalties for assaults against police officers.

For most of 2019, several brave members were the face of our campaign as they fronted up for radio interviews, social media videos, and TV interviews broadcast to national audiences.

We ran an online public poll which revealed 98% of respondents supported our campaign.

The government has listened to that support. New legislation, which makes it a specific offence to assault a police officer, will be introduced to parliament.

It will also include stiffer penalties.

And our initiative has also resulted in other emergency services workers enjoying the same protections under the new legislation.

Earlier this year, the attorney-general, on two separate occasions, announced very mild changes to the original legislation.

The changes made next to no difference. They were certainly a long way off what we were campaigning for.

We wanted a specific, dedicated offence written into the law – an amendment bill – that dealt with assaults on police and other emergency services workers.

It would also include changes to the *Sentencing Act* to prevent offenders constantly walking away with no jail time and a slap on the wrist.

So, the campaign continued, and the government copped more criticism from the SA public - both on the airwaves and social media.

Another one of our polls showed that 95% of respondents agreed that the government's proposed legislation was too weak, and that Premier Steven Marshall should step in.

We now have the result we wanted – and it's a huge win for our association.

Enterprise Bargaining

The *South Australia Police Enterprise Agreement 2016* nominally expired on 26 May 2019.

The agreement continues until it is superseded or rescinded.

It provides for a first salary increase in the next EA (to apply from the beginning of the first full pay period commencing on or after July 1, 2018).

Our delegates tabled a comprehensive list of issues – raised by members – at our last annual conference in October 2018.

We have formally commenced negotiations on a new EA. We met with government representatives on 25 October 2018 and again on 22 January 2019.

Existing EA conditions are not automatic entitlements in the new bargaining process. In fact, the first task in the process is to ensure that these conditions are maintained.

The current focus is also to secure an interim payment – from the first full pay period on or after July 1, 2018 as per the current EA.

We have raised this with government representatives and negotiations are continuing.

Operation Mantle

In 2014 SAPOL's anti-corruption branch - in a joint operation with the ICAC - arrested seven of our members who were working at the Sturt LSA Operation Mantle office.

These members were charged with a range of offences including abuse of public office.

All members protested their innocence from the beginning and never wavered in their determination to clear their names.

They were subjected to media exposure, rumour, gossip and innuendo.

All the members were recently found either not guilty in their trials, had charges withdrawn, or had the prosecution enter a *nolle prosequi* (which resulted in charges not proceeding further).

The Police Association of SA has supported these members from the beginning. Public commentary made about them upon their arrest was ill-informed and failed to respect the basic legal tenet that a person is innocent until proven guilty.

The association has spent in excess of two million dollars defending our members from these charges. The committee of management will seek to recover these costs from the state government.

The association will assist the members in their return into the workplace to resume their careers so cruelly taken from them.

Graduation Day and police-officer mental health

When I approached John Schumann about the possibility of writing a song which would tell the compelling and dramatic story of police life, I had no idea how he would respond.

Many of us remember him well, as the iconic singer-songwriter who fronted Redgum and wrote and performed the 1983 hit, *I Was Only 19*.

That masterpiece told Australians the story of the psychological torment our returning Vietnam veterans suffered.

Amid everything that was written and said about the Vietnam War, it was that Redgum song which found its way directly into the hearts and minds of Australians.

It finally made us understand the horrors and the ongoing trauma of the veterans who returned from that conflict and, indeed, others before it.

I knew deep down that, as a collective, cops had their own untold story of struggle, survival and, at times, trauma.

Schumann initially turned down my request.

But, in the last few years, he has worked extensively with the Police Association of SA and the Police Federation of Australia on post-traumatic stress disorder, several significant media campaigns, association conferences, and the Police Support Group.

And, through that involvement, he came to learn of cops' battles first-hand.

He has also had the opportunity to interview several cops about their experiences in the job, their mental-health battles, and their individual struggles with PTSD.

He became, in many ways, a part of the police family.

To my great satisfaction, he eventually agreed to write the song *Graduation Day*.

I have yet to meet a police officer who has not been stopped in his or her tracks while listening to this incredible song.

It took Schumann almost a year to write before he recorded it with his long-time band, the Vagabond Crew, and featured guest vocalist Taasha Coates from The Audreys.

“To write it with credibility, I had to get inside a cop’s head,” he said.

“I had to walk around in a cop’s shoes and look out and see the world through a cop’s eyes.

“The song owes everything to all the police officers around Australia who trusted me with their stories.

“The stories were very hard to listen to, but I got a real insight into what it means to go to work every day to keep the community safe, and then come home with a head full of barbed wire without knowing how to talk about it or what to do about it.

“We are Australians. We respond best to stories. Don’t lecture us. Don’t subject us to death by PowerPoint. Don’t write a report. Tell us a story and we’ll get it.”

The job of keeping our communities safe can carry very significant psychological costs for police. We know that these costs include mental ill health, psychological injuries and, in the worst cases, suicide.

The recent *Beyond Blue* study of first responders showed that suicidal thoughts among police officers are twice as common than those among the general population. Police and other emergency-services workers are three times more likely to have some sort of suicide plan.

Before the scourge can be addressed, it must be understood.

That’s why *Graduation Day* is also part of a comprehensive mental-health programme the PFA is developing and rolling out with the assistance of the federal government.

They have granted funding assistance for us to mount a comprehensive suite of cop-specific materials, including handbooks, workplace posters and a compelling and powerful telemovie called *Dark Blue*, the likes of which has never been produced in Australia.

These productions will help:

- Eradicate stigma.
- Build understanding and awareness.
- Outline self-help strategies.
- Point to pathways to help.

Graduation Day, *Dark Blue* and the handbooks *Head Notes* and *A Cop in the Family* help tackle this issue head-on.

We recognize that police departments around Australia are also taking up the challenge.

Mark Carroll

Branch President



WESTERN AUSTRALIA BRANCH

Since the last report, the WA Police Union has undergone significant change.

The election for the Board in October 2018, resulted in five new Directors taking their place at the table and a change in the leadership.

Sergeant Harry Arnott from Manjimup was elected President, former Vice President Mick Kelly took over the role of Senior Vice President and Ward Adamson assumed the Treasurer's role.

Immediate Past President George Tilbury remained on the Board as a Metropolitan Director, while Brandon Shortland was elected as Vice President, having previously served as Senior Vice President.

I want to take this opportunity to thank George and Brandon for their service to the Members for their six and a half years in WAPU HQ. They worked extremely hard to help improve the conditions for our Members and we are appreciative of their efforts.

New leadership, new focus

The change in leadership of the Union has seen a change in focus.

Reinvigorating our effort on membership - the Union has focused on supporting Members in the key areas of business: Industrial, Legal and Welfare.

Part of this change in focus has seen Mick and I attend all critical incidents involving police to ensure the welfare needs of Members are looked after.

The new focus on caring for Members saw the development of a campaign to get the community to support their local police officers.

Care4Cops was launched in March 2019 on social media and has sought to influence the community of Western Australia to care for police officers.

The campaign gained commitments from influential West Australians in June with key figures making the commitment to Care4Cops.

We would like to thank the following people and organisations for taking part: Minister for Police, Michelle Roberts, Shadow Minister for Police Peter Katsambanis, Member for Dawesville Zac Kirkup, The Nationals WA, Commissioner of Police Chris Dawson, WA Police Force Pipe Band, Retired Police Officers Association, Andrew Hadley from P&N Bank, Lea Anderson from the United Firefighters Union, Fleet Network, the WA Symphony Orchestra, David Mundy from the Fremantle Dockers, Jhye Richardson and Chloe Piparo from the Western Warriors/Fury and Perth Scorchers, Geoff Hutchinson, Damian Oldmeadow, Diving WA, and Brant Garvey.

2019 Industrial Agreement Negotiations

At the time of writing this report, WAPU was in the midst of negotiations for a replacement Industrial Agreement for police officers.

Negotiations are delicately placed with the Union seeking the assistance of the WA Industrial Relations Commission in July to progress the matter, in an attempt to come to a negotiated outcome.

In a change of tact, the 2018 Annual Conference directed the Board to determine the strategy and conduct of negotiations for the 2019 Industrial Agreement.

The Board determined negotiations to be conducted away from public scrutiny and Members to be updated at key developments. Union experience from previous negotiations has shown that too much public scrutiny, media exposure and early public criticism of Government was counter-productive to bargaining.

A Schedule of Initiatives was developed at the direction Annual Conference and Branch Motions with the key item being a 38-hour week presented as a welfare/respice issue.

The Union served the log of claims in February and negotiations have been ongoing since then.

The Government has been uncompromising; insisting it will not deviate from the State Wages Policy which limits increases to \$1,000 per year and no other items that increase costs to WA Police. An interesting development recently has seen the Wages Policy altered, which will assist our cause.

Our negotiating team reinforced at every meeting that Government needed to bring their very best Offer. Government provided a strict 'Wages Policy' offer on 11 June 2019, which the Board considered at its 12 June Meeting and unanimously rejected it.

Government provided a marginally improved second Offer on 28 June, the Board met and unanimously rejected it.

Throughout the process, we have met with nearly every Member of Parliament including the Premier, Minister for Police, Treasurer and Minister for Industrial Relations.

The Union has briefed Senior Counsel to assist and conduct Arbitration proceedings if necessary.

A series of information sessions are being planned (if required), to provide Members with further information, including a presentation from our Senior Counsel to explain the Arbitration process.

Discussions are continuing with Government and the Union remain committed to a positive negotiated outcome for our Members.

Changes to Section 8 long overdue

The Union welcomed changes to Section 8 of the Police Act will were read into State Parliament in May.

The amendments, which will give future medically retired officers a way to leave the WA Police Force with dignity, are long overdue.

This was a pre-election commitment from Labor so, it is pleasing to see them putting the promise into action.

The change to Section 8 will give some comfort to any future medically retired officers as it will allow them the leave the WA Police Force under separate mechanisms than officers who have lost the confidence of the Commissioner. We have been waiting for this change for over two decades.

WAPU hopes this amendment is the first in a suite of legislation entering Parliament which adequately recognises the sacrifices of our men and women who are damaged by the job.

Police Compensation Scheme

WA is the only state in Australia that does not have a compensation scheme and we have been unsuccessfully petitioning for a Police specific compensation scheme for decades.

WAPU wrote to Police Minister outlining our preferred scheme in August 2017 appealing for a compensation scheme for officers who suffer a work-related injury or illness which precludes them from continuing in service.

This scheme must include:

- A lump sum separation payment to cover loss of future earnings;
- A dignified departure process; and
- Retraining or redeployment.

We are aware that there is draft legislation currently with the Police Minister and we expect to see an embargoed copy in the near future. We do hold some reservations of what this legislation will look like and we will lobby all sides of Government to block this legislation if it does not meet the needs of our membership or seeks to alter current entitlements.

Police Redress Scheme

In October 2018, the State Government announced a \$16 million Police Redress Scheme for police officers who have been medically retired.

The redress scheme will help right the wrongs of the past and give these officers some dignity back after being left on the scrap heap for too long.

Medically retired police officers were required to make a submission by April 2019, before a panel would determine the amount of funds each recipient would receive.

Part of the process will also see successful applicants provided with an honourable discharge signed by the Commissioner of Police.

The process is due to be completed by September 2019.

WAPU questions motive and timing of GROH rent increase deferment

While we welcomed a deferral to Government Regional Officer Housing (GROH) rents in May for our country Members, we were concerned with the motive and timing of the announcement.

GROH rent for police officers increased by \$30 per week on July 1, 2017 and again on July 1, 2018. Officers in regional areas have received a \$2,000 pay increase over past two years however, the Government has increased their rents by \$3,120, leaving them \$560 per year worse off.

While the deferment was a good initial step, only the complete removal of the proposed GROH rent increase would be acceptable.

We received no detail of the deferral prior to the announcement. We have made it very, very clear to the McGowan Government that the removal of the proposed GROH rent increase is a priority for the Union.

We have lobbied the government vigorously in this regard and the Premier and his Cabinet are under no illusion how important this issue is for our Members.

We need a clear commitment from the McGowan Government that it will not increase GROH rents for police officers at all. Police officers are committed to the communities they serve in. They simply cannot afford to continue to do so if the State Government effectively takes food from their plates.

WAPU will continue to campaign on this issue until there are no more GROH rental increases for regional police officers.

Passing of Director Dave Curtis

The Blue Family lost a great man when Eastern Region Director, Senior Constable Dave Curtis passed away on Wednesday January 30, 2019, aged 53.

Dave died tragically at his home in Kalgoorlie, survived by wife Kerrie and a large, diverse extended family.

Hundreds of people gathered in Kalgoorlie to mourn his loss, many travelling from across WA and interstate for their mate Dave. It was a true mark of the effect he had on policing, the community of WA and the people he had touched.

He became a WAPU Branch Official while stationed in Newman and he continued that work when he transferred to Kalgoorlie in 2013.

In 2015, Dave became our Eastern Region Director, looking after the needs of Members in the Goldfields-Esperance District.

He was kind, considerate and always put our Members before any of his own interests. He was driven by making sure others were looked after and he did a superb job representing the Members.

He genuinely cared for the welfare of his fellow officers and always touched base with Members who had been assaulted or were going through a tough time.

Around the board table, he always provided a considered, highly-valued opinion. A man of few words, when he spoke, people listened and he was a strong, passionate voice for regional coppers.

We are hurting because we have not only lost a great police officer and union man, we've lost a great mate.

At the time of writing this report, a replacement Eastern Region Director had not been elected.

Criminal Injuries Compensation

WAPU continues to campaign for changes to Criminal Injuries Compensation following a decision in the District Court in 2017, which means police officers are now subject to an unfortunate legal precedent.

The decision of *Cooper v Smith* [2017] WADC 82 has effectively excluded seriously injured police from being able to apply for criminal compensation as they have incurred a greater amount of sick leave and medical costs.

Further, given the total amount of the medical and leave payment was well in excess of the statutory maximum compensation award that could be paid to the appellant (\$75,000), the result was that no compensation was therefore payable to the injured police officer under the Act.

This therefore creates the situation where police officers who receive minor injuries can still seek compensation whilst those more seriously injured are excluded.

We first raised this with the Police Minister and Attorney General in 2017. We have asked the State Government to urgently address issues with the *Criminal Injuries Compensation Act 2003*.

WAPU is currently waiting for a formal response from the State Government.

Changes to the Board

Due to transfer, Anntoinette Cashmore resigned from the Board in November 2018.

Following a by-election, Inspector Mike Green was elected as her replacement, joining the Board in June 2019.

Mr Green has been a long time Branch Official and will provide a commissioned officer perspective to the Board table.

Revamp of communications strategies

The Union made significant changes to the way we communicated with Members in 2019.

We reduced our magazine, *Police News*, from six editions to four; implemented a fortnightly e-newsletter and placed greater focus on telling stories via our social media channels and website.

The reduction in magazines has allowed our Media Team to increase our social media activities, including expanding our reach to Instagram. They also have more time to tell our Members stories via website articles.

Members have appreciated the fortnightly e-newsletter which covers a range of topics rather than the single issue newsletters we have been sending for several years. The mailchimp platform has also allowed our team to measure how many Members are reading our e-newsletter and what they are engaging with.

Conclusion

The year has been one of significant change for the Union.

The Industrial Agreement has dominated the back half of the reporting year and is expected to be front and centre for the year to come, with arbitration a very real possibility.

We stand on the precipice of doing something our Members have never faced and if we go down the arbitration path, only with strength in unity will we succeed and provide a tangible benefit for Members.

Government will try its best to isolate specific groups however, we are confident that our collective resolve will deliver the result our Members want, need and most importantly, deserve.

Harry Arnott

Branch President



QUEENSLAND BRANCH

State politics

The election of a majority Labor Government in Queensland in late 2017 set up a period of some political certainty and consolidation in Queensland, especially due to a prior successful referendum in 2016 in relation to fixed four year Parliamentary terms.

Just prior to the election, we at the Queensland Police Union sought and received commitments from both Labor and the LNP, and the election win for Labor has seen us liaising with them throughout the year to ensure they met their commitments.

We of course also continued our open dialogue with LNP representatives, independents, and those from other parties, because the Queensland Police Union has always been and always will be an apolitical organisation that works across the political spectrum with a goal of securing optimal police numbers and equipment, fair conditions, and workable legislation in the best interests of our members.

New discipline system

Over the past 25 years, every review into the operation of the Queensland Police Service has been critical of our discipline system, and every attempt to update the system has failed to result in positive change for our members. It was therefore with some doubt that the Union joined a working group with the Queensland Police Service, the Crime and Corruption Commission, and the Commissioned Officers' Union in an attempt to improve and fix the system once and for all.

The Union devised a short list of matters requiring resolution, which included the timeliness of discipline proceedings and pay point sanctions. These have long been identified as particularly punitive aspects of our discipline system, and the Union took the view that any new system must be designed to rehabilitate members, rather than adopt a punishment-based approach.

The negotiation process with the other three stakeholders was difficult, and required all parties to make some concessions in order to reach agreement. The process took 18 months, but the main priorities of the Union were achieved.

A trial of the new discipline system began on 1 July 2018, and the past year has seen improvement in how disciplinary matters are dealt with. The Union is hopeful it will continue to provide a quicker and fairer resolution of matters by adopting an educative and supportive approach, and that any problems that arise with system will be able to be managed and rectified by the representatives from the initial working group.

Our People Matter

In late 2016, the Union began discussions with the Queensland Police Service about the creation of a new strategy to improve the health, safety, and wellbeing of our members, families, and workplaces. To develop this strategy, a consultation process from the ground up was recommended, and 30 workshops were held across Queensland in 2017 to gather suggestions and feedback from our members and their families. In early 2018, the Our People Matter Strategy was launched, and we have seen many great initiatives come to fruition since its inception.

The strategy has stated goals and objectives in four identified areas: healthy bodies, healthy minds, safe workplaces, and fair and positive workplaces. Some of the initiatives embraced by our members include health expos, specific health information sessions, 'life beyond the Service' seminars, Black Dog breakfasts, the launch of a wellbeing app, and the improvement of access to psychological wellbeing support services.



Our partnership with the Queensland Police Service and the development of a member-focused strategy is a first in Australian policing. The Union may not always see eye-to-eye with the Service, yet the only way to create meaningful, tangible, and positive change for our members in the area of personal wellbeing is to work as equal partners to instigate important initiatives, promote a cultural change, and make a real difference.

New police memorial

In November 2018, a dedication ceremony was held for the new Queensland police memorial in the Brisbane Botanic Gardens. The Queensland Police Union is responsible for the establishment of National Police Remembrance Day and also for the design of the original Queensland memorial, so it was important for our Union, on behalf of our members, to play an integral part in the development of the new memorial. The new memorial is quite striking and is situated in a very peaceful area within the gardens. The 2019 candlelight vigil on the eve of National Police Remembrance Day will be held there, and it is hoped it will become a place where our members, their families, and members of the community can take a moment out of their busy schedules to remember those who have made the ultimate sacrifice, and to also reflect on the difficult, dangerous role of a police officer.



New workers' compensation process

The Queensland Police Union became aware that the state workers' compensation process for members was not as user friendly as it could be. It was determined that the stress of the WorkCover process could be reduced if the Union was to become more involved, and if the Union undertook to draft and prepare all Applications for Workers Compensation on behalf of our members, upon request. This initial involvement would then allow the Union to be in a good position to review or appeal any rejected WorkCover claims where we received legal advice that there was a reasonable prospect of success.

Claims for psychological injury in particular in Queensland are often rejected for a range of reasons. It is therefore imperative to get the wording, timeframes, and circumstances correctly recorded on the WorkCover paperwork, so our members can return to recuperating and focusing on their recovery.

The Union was able to present a proposed policy to the WorkCover board in relation to the submission of WorkCover claims by members of the Union, inclusive of claims for physical and psychological injuries, and this has now become the standard process.

This process will ensure all claims have enhanced prospects of success in a more timely manner, which will ultimately be better for all injured police officers, and the flow-on effects will extend to all those they work with.

Ian Leavers

General President and CEO

QUEENSLAND



VICTORIA BRANCH

This year's focus for the Victorian branch of the Police Federation of Australia has involved preparing for Enterprise Bargaining negotiations, which have now commenced with Victoria Police. Hundreds of workplace meetings of members have provided the basis for the service of a log of claims on the employer, which seeks to achieve reform in the terms and conditions of members, bringing into focus their physical and mental health and well-being.

The Log of claims, finalised and endorsed by members earlier this year, focuses on innovation that is known to reduce the health impact experienced by shift workers in policing. Claims for 10-hour shifts, reform to overtime and availability arrangements, as well as international provisions including the right to disconnect, are part of the claim of our members.

During this period, the Victoria Branch has also focused on the physical health of our members, which is increasingly impacted by assault and injury at the hands of criminals. With more than 2800 police assaulted in 2018 and an extraordinarily sharp rise in police vehicle rammings, the branch campaigned to introduce specific laws to protect police and punish offenders who engage in such abhorrent behavior.

While mandatory sentencing in relation to police assaults has been a feature of Victorian legislation for some years the overlay of the Sentencing act and several other factors were found to have rendered those laws effectively impotent. In 2018, the Victorian Government moved to strengthen these laws, removing many of the loopholes that allowed criminals to claim 'special reasons' to escape incarceration for their crimes. Our campaign for this reform was publicly prominent and has provided benefit for other emergency service workers in Victoria.

In a national first, specific road safety emergency service worker endangerment laws have been introduced in Victoria in an attempt to stem the tide of vehicle rammings that have numbered in their hundreds over three years in our jurisdiction. The new laws, which impose mandatory custodial sentences where police are injured, can see criminals jailed for up to 20 years. Since the introduction of this legislation last year, a noticeable decline in the frequency of this offending has been observed.

During this period, the Victoria Branch took a major step forward in its campaign to improve the treatment of police workers suffering mental health injury. Having raised awareness through participation in a statewide fundraising and awareness campaign (the Head to head walk) it generated over \$600,000 to support police veterans suffering mental health injury. The joint initiative with Victoria Police generated statewide media over a sustained period and engaged thousands of police and PSO members by increasing mental health literacy. Simultaneously, the branch also reached a milestone through the achievement of a long-held priority the provisional acceptance of mental injury claims.

Following significant engagement with the Government, it announced the commencement of the provisional payments pilot, which will automatically provide medical and like expenses for injured workers for the first 13 weeks after making a claim. It is our belief, that given the significant increase in awareness, we will see further material improvements to workers' rights and conditions in the future.

This is consistent with the Victoria Branch's involvement in the establishment of a national trial Blue Hub, which has received \$2.5 million funding from the federal Government. The announcement of the funding helps the Victoria Branch to work with the AFP toward a centralized center of excellence, allowing for the diagnosis, and referral of police to specially trained clinicians at satellite locations across the state. The project to deliver the Blue Hub has commenced and it is anticipated that it will be in partial operation by late 2019. It is hoped that the learnings from this pilot will provide the blueprint for a national framework that could benefit all PFA Branches.

A state election in Victoria also saw the Victoria Branch lobby major political parties on all key issues that are outlined in our priorities statement and strategic plan. Among the most notable, are commitments received by the Victoria Branch by the reelected Andrews Labor Government to implement minimum service delivery standards and reform to the defined benefit superannuation scheme operating for Victorian members. The DB scheme, one of the last of its kind in Australia required significant uplift to keep pace with the performance of other funds in the market. In particular, the scheme failed to provide members who have reached their maximum multiple with the potential to continue to grow their super nest egg, despite federal changes to the preservation age that sees members working longer. The Government has committed to providing and has indeed drafted legislation to enable increased employer payments of 3% per annum (rising to 12% over several years). This is in addition to reform of scheme rules to enable members absent from the workplace to make greater 'catch up' contributions, effectively promoting better superannuation for women and men that take time out of the workplace.

Confronted with yet another terror event in the CBD of Melbourne, Victorian members have welcomed the roll-out of long-arms to more specialist police and general duties officers in regional Victoria. The commitment came following lobbying from the branch over the past two years. The planned rollout will greatly increase the capability of members when confronting terrorism, and more generally for armed-offender scenarios, where the current absence of these weapons poses an increased risk to the personal safety of our members.

Finally, the Victorian Branch has been busy supporting it's members through a challenging time owing to a Royal Commission into the use of Police informers and public hearings by the Independent Broad-based Anti-Corruption Commission into aspects of the Silk-Miller (Police) murder investigations. The Branch's commitment to both of these significant events showcases the ongoing work that our dedicated Legal and other teams provide for members. Both of these enquiries have a number of police witnesses called, who require representation and well-being support. The combined deployment of legal and well-being teams at these hearings has proven successful in providing a solid support model that has drawn positive commentary from members involved. It is anticipated that the continued support of the Branch through 2019/2020 will be required until both matters have reached their conclusion.

John Laird

Branch President



NEW SOUTH WALES BRANCH

Seven major campaigns, including a historic announcement of 1,500 additional police, a State election, a Federal election, and numerous day-to-day issues have kept the New South Wales Branch of the PFA extremely busy during this period.

Back The Blue Staffing Campaign Wins 1,500 Extra Police

On 3 September 2018, the PANSW launched a concerted campaign calling for 2,500 additional Police. It was timed to follow the NSW Police Force's internal restructure and was backed by our comprehensive state-wide audit that uncovered a startlingly high number of vacancies—900 ghost police who only existed on paper—in the force.

Our audit established a compelling brief for more staff across Stations, Squads, Commands and Districts in order to:

- fill vacant positions in Metropolitan areas and allow for future police in high growth suburbs;
- target the scourge of illicit drugs;
- monitor/target offenders on the Child Protection Register who weren't being monitored;
- provide increased supervision in country areas; and
- boost specialist divisions including DV response teams, Detectives, Prosecutors and Forensic Services.

The Back the Blue staffing campaign was bolstered by strong local campaigns run by our Branch Officials, with support from PANSW regional teams, as part of a state-wide campaign.

There was widespread media coverage of these issues in particular relating to:

- the “ghost police” which meant NSW Police Force hadn't met the benchmark of responding to 80% of urgent calls for assistance within the target time—for years;
- the dangers and workload caused by the Ice epidemic, especially in regional areas; and
- lack of dedicated officers to monitor and target convicted paedophiles on the Child Protection Register.

To support the campaign, an online petition was launched which received over 11,000 signatures. Our social media presence was vital in driving the momentum of the campaign.

Then, leading up to the 2019 NSW State Election, we launched our Pre-Election submission at NSW Parliament, calling on both the NSW Government and Opposition to “Back the Blue”.

A significant breakthrough was achieved in November 2018 when NSW Premier, Gladys Berejiklian, announced an additional 1,500 police over four years. This is the largest injection of police in 30 years and a significant win for the PANSW, our activists and members.



Tony King, NSW Premier Gladys Berejiklian, NSW Police Minister Troy Grant and NSW Commissioner Michael Fuller.

Prisoner Transport Dispute

There has been vital progress on our Prisoner Transport Dispute.

In early 2018, the PANSW initiated a campaign to end the practice of police having to transport prisoners to and from courts, prisons and hospitals, both in metropolitan and regional areas.

Too often this extraneous task left communities without frontline police for hours. It also exposed our members to avoidable work, health & safety and legal liability when transporting prisoners in unsuitable vehicles over long distances. We were inundated with complaints from members at all ranks.

After long, protracted and ongoing conciliation at the Industrial Relations Commission (IRC) with representatives of the NSW Police Force (NSWPF) and Correctives Services in attendance, in December 2018, a three-month trial was implemented. It was based on the following protocols:

- Corrective Services would undertake many of the prisoner transports usually undertaken by police in one region;
- police on paid overtime would be used to transport prisoners in another sector;
- in the remaining Police Districts, the movement of prisoners by police, beyond their first Court appearance, would be undertaken using non-First Response officers if they are available and, in their absence, police on overtime; and
- legislative amendments were passed giving Correctives Services officers the powers to transport persons subject to Section 33 (Mental Health orders).

As a result of positive feedback, on 27 February 2019 the Prisoner Transport trial was extended by another three months, after which it will be formally reviewed by Deloitte.

A mid-trial review has indicated that these measures have significantly reduced the burden placed on frontline officers due to prisoner transports. Anecdotally, our members have advised that by Corrective Services NSW undertaking the transporting prisoners, they are free to perform more proactive duties.

We are working closely with NSWPF regarding data and evidence to properly assess the success of the trial, the results of which will be discussed and debated in IRC proceedings.

The PANSW remains committed to rolling out more trial sites where Corrective Services can alter their work practices to enable greater assistance with prisoner transports.

A New Promotions System

In February 2019, the Commissioner of Police launched a review into the police promotions system. We were first notified of the Promotions Review on the day of the announcement and given limited information, especially in relation to transitional arrangements.

The NSW Police Force established a Promotion Review Steering Committee on which the PANSW is represented. To better articulate our members' views, the PANSW surveyed the membership regarding the current promotion process. We received a fantastic response. Over 2,820 members completed the survey during the 5-week period it was open. The preferred options in the survey were in almost all cases, preferred by large margins, indicating strong consistency in members' views.

The following are the top priorities for reform, based on member feedback:

1. select candidates most suitable for position;
2. select candidates most suitable for rank;
3. fairness and transparency;

4. properly assess candidates;
5. reduce time taken;
6. minimise impost on candidate's time; and
7. equality.

The Commissioner wants this review completed by December 2019; however, PANSW will not allow a compromised system to be implemented to meet deadlines.

Superannuation

Superannuation is one of the biggest financial issues facing Australian police officers and, of late, has been a particularly thorny issue for the PANSW.

Our position is that a minimum of 15% employer superannuation contribution is needed over an officer's career in order to retire comfortably. However, there are some barriers to be overcome including:

- in 2011 the Government legislated the NSW Wages Policy of 2.5% increases for all public sector workers including NSW police officers; and
- in 2014 a Supreme Court decision determined that superannuation increases are included in the 2.5% wages cap.

Nevertheless, our 2018 *Back the Blue Pre Election* submission sought a commitment from politicians to negotiate with the PANSW to assist our members have a comfortable retirement at the end of their long and gruelling careers.

We called on politicians to:

- devise strategies to increase contributions to police officers' superannuation;
- rectify the unintended limitation on individual superannuation contributions caused by the interaction between the Police Blue Ribbon Insurance Scheme (PBRI) contributions and the concessional cap (\$25k);
- develop models for Optional Disengagement for police officers who reach a certain number of years of service;
- increase the eligibility for income protection cover under the PBRI from 60 to 67 years; and
- address the diminishing value of the income protection product for officers over 53.

Over the years we have made gains such as the employer subsidising the default insurance in First State Superannuation to the value of \$655pa for each member, and reimbursing excess Concessional Cap Tax as a result of the PBRI contributions. However, there is more to be done as the transitional arrangement currently in place has proven rather clumsy.

The PANSW has written to the Prime Minister and the Federal Opposition Leader seeking a permanent exemption for the PBRI insurance premium from the Concessional Contributions Cap. Prior to the election, both sides of politics committed to fixing this issue. As the new Federal Government takes up the reins, we look to working with them to find a permanent solution to the concessional cap issue so that NSW Police can save for their retirement in the same way that other Australian police do.

Police Blue Ribbon Insurance

The PANSW is campaigning for the NSW Government and NSW Police Force to extend the income protection product to officers who are aged 60 and above. Presently, officers who are aged 60 or above, have insurance that provides coverage for Death, Total and Permanent Incapacity (TPI) and terminal illness; however, they do not have income protection insurance.

We have raised this with the Minister, both verbally and in writing, outlining the issue for our members aged 60 and above without insurance coverage, and the need for their inclusion in the scheme.

Salary Sacrifice Fee Win & Super Seminars

On a positive note, previously PANSW Members who salary sacrifice superannuation contributions were limited to utilising the services of Maxxia to administer their contributions. This was due to a long-standing contractual arrangement with the NSW Police Force. It attracted a fee for the service and was very unpopular. Many members informed us they avoided salary sacrifice into super because of this additional cost.

We pursued this issue with the NSWPF, and despite initial reservations, persisted in our efforts. Eventually we secured a win by means of an agreement between the NSWPF and Maxxia, that members wishing to salary sacrifice to their superannuation accounts could do so directly through the NSWPF payroll, at no cost to themselves.

As well, the PANSW and First State Super (FSS) joined forces to improve the financial literacy for our members. In April and May, we presented a number of seminars regarding superannuation. Representatives from the PANSW and FSS were on hand to refer members to independent financial advice services suited to their own independent circumstances.

Infectious Disease and Assaults On Police

According to raw data from the NSW Bureau of Crime Statistics & Research (BOCSAR), there are approximately 2,500 assaults on NSW police officers every year, or approximately 50 a week. I believe this is the tip of the iceberg.

Following several disturbing assaults on our members, the PANSW has been very active in highlighting two key issues: inadequate sentencing and failure to implement mandatory infectious disease testing of offenders.

On 10 March 2019, one of our members was bitten while making an arrest in Bathurst. It wasn't a small bite; the offender sank his teeth into our member's bicep inflicting damage.

Unlike a majority of other states in Australia, NSW does not have the power to mandatorily test offenders for infectious diseases. We're calling for legislation to be changed to allow mandatory testing of offenders for prescribed infectious diseases where bodily fluids have been transferred to a police officer. This would give our members clarity and allow them to plan any required medical treatment sooner than the current 6-month wait.

To add insult to injury, the offender who assaulted our member was placed on an 18-month community corrections order, and was filmed by media laughing as he exited the court.

There was a strong member reaction, and we again called on the judiciary to support NSW Police by implementing the standard non-parole period of three years for anyone who inflicts bodily harm on a police officer in the execution of their duty.

Injury Crisis

It is well established that policing is a dangerous occupation. The risk of serious physical and psychological injury faced by our members has now reached crisis proportions.

Current statistics for the NSW Police Force indicate:

- up to 250 NSW Police Officers will suffer physical injuries and up to 50 officers will suffer a psychological injury each month;
- 95% of physical injuries are resolved in 3 months but 60% of those suffering psych injuries take more than 3 months. Many don't come back at all;
- over the past 5 years, \$780m was spent on treating psych injuries of officers as opposed to \$300m on physical injury; and
- 95% of medical discharge is due to PTSD.

The Police Association has called for a best practice model for all members, no matter where they are in the State. Half of our injured officers are in rural and remote areas where sometimes they have to wait up to 10 weeks to see a psychologist. This is just not acceptable. When injured, we want our members to have instant access to the best possible treatment no matter where they are in the state.

DARK BLUE Launch

On 16 July 2019, the NSW premiere of the *Dark Blue* movie and Fireside Chat was held at a theatre in Sydney. We acknowledge the PFA and Piper Films for producing *Dark Blue* which can be the stimulus for a desperately needed conversation on mental health.

The PANSW is proud to support this initiative. The message to our members, family, senior police and decision makers in attendance was: For those who pull on the blue uniform, it's OK to put your hand up and reach out. For influencers and decision-makers, let's do more on this — let's get the programs that are needed fully resourced and extended Statewide.

Supporting The Blue Family

In 2016, the PANSW appointed a dedicated Member Support Coordinator to strategically deliver member welfare work in collaboration with our Region Organisers, Executive, Branch Officials and Industrial Officers. This includes access to our Welfare Assistance Scheme and Sponsorship scheme; CARE training and welfare management at Critical Incidents and Coronial Inquests involving PANSW members.

Since then, the PANSW has trained 70 serving members as Branch Welfare Officers (BWO) who are our eyes and ears in the Branches. The two-day training course provides BWO's with enough basic knowledge to assist their colleagues in the workplace and to refer those who are in need of assistance to the PANSW.

New Police Minister

In March 2019, the Berejiklian Government won the State Election and formed government. Following the resignation of Mr Troy Grant, David Elliott has taken over as Police & Emergency Services Minister. Mr Elliott is no stranger to emergency services. Quite early in his career, he worked in the NSWPF Media Unit and also has served with peacekeeping forces in East Timor, whilst in the Army. Since being elected to Parliament in 2011, Mr Elliott has held a number of portfolios, most recently as Minister for Counter Terrorism, Minister for Corrections, and Minister for Veterans Affairs.

Threat To Leave Entitlement Averted

In addition to the major campaigns outlined above, in NSW we've also had to respond decisively to emerging issues.

When the 2019-2020 NSW State Budget was recently handed down, we discovered that a valued entitlement had been put on the chopping block. Through a Bill accompanying the budget, the NSW Government attempted to cut long service leave provisions for the next generation of emergency service workers. It proposed reducing that entitlement by 40% for new officers who commenced service on or after 1 July 2019.

We were appalled that the State Government was attempting to erode the pay and conditions of our future members. Police undertake a difficult, confronting job year after year and the State Government has created programs to assist in preventative strategies. Yet, they were planning to give with one hand while taking with the other at the expense of the welfare and well-being of our members.

The Government's Bill proposed a prohibition on including long service leave entitlements in industrial instruments beyond what is legislated, preventing access to the Industrial Relations Commission or a reasonable negotiated outcome.

At no time did the Government approach us to explain, or even negotiate this underhanded attempt to rip money from future members. The PANSW will never allow double standards where two members on the frontline have two very different entitlements — not on my watch.

The members from PANSW were the first union representatives to recognise the danger of these amendments in the budget. We immediately lobbied on behalf of every future Police officer and public servant. The result was amazing to watch. After intense efforts on behalf of our members at Parliament, the extremely negative move introduced in the NSW Budget to rip current entitlements from new officers who commence service on or after 1 July 2019 by 40% is now off the books.

Just as importantly, we fought against exclusion of long service leave entitlements from Awards, and that was opposed and defeated as well. The NSW Government has been sent a strong message: the PANSW will always protect, and fight for, the entitlements of current and future police officers.

Scrap The 2.5% Wages Cap

As mentioned, since taking over as President of the Police Association in June 2018, there have been numerous issues occupying our time and focus. At the time of writing we're gearing up for our next major task.

Our current Award is due to expire on 30 June 2020 and we have already begun surveying members views on the most important issues they would like to see addressed in the Award negotiations.

It is clear, however, that the 2.5% wages cap must go. Prior to the State Election I put politicians on notice that we will not accept the cap.

For years, we as a union accepted the 2.5% cap, mainly because the independent umpire, the IRC could not rule on anything more than 2.5%. We were told the NSW Government was broke.

Now the Government is heralding surplus budgets, record low debt and a juggernaut of an economy. The Government's own budget assumptions forecast above 2.5% wages growth to sustain long term economic growth for the State.

An exemption to the 2.5% Public Sector Wages Cap will enable us to bargain and have access to the IRC to demonstrate our case on all aspects of entitlements, including superannuation.

Alliance Of Emergency Services Unions

Unions for emergency services are coming together to represent members who provide services 24/7 under a common banner.

An inaugural meeting was held on 5 June from which a Parliamentary Friends of Emergency Services is likely to be formed. The event brought Members of Parliament from all political parties together to meet informally with PANSW and emergency service unions.

Along with our counterparts from the Ambulance Division of the Health Services Union, the Fire Brigade Employees Union and the Prison Officers Vocational Branch of PSA, PANSW representatives attended the function at Parliament House.

The gathering was addressed by the new Minister for Police and Emergency Services David Elliott and Shadow Police Minister, both of whom commended the importance of the selfless work of Police, paramedics, firefighters and prison officers.

Tony King

Branch President



TASMANIA BRANCH

2019 has been a challenging year for our members. January was dominated by a state wide bushfire crisis that stretched the wider emergency services and volunteer networks. Fortunately, our state was well supported by their respective emergency service partners across Australia. As the bushfire threat eased our membership was rocked by the suicide of a member whilst on duty. The PAT worked closely with Tasmania Police to ensure the members family were embraced and our wider membership supported through this particularly difficult time.

Due to the issues many of our members faced with the increased demand for services during this time Tasmania Police finally committed to developing a fatigue management policy and associated operational guidelines. The PAT lobbied intensively on this issue, given we were one of the few jurisdictions that had no such framework. We are looking forward to implementation of such later in 2019.

This led the PAT to increase its already significant focus on preventative mental health strategies with Tasmania Police. Fortunately, at the instigation of Tasmania Police, the Tasmanian Government had provided six million dollars in funding for an emergency services wide well-being program that should target preventative mental health strategies which will include early detection and remediation of psychological injury. Gallagher and Bassett were the successful tenderer for this program and in collaboration with the agency, we are looking forward to the programs commencing in late August 2019. One of the key innovative programs, is voluntary on-line psychological diagnostic evaluation and linked treatment support, with all results and interactions retained in confidence with the provider. Coinciding with this, the Tasmanian Government legislated in June 2019 a presumptive PTSD framework for emergency services and the wider state service i.e. the onus is not on the individual to prove the illness was work related. We consider ourselves fortunate to be working in the first state to formalise these arrangements in legislation. For those of you aware of the contents of the Senate Inquiry into the mental health of first responders, having a presumptive workers compensation framework for psychological trauma is a sound first step towards treating many of the issues identified in this report.

August 2019 also saw the removal of a controversial provision within the Tasmanian Workers Compensation and Rehabilitation Act. The PAT lobbied intensively on this issue and as a result, legislation passed unanimously both houses of parliament to remove "step down" provisions for police officers injured in the execution of their duty. The current provisions unfairly subject our members to a reduction in their pay dependent on the length of time they are absent from work. This can see our members financially penalised, losing up to 20% of their wage. This has been a journey of over 10 years for the PAT and has only materialised thanks to the continued advocacy of previous Presidents and members of our team.

The PAT has campaigned heavily over the preceding 12 months to convince government of the need for Tasmania to have a full time Police Tactical Group (PTG). We are starting to see inroads into this issue with a commitment from government to restore the Special Operations Group to having a full-time capability. This has recently included funding for equipment and accommodation for the group. Tasmania is the only jurisdiction without a full time PTG. Given the increased work load our SOG has faced we are strongly focussed to seeing our tactically trained members afforded with a work place that supports their needs.

Like many jurisdictions we have struggled to get the judiciary to see common sense in allowing our members to carry firearms in to both the Magistrates and Supreme Courts. We are all aware of the issues our members face transiting to and from courts, the current threat environment they operate in and the high number of offender's present in court precincts. Given the lack of positive action the PAT have approached the regulator, Work Safe Tasmania directly and explained our position and concerns. As a result of this the CEO of Work Safe Tasmania is now investigating the matter directly and we are hopeful the issue can be addressed very quickly. Failing this we will speak to our members about the potential of some form of industrial action as the issue requires addressing and this may be the only way to bring about resolution. Hopefully, it won't come to this.

Finally, the PAT was pleased to receive a briefing on Tasmania Police's Capability Review. This has been a significant project conducted since March 2018 and was a requirement of the returning Liberal Government. The review has focussed on Tasmania Police current and future capabilities, offering a road map to ensure the organisation can meet community expectations and the changing nature of police work. The review has identified a total of 51 capability gaps and is now being consulted with government and our members. The PAT was pleased to see the development of a Police Officer Allocation Model to inform future staffing requirements. The PAT has also been advocating consistently for the last 18 months for significant roster reform for 24-hour shift workers. We are pleased the review has identified rosters as a critical issue that requires review and we are looking forward to working with the agency project team around this issue as we move into our next round of Enterprise Bargaining in late 2020.

Colin Riley

President



NORTHERN TERRITORY BRANCH

Northern Territory Police Officers continue to service a wide, varied and harsh landscape from metropolitan Darwin to the most remote of Aboriginal communities. Just over 1,500 members serve and protect an area of some 1.4 million square kilometres.

The Northern Territory Police Association is celebrating its 80th year this year, following our inaugural meeting on 12 November 1939. We recognised this significant achievement at our annual conference dinner, with the theme **80 Years Strong**.

We continue to support our members in all areas of the Territory, as we look to expanding our services to members through improved communication and face to face engagement.

The diverse landscape our members work in provides its own sets of challenges for our Association, and in the last 12 months, we have increased our staffing capacity to seven (7) full time staff, with our first full time employee now based in Alice Springs. Our staff continue to work closely with our Executive Board members and Regional Delegates, who are located across the Territory and are often the first point of contact for Association members requiring assistance in the workplace.

How we work

We have recently finalised our organisational review and implemented significant changes to the way we service our members. On the back of survey feedback, and an external review, it was determined there was a need to upgrade our communications platform and increase the ability for us to service our members face to face.

With several of our remote stations in desolate areas through Central Australia, the move to full-time representation in Alice Springs was inevitable. Given our large member base coupled with increased members expectation, we have been able to deliver on additional services to members with the appointment of a second Field Officer late in 2018.

In addition, we are incrementally increasing our communications platform through both social media touch points and upgrades to information technology, which will provide more efficient records management internally, coupled with mobile device technology for our members on the road.

We also continue to grow the relationship with our external legal provider, ensuring our members are afforded the best legal advice as and when it is needed.

NT Economy

The Northern Territory Economy continues to lag behind all other states and territories as it struggles to come out of the post Inpex boom era.

A population decline, and the resultant drop in revenue for the NT Government, already so heavily reliant upon federal funding for its existence, has seen budget constraints and reform placed on NT Government departments not seen since the late 1990's.

As a result, all government departments budgets have been under the microscope, with the police budget specifically targeted along with health. Budget reform measures are only just beginning to take place, with a centralisation of some human resource services for whole of government resulting in a loss of many public sector employees. This has resulted in several police officers being taken from the frontline to backfill key traditional public sector human resource roles.

Additionally, the Northern Territory Government, as a budget reform measure, has introduced a new government wages policy of \$1000 per annum flat, while those employees on contract have been asked to take a wage freeze for 3 years.

Industrial Landscape

While the NT economy continues to struggle, we continue to enjoy a good relationship with the Minister for Police who dedicates significant time in visiting our members on the frontline, as well as the NTPA Executive team.

Our former Commissioner, Reece Kershaw APM, has now moved into the same role with the Australian Federal Police, so we continue to work closely in developing a good working relationship with our new Commissioner.

Our members continue to be challenged internally through a lack of promotional opportunities at the Senior Sergeant and below rank, and this remains a high priority for our Association with the new Commissioner.

Additionally, the NT's somewhat archaic discipline system continues to cause harm to our members, and we continue to lobby for a less punitive, more managerial and welfare focused system which is ultimately in the interests of all key stakeholders. It is pleasing to see recent examples where this approach is being adopted by our Professional Standards Command, as we work to formalising a new system of internal and complaints management framework.

Despite the state of the economy, we have continued to advocate for improved working conditions, better welfare and support services, and a focus remote policing. Additionally, we have been able to secure a new Consent Agreement which has provided our members with 2.5% salary increases per annum, for 3 years.

In addition to the salary increase, the Commissioner recently announced enhanced conditions for our permanently remote stationed members, including free electricity, increased allowances and a relief pool of members to ensure they receive time off for courses, recreation leave and respite. Given the challenge of attracting members to live and work in our remote communities, it is hopeful this will increase the attraction and retention of officers to those areas.

Health and well-being

The welfare, health and well-being of our members continues to be a strong focus of the Northern Territory Police Association, and we continue to monitor support services provided by the Commissioner.

Working as part of the Police Federation of Australia mental health campaign, the NT branch launched the telemovie, *Dark Blue*, during our recent Annual Conference. As part of the overall first stage of the PFA campaign, it was very well received by our members, as it aims to begin the conversation on the effects policing has on our officers over time, and to bring down the barriers for seeking help.

Our members continue to be serviced by three police Well-being and Health Officers, a chaplain in each of Darwin and Alice Springs and a peer support program. Mental Health First Aid training sessions continue for Police across the Territory, and each session has been very well received.

The *Equipt* app also continues to be available as yet another form of support and contact for the health and well-being of our officers.

On the ground

Social and alcohol related problems continue to be a major driver behind the work our members are asked to confront.

The Territory continues to have the worst domestic and family violence rates across the country by far and is driven largely by alcohol fuelled violence. The government has taken steps toward addressing the misuse of alcohol in Territory communities, with amendments to the Liquor Act, and the use of Police Auxiliaries on takeaway alcohol shops in the major towns of Alice Springs, Tennant Creek and Katherine.

Those being directed to do takeaway alcohol shop duties are still being directed to do so as a single static officer patrol, and we continue to lobby to remove this risk to our officers. While legislative protection now exists for our members to undertake these duties, unacceptable risks to their safety continue.

In addition, the reintroduction of the Banned Drinkers Register across the entire Territory requires any person who is purchasing alcohol to provide identification which is scanned to ensure no qualifying conditions exist preventing the purchase of alcohol.

Police in the Northern Territory, as is the case across the country, continue to be subject to vile attacks in the execution of their duties. We continue to see lenient sentences applied to offenders who attack police, and this worrying trend should be on the national agenda.

Finally, our officers continue to pick up the pieces of a broken Youth Justice system in the Northern Territory, and while new legislation is designed to increase the choices for non-custodial options, it is impossible to see the workload on our members not increasing dramatically. Furthermore, we will continue to lobby against the any proposal to increase the age of criminal responsibility, given our officers are already dealing with many serious offenders under the age of 14.

It is an honour and privilege to continue to represent each of our members, and the collective Territory policing family at a national level as President of the NTPA, and Vice President of the PFA. I thank the PFA board and our fellow Associations and Unions across Australia for their hard work and commitment to continual improvement for policing families in this country.

Paul McCue

Branch President



AUSTRALIAN FEDERAL
POLICE ASSOCIATION BRANCH

2018-2019 was a year of continuing growth of the Australian Federal Police Association (AFPA) building from our previous years of transformation and consolidation and we now believe that we have an Association that caters for the entire workforce.

The past 12 months for the AFPA has seen the Association transition from a rebuilding and consolidating organisation to an organisation that is delivering outcomes for its members. Our staff have worked exceptionally hard to continue to provide a wide gamut of effective, efficient and high quality services to our membership and I would like to thank them for their tireless efforts.

During this reporting period we were met with some unprecedented challenges in our workforce which I'm pleased to say are now behind us. The current team within the AFPA have all proven their dedication and enthusiasm towards the membership and strive towards making the Australian Federal Police (AFP) a better working environment for everyone. I believe that the AFPA is hitting well about its weight. We are starting to influence the AFP in ways never seen before, and we are starting to have a say in the political environment at both the Federal and ACT Government levels. Media agencies are now calling us seeking comments on issues where previously it was the other way around. Our relationship with the AFP is beginning to morph into a relationship with a common cause, the best outcome for the members. It's taken a while for the AFP to see that our best intentions are towards supporting the membership, and supporting the organisation on the political-front. When needs be, we will still call out the AFP, but I'm pleased to say that the AFP is slowly starting to engage more with us on matters and I hope that this continues into the future. It's much easier working together on a solution than being at continuous loggerheads over matters.

The reporting period saw the AFPA hold musters across Australia, including ACT Policing. The AFPA is a unique organisation when compared to other police associations and unions as our membership is made up of sworn officers, Protection Service Officers (PSO's) and professional (non-sworn) staff members. This makes for a challenging environment, especially as we have members in every city across Australia, across multiple offices and also in remote and rural locations - a shout out to members in Pine Gap, Exmouth, and Christmas Island. An percentage of our membership also deploy overseas to places such as the Solomon Islands, Timor-Leste and Papua New Guinea, with each of these postings bringing challenges unique to the AFPA. Another unique challenge faced by the AFPA is having to deal with two governments. The AFP falls under the jurisdiction of the federal government, while ACT Policing, which is the community policing arm of the AFP, reports to the ACT Government. This is a difficult environment to lobby in, especially when it relates to funding, resources and budget restraints. This unique environment sees the ACT Government pay the AFP to provide a policing service to the ACT, while AFP budget and funding is controlled by the Federal Government. If ACT Policing requires more police officers, then it must work with both governments to secure training funding and then an ongoing commitment to fund these positions. In previous times, the AFP hasn't been able to afford additional recruit classes to appropriately staff ACT Policing, while ACT Policing can't go out and fund its own recruit class. It's a truly unique situation we find ourselves in.

On the work front we dealt with a number of significant issues. One such issue was the covering of visible tattoos on AFP members. This direction from the AFP Executive rocked the workforce as it was introduced without consultation or warning. The AFPA was inundated with complaints from members and it galvanised the workforce against the AFP Executive. After significant lobbying by the AFPA, common sense prevailed and a process was introduced where members could seek an exemption from the ruling. I'm pleased to say that the vast majority of people seeking exemptions received them, and the policy hasn't raised its head since. This is a perfect example of the AFP not consulting with the Association and its 4000 members and as a result having a negative outcome, including negative media reporting for the AFP.

Our space in the political environment has also grown and will continue to do so. Prior to the 2019 Federal Election we developed an election strategy that focused on the AFP, on members mental health and on firearm

reform. I'm pleased to say we had some wins, with some good commitments made to the AFP. We believe that our pressure regarding funding saw the Coalition commit \$512 million to the AFP to enhance its counter-terrorism and policing services. During this time, we also gained commitments from the Australian Labor Party towards a mental health program, AFP officers reintroduced to Hobart Airport and a commitment to review the Enterprise Agreement bargaining framework for better outcomes for employees. While the Coalition won the election and formed government the AFPA will continue to lobby for these outcomes, especially in the mental health environment and the bargaining framework outcomes.

One of the significant challenges we have faced and will continue to face in the AFPA is in relation to member welfare and mental health. This environment is extremely difficult to operate in and members are frequently coming to us for help. Tragically, in the past few years we've had five AFP employees commit suicide using their AFP-issued firearm. We have also had reports of what we would call 'near misses', where urgent and/or immediate intervention has occurred to stop members from self-harming or suiciding. This aspect of my job as president weighs heavily on my shoulders. I can see what needs to be done, but I also know that it can't exclusively be done and carried by the AFPA and it requires so much more than a mental health program.

On a positive note, we have started sending some of our members who have been diagnosed with post-traumatic stress disorder (PTSD) to the Quest for Life Foundation. Each and every member that we have sent has come back with positive stories about their time at Quest for Life. I take my hat off to Petrea and her staff for the amazing work they do at Quest for Life and the difference it makes to people's lives. We are also exploring other partnerships within the mental health and welfare environment that will provide better outcomes for our membership.

In March 2019, we held our Biennial National Council in Canberra, where delegates, zone convenors and our National Executive came together for two days to discuss future plans for the Association as we headed towards a federal election and the next Enterprise Agreement. Guest speaker, the Shadow Minister for Justice, Clare O'Neil MP, described the Association as an 'incredibly effective' union and the way the Association has laid out so clearly the priorities that are important to the membership coming into a federal election has been amazing.' It's high praise from a Member of Parliament, but it's praise that I want to see as 'business as usual' as we move forward.

One of the key results from the Biennial National Council was a commitment to commence discussions with the AFP regarding the next Enterprise Agreement. The Council has clearly set some timeframes regarding the commencement of discussions and negotiations. The AFPA is working hard to meet these timeframes and I expect that a lot of work and engagement will take place over the next 12 months to positively position the AFPA in this space.

On local matters relating to ACT Policing, we've had to fight some interesting battles, namely the possible legalisation of cannabis and the inclusion of ACT Policing into the ACT Governments Integrity Commission. We lobbied extremely hard against such an inclusion. To approve the inclusion of ACT Policing into the ACT Integrity Commission, the ACT Government was forced to approach the federal government, which rejected the proposal for inclusion, and I'm very pleased it went that way. ACT Policing and AFP employees are already heavily scrutinised. AFP employees fall within the scope of the AFP Professional Standards, the Commonwealth Ombudsman and the Australian Commission for Law Enforcement Integrity (ACLEI). This inclusion would include a fourth layer of scrutiny which is unreasonable and not required. The possible legalisation of cannabis saw the AFPA participate in a ACT Government enquiry. This proposed introduction has a number of legal and welfare concerns that the ACT Government hasn't, from our perspective, thought through enough or addressed. I envisage that the ACT Government will introduce the poorly thought out legislation in early 2020 and it will require the Federal Government to refer the matter to the High Court of Australia to have the legislation overturned.

On behalf of our ACT Policing membership, we have lobbied hard for many years for the introduction of 'assault police' legislation. This work will progress into the 2019-2020 reporting period, but we are hoping for an positive outcome prior to the 2020 ACT Election. We are also lobbying for better facilities at Gungahlin Police Station. The police station located within the Gungahlin Joint Emergency Services Centre (JESC) is not fit for purpose and needs immediate attention. We are scoping the best outcome, either being a new purpose built police station elsewhere in Gungahlin, or a complete refurbishment of the current building utilising space possibly vacated by ACT Fire and Rescue and the ACT Ambulance Service. We will continue to lobby the ACT Government, including the ACT Opposition for the best outcome for Gungahlin members.

Finally, this year has been a very challenging, but a fulfilling one for me and the organisation and I envisage will continue to be challenging while we negotiate a new Enterprise Agreement while speaking to Government on the Enterprise Agreement framework. I extend to all the AFPA staff, former and current, my thanks and appreciation for their commitment and dedication to the members and to the AFPA. Our ability and resilience has been second-to-none.

Looking into the future, there remains much to do and I look forward to working with the membership in trying to achieve these goals. A stronger Association means a stronger AFP which can only benefit the membership and the wider Australian community.

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