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Police Federation of Australia  
**STRATEGIC PLAN 2022-2027**

# FOREWORD



The Police Federation of Australia is a federally registered trade union which represents over 65,000 sworn police officers throughout the nation. It speaks to the Federal Government on behalf of members across the country and is recognised as the national voice of police.

Every Australian police officer who belongs to their state, territory or federal police union is, by virtue of that membership, a member of the PFA.

Australia's eight police union presidents make up the executive board of the PFA but remain the heads of their respective unions.

A team of appointed staff, led by a chief executive officer, runs the PFA's Canberra office and implements policy at the direction of the board.

The executive made the decision to implement a strategic plan for realising the PFA's goals and objectives, to meet challenges and to avoid potential risks.

This document acts as the road map for that plan, and will assist the PFA office bearers and staff, to ensure the PFA remains a strong, goal-oriented organisation focussed on the best possible outcomes for Australian police officers.

**Ian Leavers**  
**President**

The background of the slide features a blue-tinted photograph of a police officer in full riot gear, including a helmet with a visor and a shield. The officer is positioned on the left side of the frame, facing right. The image is partially obscured by a large, dark blue diagonal shape that covers the right half of the slide.

# THE VISION

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

- 1. A strong professional presence at the national level.
- 2. The delivery of enhanced benefits and conditions to its members.
- 3. Financial strength in conjunction with best-practice governance.
- 4. Broad respect as a professional body which serves as the national voice of policing.



## VISION 1

A strong professional presence at the national level

### Strategy 1:

Increase engagement with federal and state politicians and candidates.

**Goal** – Develop and maintain positive relationships with politicians at the state, territory and federal level.

### Strategy 2:

Influence government policy.

**Goal** – Establish the PFA position on key issues by compiling submissions and appearing before relevant state, territory and federal parliamentary and other inquiries.

### Strategy 3:

Maintain a coordinated national communications policy.

**Goal** – Project and position the PFA as an independent expert on national policing issues by ensuring that a national position is articulated on key issues, in conjunction with branches, by the developing, updating and maintaining of issue-based fact sheets, policy documents and minutes.





## VISION 2

The delivery of enhanced benefits and conditions to its members

### Strategy:

Use the PFA participation rate to expand the range of professional, industrial and member benefits.

**Goal** – Coordinate strategies to provide best-practice outcomes for members.

## VISION 3

Financial strength in conjunction with best-practice governance

### Strategy:

Continual renewal of best-practice.

**Goal** – Ensure best-practice in regards to governance, PFA rules modernisation, ethical decision-making, long-term financial viability and risk management.



## VISION 4

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

### Strategy 1:

Enhance the PFA role on national representative bodies.

**Goal** – Improve and strengthen the PFA profile.

### Strategy 2:

Increase the research capabilities of the PFA.

**Goal** – Project and position the PFA as a peak, authoritative body with invaluable input to contribute to police issues.

### Strategy 3:

Support policies that encourage inclusion and diversity.

**Goal** – Increase the involvement of women and all members by the development of supportive research and strategies.

### Strategy 4:

Promote the professional status of policing.

**Goal** – Enhance the public recognition and status of policing as a profession.





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