

We will Remember



POLICE FEDERATION OF AUSTRALIA

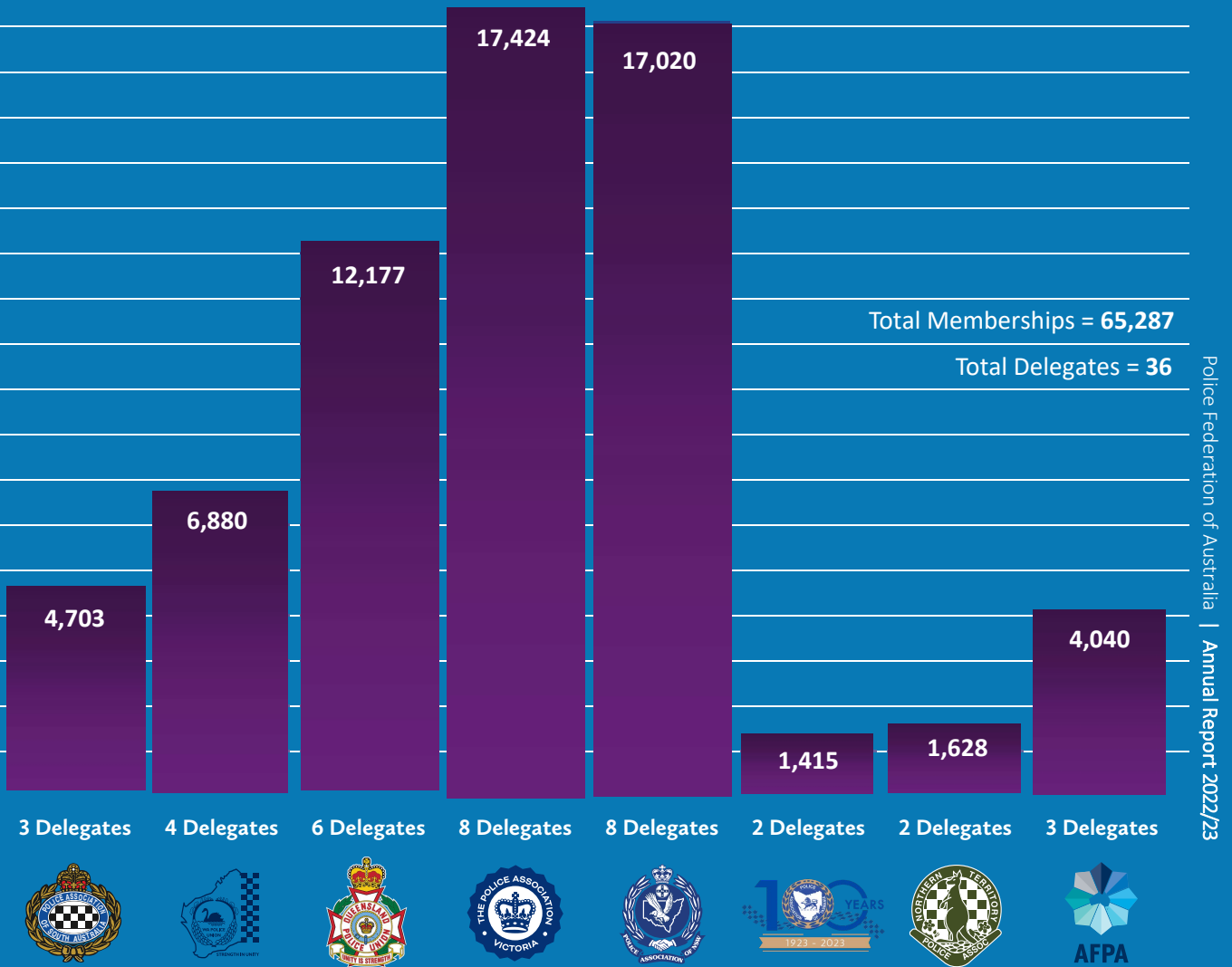
ANNUAL REPORT 2022/23



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AFFILIATES



MEMBERSHIP NO.s as at 31 Dec 2022 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	Ian Leavers	(Queensland)
VICE PRESIDENT	Alex Caruana	(Australian Federal Police Association)
VICE PRESIDENT	Colin Riley	(Tasmania) <i>to 14 May 2023</i>
TREASURER	Paul McCue	(Northern Territory) <i>to 4 July 2023</i>
	Karl David	(Victoria) <i>casual vacancy appt 4 July 2023</i>
EXECUTIVE MEMBERS	Mark Carroll	(South Australia)
	Ian Leavers	(Queensland)
	Paul McCue	(Northern Territory) <i>Resigned 26 May 2023</i>
	Karl David	(Victoria)
	Mick Kelly	(Western Australia) <i>Resigned 1 June 2023</i>
	Colin Riley	(Tasmania) <i>Resigned 14 May 2023</i>
	Alex Caruana	(Australian Federal Police Association)
	Kevin Morton	(New South Wales)
	Nathan Finn	(Northern Territory) <i>Elected 26 May 2023</i>
	Paul Gale	(Western Australia) <i>Elected 1 June 2023</i>
	Shane Tilley	(Tasmania) <i>Elected 12 July 2023</i>

LIFE MEMBERS

Leon Kemp	(Tasmania)
Peter Alexander	(South Australia)
Mark Burgess	(PFA & New South Wales)
Vince Kelly	(Northern Territory)
Jon Hunt-Sharman	(Australian Federal Police Association)
Mark Carroll	(South Australia)
Ian Leavers	(Queensland)
John Laird	(Victoria)

STAFF

CHIEF EXECUTIVE OFFICER	Scott Weber
OFFICE MANAGER	Maree McGuane
ADMINISTRATIVE ASSISTANT	Amanda Chindamo

MEETINGS CONDUCTED

FEDERAL COUNCIL

21 September 2023	Canberra
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EXECUTIVE

20 September 2022	Canberra
24 October 2022	Canberra / Video Conference
02 November 2022	Canberra / Video Conference
02 February 2023	Canberra / Video Conference
19 April 2023	Canberra / Video Conference

INDUSTRIAL PLANNING COMMITTEE (IPC)

02 November 2022	Canberra / Video Conference
01 March 2023	Canberra / Video Conference
13 April 2023	Canberra / Video Conference

WOMEN'S ADVISORY COMMITTEE (WAC)

20 September 2022	Canberra / Video Conference
01 March 2023	Canberra / Video Conference



PRESIDENT'S REPORT

It is with pleasure that I provide this forward to the Police Federation Annual Report.

I encourage you to read the following pages to get an appreciation of the work that the PFA has been undertaking on your behalf over the past year.

As has been acknowledged in the CEO's Report, recruitment and retention has been a key focus in each jurisdiction over the past 12 months as nearly all branches have seen a reduction in member numbers due to recruitment and retention challenges. As such the PFA is working towards a Recruitment & Retention Summit in October to endeavor to address the issue across the country. Our initial proposal was to run such a summit in conjunction with Police Commissioners but as a result of difficulties organising such a joint gathering, the PFA has decided to conduct our own Summit.

During the year we have maintained a strong relationship with the federal government and its relevant committees. The Executive has agreed to strengthen its capacity to lobby the government on our key priorities and I look forward to taking the Federal Council through those strategies.

As I reported in my last year's report, we have maintained a strong focus on mental health and workers compensation and as indicated talking advanced steps to pursue other important matters that have been on the PFA's agenda long term.

It has also been a challenging year where we lost three members, murdered in the execution of their duty. Constables Rachel McCrow and Matthew Arnold in Wieambilla Queensland and Constable Anthony Woods in Ascot Western Australia. We saw fit to honor these three brave officers on the cover of this Annual Report. They paid the ultimate sacrifice and will forever be remembered by their police family.

The following pages not only highlight the issues pursued over the past 12 months but set a range of goals over the next year.

I commend the CEO and his staff for their assistance, loyalty and diligence to duty and I thank my Executive colleagues for their support and camaraderie in some of our darkest times.

I look forward to setting our agenda for the next 12 months at the Federal Council meeting.

A handwritten signature in blue ink, appearing to read 'Leavers', is displayed on a light blue rectangular background.

Ian Leavers APM

President



CHIEF EXECUTIVE OFFICER'S REPORT

I thank you for the opportunity to prepare my fifth report as the PFA CEO.

It is pleasing to be preparing an Annual Report that has not been overshadowed by COVID 19 debate and interruptions.

As the following pages will attest, PFA activities have begun returning to normal with 'face to face' meetings of the Executive, Industrial Planning Committee (IPC), the Women's Advisory Committee (WAC) and our numerous other activities on behalf of members. We have also been able to step up our advocacy with politicians to pursue the numerous issues on the PFA's agenda.

In keeping with previous reports, the format of this report will continue to follow the template and the key priorities as established by the 2022-27 PFA Strategic Plan.

As can be witnessed in the following pages, policing is still confronting an array of issues that are impacting on every branch, not the least of which is the priority of recruitment and retention of members. As I pointed out in a letter to Police Commissioners through ANZPAA earlier this year,

"The wider Australian community appreciates that law and order, and community safety are fundamental to the successful functioning of society and to family and community well-being.

Historically, Australian police forces have been the envy of most other countries in the western world. It is the PFA's intention to maintain this standing. I trust that this intention is shared by all Police Commissioners.

While we all agree that current recruitment and retention issues are not immediately threatening the future of policing in this country, any delay in strategies to address the current issues being experienced across every policing jurisdiction, will ultimately put the community, businesses, government and policing at risk.

We believe there is a potential range of strategies that could be of great assistance to both the recruitment and retention of police nationally, and we would prefer to develop and pursue those strategies with the support of Police Commissioners".

The holding of a Summit on Police Recruitment and Retention has met a number of challenges and as a result the PFA has determined to hold its own Summit later this year.

As a result of the recruitment and retention issue, for the first time in memory overall membership numbers in the PFA have slightly declined from 66,029 on 31 December 2021 to 65,287 on 31 December 2022, a decrease of 742 members. This is not as a result of members leaving their respective police associations or unions or new members not joining, as our membership density ratios have not declined, this is about a drop in police numbers nationally that needs be addressed through national strategies, not simply jurisdictions developing strategies to entice current members from other jurisdictions.

The federal government has been in power now for over 12 months and we have continued to build our relationship with them, as we have ensured an ongoing dialogue with the now coalition opposition as well as all the minor parties and cross benchers. The following report will detail some strategies that the Executive has endorsed to pursue, which have been longer-term issues that the PFA has had as prioritised for some years, including a reduction in the superannuation preservation age for police officers and the attaining of the same capped FBT benefits (salary packaging) as ambulance officers. I look forward to reporting on the progress of those campaigns throughout the year.

I encourage you to read the following pages to get a full appreciation of the PFA's activities over the past 12 months as well as the Branch Reports that will highlight what are the key issues in each jurisdiction.

VISION 1

A STRONG PROFESSIONAL PRESENCE AT THE NATIONAL LEVEL

ENGAGEMENT WITH THE FEDERAL PARLIAMENT

The PFA continues to engage with all political parties and cross benchers, in both the House of Representatives and the Senate.

We have particularly continued to foster strong relationships across all the Ministerial portfolio areas that directly relate to policing and law enforcements issues and other matters of direct relevance to our membership.

At the time of compiling this report, the Executive are also working through a tender process to engage a team of consultants to further enhance our capabilities in this area.

PARLIAMENTARY SUBMISSIONS

The PFA continues to monitor and respond where necessary to specific Parliamentary and other Inquiries and Commissions.

Currently between the APH Senate, House and Joint Committees there are in excess of 45 individual committees, and each typically have more than one open inquiry.

Recent Inquiries that the PFA has made submissions to, appeared before, or continues to monitor hearings for relevant issues that may arise include –

- Australian Commission for Law Enforcement Integrity – Annual Report
- Parliamentary Joint Committee on Law Enforcement – Annual Report
- Department of Home Affairs – Annual Report
- National Anti-Corruption Commission Bill 2022 and the National Anti-Corruption Commission (Consequential and Transitional Provisions) Bill 2022

- Presumptive Workers' Compensation Provisions for First Responders - Stakeholder Consultation Submission
- Inquiry into Experience, Opportunities & Challenges for co-investment in multi-carrier regional mobile infrastructure (black spot issues)
- Treasury Employment White Paper
- Inquiry into community Safety, support services and job opportunities in the Northern Territory
- Challenges and Opportunities for law enforcement in addressing Australia's Illicit Drug Problem
- Inquiry into Criminal Activity & Law Enforcement during the COVID-19 Pandemic
- Intelligence Oversight & Other Legislation Amendment (Integrity Measures) Bill 2020
- Review of Surveillance Legislation Amendment (Identify & Disrupt) Bill 2020
- Security Legislation (Critical Infrastructure Protection) Bill 2022
- In-camera hearing by Parliamentary Joint Committee on Law Enforcement's Inquiry into Illicit Tobacco
- Mental Health & Suicide Prevention Inquiry
- Inquiry into Family Law Amendment (Federal Family Violence Orders) Bill 2021
- Inquiry into the Inadequacy & Efficacy of Australia' Anti-money Laundering & Counter -Terrorism Financing Regime
- 2021 Regional Telecommunications Review
- Telecommunication Legislation Amendment (Information Disclosure) Bill 2022
- Inquiry into the Perceptions and Status of Vocational Education and Training
- Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Bill 2022
- Treasury's Review of Legislating the Objectives of Superannuation

As an example of the importance of monitoring the work of such Committee, due to the PFA's recent appearance before the House of Representatives Standing Committee on Communications and the Arts Inquiry into Experience, Opportunities & Challenges for co-investment in multi-carrier regional mobile infrastructure, we were invited to have branches relay information on communications black spots directly to the Committee and Members of the House to shortcut the red tape that usually applies if reporting such issues through the police chain of command.

VISION 2

THE DELIVERY OF ENHANCED MEMBERSHIP BENEFITS AND CONDITIONS TO ITS MEMBERS

SUPERANNUATION PRESERVATION AGE

Whilst the PFA has campaigned for many years to have superannuation preservation age lowered to 55 for officers, to recognise the physical and psychological pressures of their role, no government to date has recognised the major consequences for both the public and police safety, forcing officers to remain on the front-line in the twilight of their careers.

For the vast majority of today's officers, their preservation age for access to superannuation is now 60, with much debate currently taking place to further increase that age to more align to the current pension age.

The complex range of mental health risks that police officers face after a career of community service is well recognised and the physical and psychological rigors of operational policing is widely known and accepted. Non-operational positions, which police officers might once have moved into in their senior years, are now considerably few – in light of the civilianisation and outsourcing of noncore functions.

Clearly, superannuation laws apply a community-wide standard preservation age, which arose in 1993. The Superannuation Industry (Supervision) Act 1993, however, includes the power to exempt specified categories of people in order to provide a more flexible retirement regime.

The legislation therefore acknowledged at the time that a one-size-fits-all approach was not necessarily suitable for the entire workforce.

The Executive however still see this as being an important issue and have engaged a consultancy firm to work on our behalf to achieve a reduction in preservation age for police to 55.

CAPPED FRINGE BENEFITS TAX(SALARY PACKAGING)

The PFA has lobbied the Australian Government for a number of years to provide the same fringe benefits tax (FBT) concessions that apply to hospital and ambulance service employees, particularly as it applies to the FBT exempt cap, that applies to those employees.

While we accept that it is clear from well-established legal precedent that government organisations fulfilling a government function cannot be characterised as public benevolent institutions (PBIs) or charities, the special FBT gross benefits exemption per employee provided to ambulance services arose because of an adverse court finding in the Ambulance case concerning a wrongful, yet pre-existing, practice undertaken by the ambulance services. The benefit was not originally bestowed by a specific Government policy decision, it was merely partially maintained after the Ambulance case decision. Specific statutory amendment was needed to achieve the FBT relief for the ambulance services.

The FBT law already specifically recognises the unique role of police officers by providing a special concession for travel on public transport which is not available to employees generally and in addition, emergency service vehicles for both police and ambulances obtain equivalent exemptions.

As with superannuation preservation age, the Executive has endorsed pursuing capped FBT (salary packaging arrangements) consistent with that provided to ambulance services and have engaged a consultancy firm to pursue the issue on our behalf.



MERITORIOUS SERVICE AWARDS


The PFA has continued to lobby the Government for the establishment of a tranche of complimentary awards within the Australian Honours System that would recognise outstanding meritorious service by members of Australian Police Forces and other Emergency Service workers.

That process is ongoing and in May 2023 the PFA wrote to the Prime Minister seeking his support.

MEMBER MENTAL HEALTH AND WELLBEING

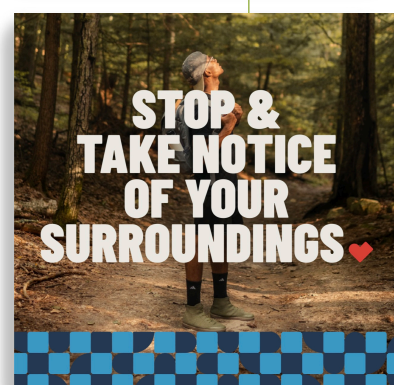
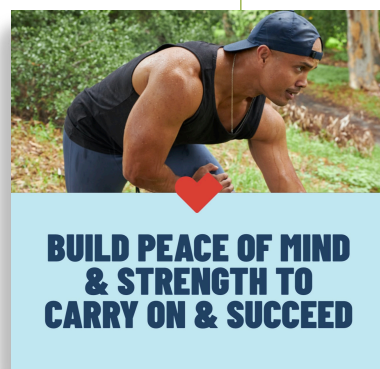
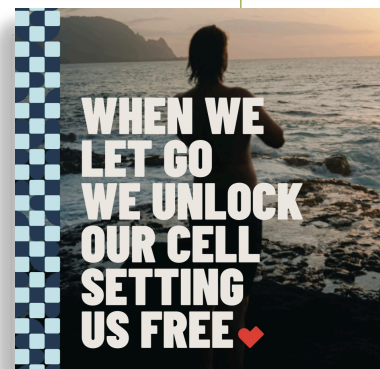


As a joint initiative of the National Police Memorial (NPM) and the Police Federation of Australia (PFA) as part of section 298 of the Proceeds of Crime Act 2002(POCA) III, the development of a national police mental health and wellbeing portal under the branding  **Police Care Australia** has been designed to support and assist police both serving and former along with their family and friends to access culturally sensitive mental health information, articles, education, support, referral access via a service directory of organisations and support services including a nationally accessible online counseling service. The development of  **Police Care Australia** will primarily allow police members across the nation to search for mental health support and services in a confidential manner that removes the stigma from requesting services via their state jurisdictions.

As part of this initiative, the inclusion of a short-term counseling service was designed to be delivered online across the nation to both serving and former police with the scope to include family members once the service has been established and evaluated. By engaging the services of a trauma informed clinician with lived experience of policing,  **Police Care Australia** will provide a unique service to assist police to maintain a healthy work/life balance and to work through issues that affect police exclusively due to the nature of their working environment. This project has direct significance to The Government's Response to the Education and Employment References Committee's Inquiry into the mental health of first responders, emergency workers and volunteers.

 **Police Care Australia** has a firm commitment to supporting police members across Australia to better understand their challenges. By supporting former and serving police with the provision of information and short-term counseling services members will take control of their own health outcomes which ultimately encourages police to take responsibility for their own health and wellbeing.

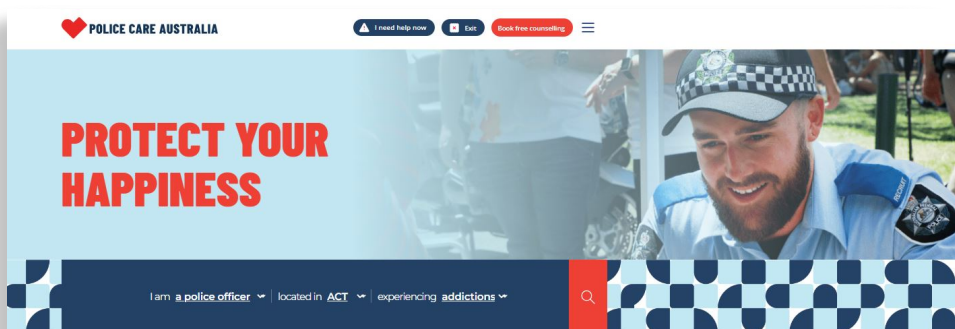
Former officers who have served their communities should also be entitled to services post policing as unresolved trauma may emerge many years after discharge. Statistics show that former officers are more prone to suicidal thoughts and attempts than




those who serve therefore adequate person-centred care should be offered where possible. Knowledge seeking is the first step in reaching out for help and serves as a precursor to understanding the benefit of engaging in counseling if symptoms persist. The overall benefit will be seen in the reduction of the number of deaths by suicide in this group.

Former police who reach out for information and support services are more likely to engage in career transition which impacts on socio-economic outcomes. Improved health outcomes also impact on Australia's economic status with better community engagement, improved health and lifestyle choices and a higher rate of former police returning to meaningful work.

Over the next twelve-months, data will be tracked and an impact statement prepared to track engagement of both the content and counseling service. Future grant opportunities may facilitate the further development of the counseling services to include family members which shows growth opportunities along with the inclusion of a statewide mentor service to assist police in a peer to peer support framework. As the project grows, longitudinal studies and reporting to all jurisdictions would also form part of growth opportunities which would benefit the overall initiative.



In addition to the development of  **Police Care Australia**, PFA explored opportunities as to how to evolve recruit training to recognise, support & manage mental health and wellbeing. A 12-month partnership was formed with Tasmanian based online training provider, FrontLine Mind, a digital-led training company that specialises in helping frontline professionals survive and thrive in complex, ambiguous high-risk situations. Objective is to develop and deliver a customised, localised and optimised program through three scalable training programs:

one -

- Reduce stress
- Shield from vicarious trauma
- Create resilient lifestyle habits


two -

- Recover from trauma
- Manage critical incidents
- Conduct safe effective operational debriefs

three -

- Create psychological safety in teams
- Lead adaptively in context
- Innovate through fast feedforward

A pilot program has begun at the Tasmanian Police Academy, and approximately 1200 members over the 2024 year will receive online and face-to-face training, with the intention to build and deploy a police specific program to potentially scale across Australia.

NPM & PFA is incredibly proud of the work undertaken for the POCA III project and encourages you to take a look at  **Police Care Australia**, and to also please invite your brother & sisters in blue to also view the site. Looking after and managing our mental health and well-being must be a priority. We will continue to always strive to support and empower every cop to secure and protect their true happiness because we know a healthy and happy cop makes the world a safe place.



**HAPPINESS IS NOT
FOUND BUT LIVED IN
THE HERE AND NOW**

**HAPPY COPS MAKE THE
WORLD A SAFER PLACE**

Protect your happiness

 **POLICE CARE
AUSTRALIA**
policecareaustralia.org.au



INDUSTRIAL PLANNING COMMITTEE (IPC))

The IPC has continued to meet at least three times per year to further the issues referred to it by the Executive.

One of the key determinations of the IPC in 2023, endorsed by the Executive, was the development of an IPC Charter.

That Charter reiterated the importance of the IPC to the achievement of federal industrial outcomes. To ensure that outcome it was deemed important that IPC representatives from Branches have sufficient experience and jurisdictional knowledge to enable effective participation.

The key purpose of the IPC was identified as –

- Providing the PFA Executive with industrial and campaign advice in furtherance of strategic objectives set by the Federal Executive, including, providing a means by which the PFA will coordinate and further industrial relations objectives of mutual benefit branches;
- Convening as required to provide expertise and advice to guide the compilation of Federal PFA submissions, and guide and plan advocacy/campaigns;
- To workshop campaign, bargaining and industrial strategy for presentation to the Federal Executive;
- Identifying emerging industrial risks for the Federal Executive to consider;
- Providing practitioners with an opportunity to identify national trends and opportunities to collaborate in furtherance of joint industrial objectives;
- Supporting the Executive form its strategic and annual plans by identifying industrial opportunities, risks and trends from within policing and other workplaces;
- Identifying Industrial/legal decisions of mutual benefit or concern;
- Having issues referred to it (with the Executive's approval) from other PFA subcommittees such as the PFA WAC for advice or consideration; and
- Reporting in writing to each Executive meeting on IPC deliberations and recommendations.

Some of the key issues on the IPC agenda include –

- Superannuation
- Recruitment and retention
- Workers compensation
- Rosters
- Resourcing

The IPC are also pivotal in directing the work of the *PFA Research Network Group*. This group works with Branch researchers on key issues for the Executive, Industrial Planning Committee and Women's Advisory Committee.

Recent key pieces of work include research on –

- Workers compensation, in particular presumptive legislation; and
- Superannuation
- Defibrillators in Police vehicles
- Training needs of membership
- Leave as part of the disciplinary process
- Spit hoods/ chair restraints
- Prescription medication & impairment
- End of service activity
- Code of Dress & Appearance
- Overseas Travel – time worked

Matthew Payne from the Western Australia Police Union has been particularly engaged and provides the PFA with a raft of research material he has compiled on behalf of the WA Police Union.

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 currently under review include:

- Taser
- Body Worn Video Cameras

AWARDS AND AGREEMENTS DATABASE

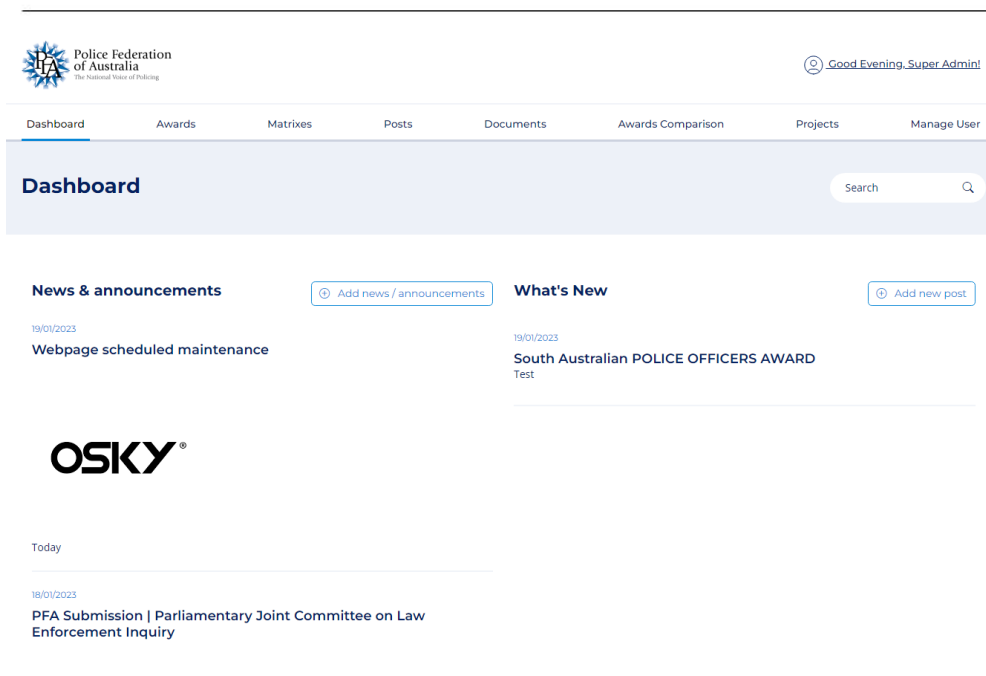
Following the upgrade of the PFA websites, the PFA's Awards and Agreements Database is currently being rebuilt and the PFA and branches are in the process of repopulating the database.

The database, gives our professional industrial staff across each branch the capacity to compile comparative reports across branches on key industrial conditions as well search issues via single clauses in each branches industrial agreements, thus allowing them to build their case for enhanced terms and conditions for their respective members, based on improved conditions achieved in other branches.

The database also has keyword and award search functions with the ability to print easy to use formatted reports.

As a specific upgrade to our earlier database, this new version allows branches to update their respective agreements to ensure all information contained is up to date and readily available.

The database is over-sighted by the IPC.



VISION 3

FINANCIAL STRENGTH IN CONJUNCTION WITH BEST-PRACTICE GOVERNANCE

PFA'S GOVERNANCE PROGRAM

As has been reported previously, any newly elected or appointed officeholders to the PFA or Branches must complete an approved Governance Training course within six months from taking office.

The PFA's Police Union Governance Training course is one of the approved courses and can be completed on-line at any time and at no cost. This Course continues to be of significant value to the PFA and Branches by eliminating travel or costly face to face course costs.

For more information or to register a new office holder for the course please contact pfa@pfa.org.au.

NEW ASIC REQUIREMENT - DIRECTORS' IDENTIFICATION NUMBER

Company directors now need to verify their identity as part of a new director identification number (director ID) requirement.

A director ID is a unique identifier that a director will apply for once and keep forever – which will help prevent the use of false or fraudulent director identities. All directors of a company, registered Australian body, registered foreign company or Aboriginal and Torres Strait Islander corporation will need a director ID.

All PFA Executive have completed this requirement, and all intending directors will be required to apply before being appointed.

The new [Australian Business Registry Services \(ABRS\)](#) is responsible for administering the director ID initiative.

GOVERNANCE REGULATOR CHANGE

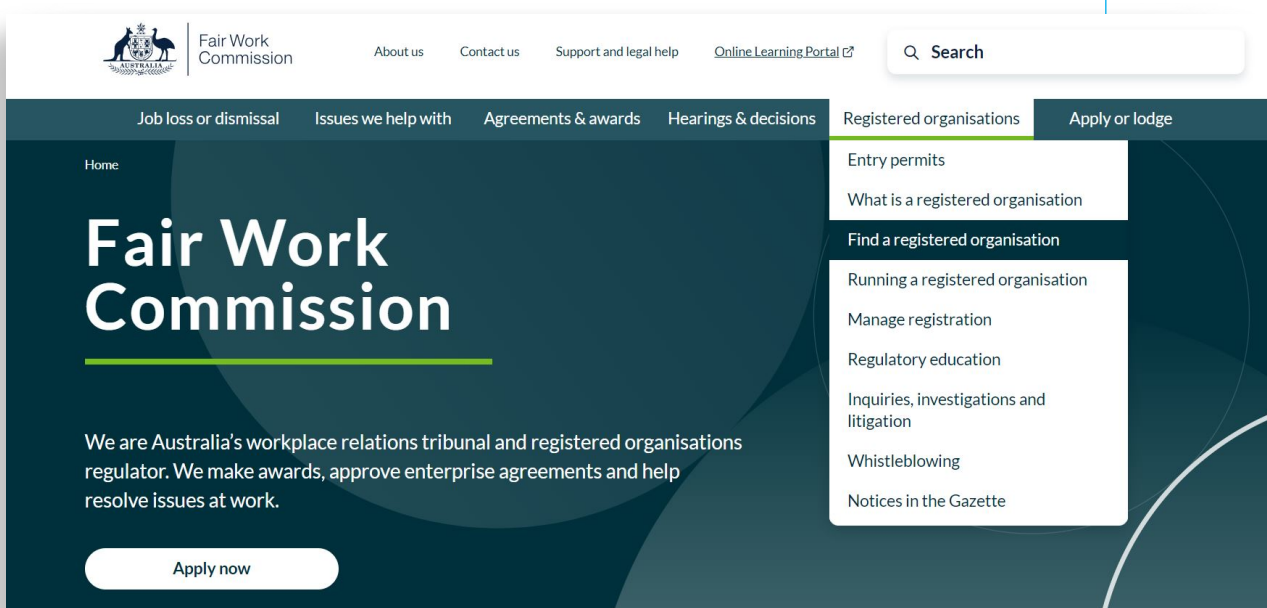
The Federal Government implemented a change to the regulator of registered organisations, and the transfer of functions moved from the Registered Organisations Commission (ROC) back to the Fair Work Commission (FWC) in March 2023.

The PFA's regulatory obligations and lodging of material, such as prescribed information for elections, financial reports and officer and related party disclosure statements, remain the same.

This change of regulator, however, provided an opportune time for a review of regulatory policies applying to registered organisations, and PFA was requested to contribute to this process.

The PFA was pleased a review was to be undertaken and to be requested for feedback. A regulatory body is necessary to ensure behaviours in registered organisations focus on acting in the best interests of their members, and ensuring members' money is spent in a way that is transparent and properly authorised. However, such an authority must operate efficiently to ensure registered organisations meet their compliance requirements. The PFA had identified deficiencies in the functionality of the ROC and a digital lodgment application of statutory obligations was highly encouraged to be developed and introduced within our written submission.

At the time of writing the external independent review is still in progress, and outcomes will be shared with branches and members in due course.



VISION 4

BROAD RESPECT AS A PROFESSIONAL BODY WHICH SERVES AS THE NATIONAL VOICE OF POLICING

RECRUITMENT AND RETENTION

As earlier reported, recruitment and retention of police continues to be an ongoing issue for all jurisdictions.

At the 2022 Federal Council the Council unanimously endorsed the following resolution - –

That the PFA take the initiative and invite Attorney General Mark Dreyfus, all State and Territory Police Ministers and Commissioners from Australia and New Zealand to a national summit on the issue of recruitment and retention of police officers.

Queensland Police Union of Employees agreed to take the lead on the summit.

What became interesting very early on in the discussions was the reluctance of Police Commissioners to engage with the PFA on the issue and share data from their respective jurisdictions. This has made the organisation of the summit problematic. Regardless, the PFA has agreed to pursue the summit and it is currently scheduled to be held in Melbourne on 27 October.

The summit organisers have been gathering international research and specific issues that the summit will address include – –

- Pitching policing to university students including fleshing out the basics that Police Services need to undertake to reach a new market of graduates;;
- Mental Health in Policing and the Barriers it presents; and
- Understanding trends of Graduates.

Julian Hill MP, Member for Bruce and Chair of the Defence Sub Committee of the Joint Standing Committee on Foreign Affairs, Defence and Trade has indicated his willingness to present to the Federal Council on his Committee's inquiry into the Department of Defence Annual Report 2021-22 with a key focus on Defence's workforce recruiting and retention. The PFA believes there's a lot we could learn from Defence's experiences.

NATIONAL FIREARMS REGISTRY

Following the shooting murders of Queensland Constables Rachel McCrow and Matthew Arnold in December 2022 the PFA, led by PFA President Ian Leavers and Vice President Alex Caruana campaigned for the implementation of a National Firearms Register. The PFA formally wrote to the Attorney General outlining our suggestions and support and explaining that the PFA had been campaigning since 2012 for a greater collaboration in intelligence sharing across all police jurisdictions.

As a result of that lobbying by the PFA, the Parliamentary Joint Committee on Law Enforcement's Inquiry into the Gathering and Use of Criminal Intelligence (May 2013 report) recommended:

"...the establishment of a national repository for criminal intelligence..."

That recommendation saw the establishment of the National Criminal Intelligence System (NCIS). It was the PFA's view that the NCIS could be the vehicle for delivering the National Firearms Register.

As a result of our media comments and letter to the AG, the National Cabinet referred the issue to Attorneys-General Ministerial Council on the options to implement such a registry.

In our response to the AG's subsequent consultation paper, we supported a Registry that had the ability to -

- Operate in near real-time
- Provide details of license holders
- Provide a single firearm record (technical details, identity and history)
- Be inter-operable between jurisdictions
- Link firearms and individuals
- Leverage existing systems, including intelligence data where possible, &
- Provide notification of cross-jurisdictional movement of firearms



Pres. Ian Leavers held several press conferences to bring attention to the need for a national firearm registry

We likewise supported the primary objective for the Register being -

"preserving community and police safety, by ensuring police have timely and accurate information required to accurately assess the firearms risk posed by an individual and protect the community from harm".

We specifically also suggested that the Register should have the following capabilities —

- To identify each individual who has a firearms' license and any conditions that may apply to that license
- Whether they own a firearm, how many they own and the type
- Where their firearms are stored and a record of checks carried out on that storage
- In particular for law enforcement purposes, any firearms license holders' information should be linked to criminal and intelligence history of the individual eg. links to Sovereign Citizen posts, police haters etc, which would provide the capability of inter-jurisdictional information including alerts around rejected, suspended or canceled licenses.

We also queried why licensed firearm holders should be able to purchase ammunition for firearms that they don't hold a license for and recommended that a cap should be considered on the amount of ammunition that can be purchased.

We argued that consideration should be given to entering ammunition purchases onto a register that is accessible via the NCIS.

We also suggested that where practicable, the purchases of firearms accessories, magazines and parts should all be recorded into the system.

We further proposed that consideration should be given for other relevant agencies (eg. RSPCA Inspectors, State Wildlife Rangers, etc) to be given not only access to relevant information on the Register but also allow a capacity for them to input relevant intelligence into the system.

Negotiations around the Register are ongoing with the PFA actively involved.

AFPA President Ian Leavers and PFA Vice President Alex Caruana will make a presentation to the 2023 Federal Council on the issue.



PFA VP & AFPA President Alex Caruana addresses the media regarding the National Firearm Register

ANZCOPP

The PFA President continues to sit on the Australia & New Zealand Council of the Police Profession (ANZCoPP).

Key issues determined by ANZCoPP over the past 12 months include - –

- Working with other member organisations, including the PFA in the establishment of Public Safety Skills Australia (PSA),(see following item re PSIC and PSA);
- Revising the ANZPAA Education and Training Guidelines for Practice Level of Police Officer and the Diploma of Policing. As part of this review, there was an increased focus on addressing future trends impacting foundational police training. The key amendments reflect the modern community and organisational expectations, such as a renewed focus on community engagement and cultural competency, digital literacy, human rights and integrity based values;
- The creation of Education and Training products for Undercover Operations and Human Source management guidelines and Advanced Diploma's in the two fields of operation;
- The creation of Education and Training Guidelines for Police Educators, Trainers and Assessors. Police Educators, Trainers and Assessors Guidelines have not been reviewed since they were developed in 2014-15 and since then the Police education and training landscape has changed significantly. The new Guidelines focus on the fundamental skills and knowledge required by educators, trainers and assessors who facilitate learning within a policing context. This review focused on future-proofing the Guidelines using a strategic foresight lens and strengthened training around incorporating digital technologies and multi-modal learning;
- The PFA recruitment summit; and
- A review of Tactical First Aid kits. ANZCoPP are exploring the possibility of such kits being provided nationally via funding from the Proceeds of Crime Account.

ANZPAA membership jurisdictions include -



NATIONAL POLICE MEMORIAL COORDINATION COMMITTEE

The PFA continues to sit as a member of the National Police Memorial's Coordination Committee (NPMCC). The NPMCC meets annually to determine the names to be included on the Memorial on National Police Remembrance Day (NPRD) each year based on the agreed 2006 Criteria for Inclusion on the Memorial.

Tragically there will be three new names added to the Memorial on NPRD this year –

Constable Rachel Clare McCROW Queensland Police | 12 December 2022

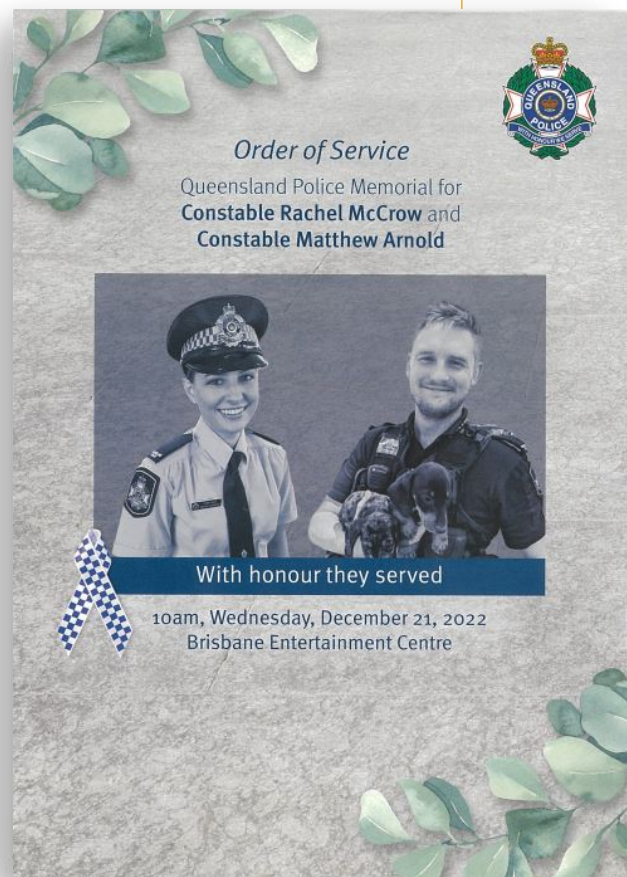
Constable Matthew Joseph ARNOLD Queensland Police | 12 December 2022

On the afternoon of Monday 12 December 2022, constables Rachel McCrow and Matthew Arnold from Tara Police Station and Constables Randall Kirk and Keely Brough from Chinchilla Police Station, responded to a request for police assistance relating to a missing person investigation.

The officers were tasked to attend an isolated rural address at Wains Road, Wieambilla. This area consisted of remote large acreage properties of heavy scrub and bushland with limited public services and limited visibility of residences from the road. Upon arrival at the address, the constables parked their police vehicles outside the boundary fence and jumped a locked gate across the unsealed driveway.

The Constables walked together in the direction of the residence, which was situated several hundred metres along the driveway and not visible from the front gate.

As the Constables walked towards the residence, they came under fire by offenders armed with high-powered rifles who had concealed themselves at the side of the driveway. Constable Arnold was fatally shot. Constable McCrow was also shot at this time and commenced treating her own wounds whilst using her body worn camera to record her observations at the scene. She defended herself by firing her service glock in the direction of the offenders and was then fatally shot. Constables Kirk and Brough were able to escape the initial gunfire and called for back-up. Constable Kirk shot at the offenders and withdrew from the property under heavy gunfire. Constable Brough was able to take cover in bushland until her extraction from the property.



Constable Anthony John WOODS*Western Australia Police | 11 June 2023*

On 8 June 2023, Belmont Police Sergeant Michael Fisher and Constable Anthony Woods were on duty in a marked police vehicle patrolling the Cannington District. At about 1am a white sedan bearing stolen registration plates activated the Automatic Number Plate Recognition in the police vehicle.

Initially police followed the vehicle and when on Epson Avenue, Belmont the police vehicle emergency lights were activated which caused the offending vehicle to accelerate away heavily. Police followed the vehicle into Ascot Place, Ascot, where the vehicle came to a stop out the front of number 10.

Sergeant Fisher positioned the front left corner of the police vehicle near the driver's door of the offending vehicle to prevent the driver from fleeing. Constable Woods exited the police vehicle and opened the offending vehicle's driver's door.

At this point the offending driver commenced reversing at speed, dragging Constable Woods and causing him to be trapped by the vehicle.

Constable Woods was conveyed to hospital in a serious condition and died from his injuries on Sunday 11 June.



IN LOVING MEMORY

Anthony

JOHN WOODS

20TH AUGUST 1994 - 11TH JUNE 2023



THURSDAY 6TH JULY, 2023
OPTUS STADIUM, BURSWOOD

In Memoriam

We pause to remember the passing of all our blue family members taken too soon in the past year, and extend our sympathies and prayers to their families, friends and comrades. We will remember.

~ Your life was a blessing, your memory a treasure,
you are loved beyond words and missed beyond measure ~

PUBLIC SAFETY INDUSTRY REFERENCE COMMITTEE (PSIRC)

The Public Safety IRC has been closed following the formation of the not-for-profit company [Public Safety Skills Australia](#) on which the PFA sits.

This new entity has responsibility to the Department of Employment, Education and Workplace Relations for the national training package qualifications relevant to police, firefighting, fire investigations, Defence, disaster recovery, emergency services (including operations, response and leadership), bio-security, aquatic search and rescue, community safety, corrections, local government and the broader public sector. The members of the company are –

- Police Federation of Australia (PFA),
- United Firefighters Union (UFU),
- Community Public Sector Union State Public Sector Federation (CPSU SPSF Group),
- Defence Force Welfare Association (DFWA),
- Australia and New Zealand Council of the Police Profession (ANZCoPP),
- Australasian Fire and Emergency Services Authority (AFAC), and
- Department of Defence

The initial funding of this new entity came from the reserve funds of the Public Safety Industry Committee (PSIC) which the PFA currently chairs. The members of the PSIC are the same as above with the inclusion of the Australian Council of State and Territory Emergency Services (ACSES).

From a policing perspective it was pleasing to see Jean Dyzel, formerly a Director at ANZPAA, be successful in winning the role as the CEO of Public Skills Australia.



PUBLIC SKILLS
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 PUBLIC SAFETY SKILLS AUSTRALIA LTD

Criteria for Inclusion -

During the year, the NPMCC also revisited the Criteria for Inclusion on the Memorial. The PFA was able to provide the Committee the history of how the criteria came about and the process for any potential change.

After agreement was reached in 2001 to construct the NPM, a working party of three primary stakeholders was established. The working party consisted of one representative from Australia's police ministers, police commissioners and the PFA respectively. The working party was consistent with the funding formula for the construction of the NPM in that each stakeholder provided \$800,000 in capital toward the construction - at a total cost of \$2.4 million.

When the workload and decision making of the NPM construction increased, the working party was deliberately widened and the NPM Steering Committee was formed. The Steering Committee oversaw the construction and other elements of the memorial including its dedication in September 2006.

Following the dedication, the National Police Memorial Coordination Committee (NPMCC) was established and operates under an agreed Terms of Reference.

The current criteria for inclusion on the NPM came after the steering committee held lengthy discussions. It was ultimately endorsed by the then Australasian Police Ministers Council (APMC) in November 2006.

In reaching an agreement on the criteria, then-chair of the NPMSC, AFP Deputy Commissioner John Lawler noted:

"... the good effort in reaching Steering Committee and all other jurisdictions consensus (our emphasis) and thanked the working group for their efforts".

Therefore, any changes to the NPM criteria would require consensus by the various NPM stakeholders prior to ratification by a Police Ministerial Council. This process would make the decision consistent with the 2006 decision-making process.

The Criteria for Inclusion had been previously re-visited in 2014, the outcome of which was the following resolution -

"The Committee reaffirm its commitment to the current NPM criteria..."

That position was unanimously supported by the meeting, and the minutes also reiterated -

"...there was no imperative to change the criteria in the foreseeable future".

The NPMCC has previously acknowledged that each jurisdiction has the power to set their own criteria with respect to their individual Memorials. That view has been supported by the PFA executive.

The decision by the NPMCC this year to maintain the 2006 Criteria for Inclusion, has reinforced those earlier decisions.

POLICE WEEK 2022K 2022

13TH ANNUAL WALL TO WALL RIDE FOR REMEMBRANCE

The ride took place on Saturday 17 September.

The PFA worked closely with the National Police Foundation to run a post COVID full-scale version of the Wall-to-Wall Ride for Remembrance. The annual September ride saw numbers return to pre-covid times where high participation was evident.

A total of 1,985 riders and pillions participated via a mass contingent ride from Exhibition Park in Canberra (EPIC) to the National Police Memorial (NPM) in Canberra. Once again, the event was live streamed providing some participation for riders unable to make the trip to Canberra.

Riders from across the country when registering chose their preferred Police Legacy. The split for these registrations by chosen legacy is-

• Auspol	52
• AFPA	99
• NSW	884
• NT	45
• QLD	304
• SA	133
• TAS	24
• VIC	428
• WA	16
TOTAL	1,985



Thanks to the generosity of riders and raffle ticket and merchandise purchases, we were able to continue with annual donations to all police legacy organisations. For 2022 \$168,074.28 was paid to legacies divided by chosen legacies of all registered riders.

This takes the total donations of all 13 event rides since 2010 to in excess of \$1,484,328.

Many thanks to the Ride sponsors and supporters, including –

Platinum Sponsors

- Transport for NSW (Towards Zero)
- Yamaha

Gold Sponsors

- Police federation of Australia
- Don Cameron & Associates
- Police Bank
- Transurban
- Slater & Gordon



Silver Sponsors

- Police Health
- Lambourne Partners
- Simplicity Funerals
- Maxxia
- Southern Cross Group
- National Mail and Marketing
- Police Associations
 - AFPA
 - PANSW
 - QPU
 - TPAV

Bronze Sponsors

- Shannons
- BMW Australia
- WSC Insurance Brokers
- Karcher Australia

Minor Sponsors

- # Ride Safely 4 Me
- Niche Technology
- Motorola Solutions
- Lack Group
- Iron & Resin Garage
- Northern Territory Police Assoc.
- Police Assoc. of Tasmania

We've acknowledged their support through social media, the W2W web site and through a formal Certificate of Appreciation to each sponsor.

With the financial and in-kind support of our sponsors this event would not be possible; thank you.







PFA WOMENS' ADVISORY COMMITTEE - STRATEGIC PLANNING DAY & MEETINGG

As reported in the 2021-22 Annual Report, the PFA WAC undertook a Strategic Planning session in conjunction with the September 2022 meeting.

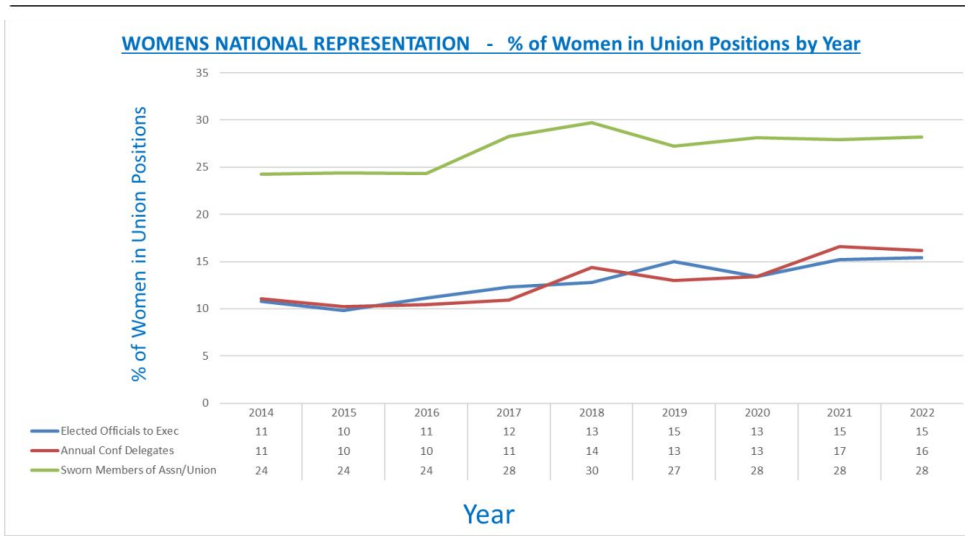
That session saw the development of a detailed WAC Charter. The key purpose of the WAC was determined to –

Increase women's representation and participation in their respective police unions and associations. It also provides a forum for participation in a range of other industrial and professional issues for women members to be discussed.

And its key functions are to –

- Champion leadership, growth and activism amongst PFA branches,
- Ensure consistent representation from each union and association on the WEnomen's Advisory Committee,
- Commit to participation in each union and association executive meetings,
- Provide advice on lived experience to the PFA on issues identified impacting women in unions and associations,
- Develop diverse and inclusive policies and strategies,
- Champion diversity and inclusion within PFA branches,
- Promote and engage local networks i.e. Women Networks within PFA branches,
- Challenge known cultural, structural, attitude and behavioural barriers within PFA branches,
- Work closely with the PFA Executive, IPC and other relevant sub committees,
- Provide reports and feedback to the PFA Executive, IPC and other relevant sub committees either via presentations at meetings or written reports, and
- Provide both a written and verbal report to each PFA Federal Council meeting.

The Charter also provides for a strong Membership, Governance and Reporting structure as well as a capacity to develop Working Groups to undertake specific projects.



The two speakers at the forum were Mich-Elle Myers, Campaigns Director and Elected National Divisional Women's Representative of the Maritime Union of Australia, and Dr Abby McCloud, researcher of Diversity & Inclusion in Australian Policing. Both presenters were very insightful and served to renew the strength the WAC voice could hold.



(l-r) PFA CEO Scott Weber with Dr Abby McCloud.



Mich-Elle Myers presenting at the WAC Strategic Planning Day

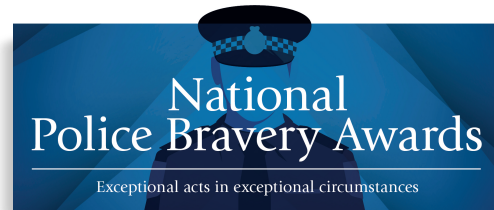


(l-r) front - Bernie Zimmerman, Alex O'Toole, Geri Porter, Lisa Bayliss, Kristy-Lee Wright
2nd row - Carla Duncan, Maria Zamir, Jodie Randall, Rebecca Wright, Sally Patrick, Ivana Young
back - Paul McCue, Clare FitzPatrick, Scott Weber, Sue Seears, Jodie Heskett, Amanda Thompson

5TH ANNUAL NATIONAL POLICE BRAVERY AWARDS

The 5th Annual National Police Bravery Awards were conducted at the National Museum of Australia on 21 September 2022.

Due to the previous year's COVID restrictions, the 2022 event saw the presentation of the 2020 and the 2021 winners, with the 2022 and 2023 winners to be presented at the 2023 Awards on 12 September 2023.



(l-r) Ben Hammant 2020 Bravery Award Winner with Hon Peter Dutton MP Leader of the Liberal party at the 2022 Awards



(l-r) Alan Sparkes CV OAM VA Chair of National Police Bravery Awards Selection Committee and Hon Mark Dreyfus KC MP Federal Attorney General at the 2022 Awards

2020 WINNER Senior Constable Benjamin HAMMANT New South Wales Police



About 6pm on 17 March 2020, an armed offender had a dispute with neighbours in Cutler Drive, Wyong. The offender ended up firing over 200 rounds into houses across the road and at police, which killed a male and injured two other people.

The rounds the offender was firing were going through the houses in Cutler Drive and hitting houses in Maple Circuit. Senior constable Hammant organised for officers to go to the rear of the Cutler Drive houses, between Cutler and Maple Circuit, and

get people out of those houses. Senior Constable Hammant went to the rear of the house where the person had been killed and got the rest of the people from that house to safety. While doing this, shots were still being fired with Senior Constable Hammant in the line of fire.

Other police also put themselves in danger, but Senior constable Hammant was the first to go into a very dangerous situation to assist. He also took command at the rear of the house and organized other police in the area to get the innocent victims to safety. He also ensured that while the offender was still shooting, the other officers were in safe positions.

The actions of Senior constable Hammant were all recorded on his body worn video.



(l-r) PANSW Pres. Kevin Morton with Ben & Kylie Hammant



(l-r) Ben Hammant was joined at the Awards with wife, Kylie, mother, Barbara Attard.

2021 WINNER Senior Constable Kelly FOSTER New South Wales Police



On the morning of 2 January 2021, Senior Constable Kelly Foster undertook a canyoning expedition with a small group at the Wollongambe Canyon One, Mount Wilson. The group commenced their journey and made their way through the upper sections of the canyon. By midday, they had entered the water section of the canyon where a female member of the group entered the water on her lilo and made her way downstream. During this time, she unwittingly entered a whirlpool and was pulled underwater.

After being alerted to the situation by other members of the group, without hesitation for her own safety, Senior Constable Foster entered the water, making her way towards the fast-moving whirlpool and grabbed the hand of the victim who was still submerged underwater and valiantly attempted to rescue her. A short time later, both the victim and Senior Constable Foster were pulled three metres underwater by the whirlpool and were unable to resurface. Both the female and Senior Constable Kelly Foster lost their lives.

Senior Constable Foster's parents, Terry and Marilyn, and other family members attended the 2022 Awards Ceremony. Mr Foster accepted the award on behalf of family.



(l-r) PANSW Pres. Kevin Morton with Senior Constable Foster's parents, Terry & Marilyn Foster.



NATIONAL POLICE REMEMBRANCE DAY

National Police Remembrance Day services were held across the country on Thursday 29 September. As with each year the PFA was represented by all Branches at the NPRD service at the NPM.

This year marked the 16th anniversary of the national service at the National Police Memorial and included the addition of 15 touchstones to the National Police Memorial Wall in Canberra,

One of these touchstones was added in commemoration of Senior Constable Bria Joyce from Victoria Police who tragically lost her life in a motor vehicle collision while on duty on 8 April 2022.

The remaining touchstones are historical additions for officers who served as far back as 1825, whose nominations were submitted following extensive research by each of their jurisdictions.

In the lead up to the National Police Remembrance Day faces of our fallen members were projected onto Canberra's National Carillon in honour of their sacrifice.

Prime Minister Anthony Albanese, pictured arriving below, attended his first National Police Remembrance Day Service as Prime Minister.



*Senior Constable Bria Joyce
VIC Police*



CONCLUSION

As the foregoing report demonstrates, policing is facing numerous challenges.

In last years' report I made the statement that our growth in membership had continued, and we should not allow such increases year on year to make us complacent, because as this report has highlighted, this year our numbers reduced by 742, however that was a direct result of recruitment and retention issues being experienced across every jurisdiction and not as a result of our state branches not signing up new recruits, as our member density of serving police is still extremely high.

During the last year we also had the opportunity to present our newest Life Members with their Awards that we were not able to do during COVID. Congratulations to Ian Leavers, John Laird and Mark Carroll.



(l-r) Ian Leavers (QLD), John Laird (VIC) & Mark Carroll (SA) with Scott Weber at the 2022 Federal Council meeting after accepting their PFA Life membership.

The report also identifies the daily dangers facing our members with the deaths of Constables Rachel McCrow, Matthew Arnold and Anthony Woods. These constables were attending reasonably common jobs, Rachel McCrow and Matthew Arnold a missing persons investigation and Anthony Woods a vehicle with reported stolen number plates. Their deaths highlight the ever present danger to our members. All three constables will be solemnly remembered at both the Wall to Wall Ride for Remembrance and National Police Remembrance day later this month.

Can I take the opportunity to congratulate the following newly elected Presidents who were elected over the past 12 months.

- Shane Tilley - Tasmania
- Nathan Finn - Northern Territory
- Paul Gale - Western Australia

And congratulations also to Ian Leavers who was re-elected President, uncontested, in Queensland.

I also take the opportunity to thank the retiring Presidents of those Branches for their support to the PFA during their tenure, Colin Riley (TAS), Paul McCue (NT) and Mick Kelly (WA).

I thank the PFA Executive and Branches for their ongoing support and our very professional and helpful staff, Maree and Amanda.

The first full year out of COVID for several years has ensured we have had a busy schedule and the forgoing report also highlights the key issues confronting us in the year and years ahead. Recent decisions by the Executive have placed us in a very strong position to meet those challenges.



Scott Weber APM

Chief Executive Officer



SOUTH AUSTRALIA BRANCH



SAPOL FAILURES: DPM AND ROSTERING

SAPOL's biggest failure in recent times has been its defective District Policing Model.

The DPM was originally designed to centralize SAPOL's previous local service area model.

But it has essentially amounted to fewer cops policing greater areas.

As with many ill-considered, corporate-style centralized models, it has only succeeded in the erosion of standards and the mental and physical fatigue of members.

That's because the DPM exists under an entirely false premise: that a police department can prevent crime at the source by allocating a large portion of its uniformed officers into district policing teams who turn their focus to crime prevention.

But, ultimately, policing will always be a labour-intensive task for which every jurisdiction requires heavy numbers of police on front-line response.

This has been proven, all around the world, as the fundamental bedrock of bringing crime and disorder under control — and keeping it there.

Commissioner Grant Stevens' view has been that five years of the DPM is not a big enough sample size upon which to judge the model — because it has never been adequately staffed.

So, one SAPOL failure ties into another.

Views such as those demonstrated that SAPOL was a lost cause when it came to the DPM.

A few months ago, I initiated a meeting with SA premier Peter Malinauskas to broker a solution to the defective model.

I briefed the premier about the serious concerns members raised this year via the Police Association survey.

It is not often a workplace survey delivers overwhelming consensus on not one, but two major organizational issues. But the 2023 survey outcomes — released publicly and to members earlier this year — did just that.

What was obvious became official: an overwhelming majority of members unequivocally opposed the SAPOL district policing model.

A further significant majority also wanted the entire model to be abolished.

And a similar percentage of members expressed support for the long-overdue implementation of a response extended-hours roster.

It was a triple gut-punch to the nothing-to-see-here rhetoric emanating from SAPOL over the last few years.

The numbers were stark::

- Only 7% of surveyed members supported the DPM
- Only 4% believed the DPM provided adequate service to the community.
- Eighty-two percent supported the widespread implementation of an extended-hours roster.
- Seventy-nine percent of members who worked an extended-hours roster believed it positively impacted their work-life balance.

The most horrifying result for SAPOL was that even high-ranking officers believed the DPM wasn't working.

A majority of surveyed members at the rank of inspector were either unsupportive or unsure of their backing for the model.

And only 6% of surveyed members had confidence in SAPOL's ability to deliver an extended-hours roster to the appropriate areas.

It really is difficult to imagine anybody in the SAPOL executive leadership team would've been shocked by those results. But association members know only too well that SAPOL leaders have a track record of disregard for obvious truths.

ASSOCIATION INTERVENTION — AND OUTCOMES

The meeting with Premier Malinauskas was a success.

The Police Association had been ready to roll out a powerful public campaign addressing SAPOL's inaction over the DPM.

So, it was welcome news when, shortly following the meeting, SAPOL publicly announced a significant overhaul of the DPM.

The proposed changes include closer working relationships between response and district teams (including roster alignment), a review of suburb boundaries, increased support for supervisors, and a consideration of civilianization of non-core police roles.

SAPOL's actions, moving to overhaul the model, prove that association members were entirely correct about the DPM's significant problems.

Another positive outcome is the government announcement of full funding for an additional 189 PSOs in the 2023-24 state budget.

This will ease some of the strain on front-line members.

And on the issue of rostering, I recently signed an agreement with SAPOL to allow members to trial the long-awaited alternative response extended-hours roster in Metropolitan Operations Service.

The trial will last for at least 14 months, with the association and SAPOL conferring, as necessary, about the roster's effectiveness.

PROPOSED RELOCATION OF MOUNTED AND DOG OPERATIONS

Another line of communication I had with the premier was about the inherent flaws associated with the proposed relocation of Mounted and Dog Operations units.

Both these units are vital SAPOL assets which will not have the same operational capacity if they are located at the intended new facility in Gepps Cross — some ten kilometres from the city.

This, and several other operational factors, make the proposal ill-considered and not in the best interests of members nor the SA community.

Predictably, Commissioner Grant Stevens insisted in a radio interview in August that he fully supported the SA Government making this move.

He surely knows that around 82% of mounted taskings happen in the Adelaide CBD. That fact alone is a clear indication of the consequences this move will have down the track.

Victoria Police learned this the hard way.

In fact, the day this story broke, Police Association Victoria secretary Wayne Gatt went on Adelaide radio to issue a cautionary tale to SAPOL. Several years ago, Victoria's mounted operations shifted to a spot near the airport at Tullamarine — a move which Secretary Gatt says compromised service delivery and increased the cost to the Victorian taxpayer.

The commissioner, however, appears unwilling to learn from Victoria's mistakes, so the association will continue to lobby against this move.

VALE COMMITTEE MEMBER DARREN MEAD



The Police Association was deeply saddened by the passing of dedicated committee member Sergeant Darren Mead in April.

His death at such a young age (49) came as an overwhelming shock to his family and friends, as well as his close colleagues and the broader police family.

Darren cared deeply about the plight of his workmates, particularly those working under the strain of current workloads.

His colleagues clearly saw his immense qualities: a passion and a willingness to commit himself to them and serve their industrial interests.

Accordingly, they elected him to the association committee of management in April 2021.

In his two years in that role, Darren performed his duties with honour, integrity and diligence.

He also served as a workplace delegate for a brief period in early 2021.

At the committee table I was lucky enough to see, first-hand, the genuineness of Darren's care for members.

The injustice is that he had so much more to contribute — to his family, to his colleagues through the association, and to policing.

The association considered it a privilege to represent him throughout his 22 years' service to policing and extends its deepest sympathy to his family, friends and colleagues.

THE BRAVERY OF BREVET SERGEANTS IAN TODD AND JORDAN ALLELY

We had a stark reminder this year of the inherent dangers our front-line members face on a daily basis, when brevet sergeants Ian Todd and Jordan Allely were both hospitalized with stab injuries after they attended a property at Crystal Brook in May.

Ian sustained life-threatening critical injuries after being stabbed in the neck, arm and hands. Jordan was stabbed in the leg and arm.

They were following up a minor disturbance when they were attacked by the occupant of the house.

The days and weeks directly proceeding this horrific incident were a terrible time for these two officers and their families.

Thankfully, both Ian and Jordan survived the attack, although both will have to deal with the ongoing physical and mental burden.

The association continues to provide support to these two members and their families.

CARRINGTON ST OFFICE RENOVATION

The Police Association's Carrington St headquarters had served us well for many decades. But the committee of management agreed that the building was tired and the technology was dated. It was in dire need of a refresh.

In 2022, with the backing of the committee, I sought advice from architects and construction experts about what we could do to improve, refurbish and modernize the offices, plus make more efficient use of the available space.

Ultimately, renovations commenced in May 2023 and remarkably, all staff were back in the Carrington St building by late August.

The now completed renovations have transformed our headquarters into an efficient, state-of-the-art office facility to be proud of. It is something which will serve the association and its members for many years to come.

It will also prove to be an outstanding investment in the future of the association.

As part of the renovation, the association committee of management has secured tenants for the first floor, and part of the ground floor — as well as a potential lease arrangement of the Precinct Café.

If successful, this arrangement will generate a significant ongoing income stream for the association.

CONCLUSION

Forcing SAPOL's hand on the District Policing Model and the extended-hours rostering issues were outcomes of incredible significance in 2023.

Both of those issues had become long-term causes of grief for many association members.

It really is incumbent upon police unions to show great strategic resolve on these matters. The easy path is to throw your hands in the air and tell members that challenging the department or the government's authority and resources is all too difficult.

That has never been my philosophy and thankfully, in my time, it has never been this association's philosophy.

It is also not the philosophy of our hard-working staff — all of whom deserve high praise for maintaining their usual exceptional standards of performance during our building renovations and the associated disruption of moving to temporary offices.

Likewise, the support of our delegates is as strong and robust as ever. A police union can't exist without delegates who provide great representation out in the field.

We are blessed to continue to have a cohort of highly committed delegates who show great judgment.



Mark Carroll

Branch President



WESTERN AUSTRALIA BRANCH



NEW APPOINTMENT – PRESIDENT

I was appointed to the position of President for the WA Police Union, after former President Mick Kelly resigned from the Board. With a longstanding affiliation with WAPU dating back to my commencement with WA Police in 1988, my bond with the union took on greater significance when I assumed the position of President of the State Traffic Branch in 2012. The year 2018 marked my successful election to the Board, initially as a Director and then Vice President, a trajectory that led me to the subsequent role as Senior Vice President upon my elected return in 2021.

Upon my appointment, Vice President Dave Flaherty was appointed Senior Vice President and Director Todd Robinson was appointed Vice President.

Guided by the collective efforts of the elected Board of Directors, I am dedicated to a twofold vision encompassing the professionalisation and futureproofing of the union, in addition to securing heightened governmental acknowledgment of the policing domain and ensuring optimal services for all union members. At the heart of that mission lies an unwavering commitment to the welfare of the Members and the WA Police Union, underscored by my relentless advocacy on behalf of the union's members across the spectrum of governmental levels and within the executive echelons of the WA Police Force. This resolute stance aims to ensure that the Union remains steadfast in its delivery of superlative industrial, legal, and welfare support to its members.

In my persistent drive to enhance WAPU, I have overseen pivotal expansions within the organisation. Notably, the appointment of an additional Field/Work Health and Safety Officer, Matt Hudson, has bolstered member support capabilities in this specialist area.

Furthermore, the strategic introduction of roles such as the Corporate Affairs Officer, Martina Maley, and the onboarding of a Corporate Communications Manager, Reney Omar, underscores a concerted effort to optimize the functioning of the WA Police Union. These strategic appointments collectively reinforce the Union's capacity to operate with effectiveness and efficiency, facilitating seamless communication with members on the unfolding developments within the union's purview.

WESTERN AUSTRALIA POLICE FORCE INDUSTRIAL AGREEMENT 2022

On Tuesday 22 August 2023, the Western Australian Industrial Relations Commission (WAIRC) registered the WA Police Force Industrial Agreement 2022 (IA).

Our affiliation with UnionsWA and their combined work with the unions have forced the State Government to increase the state wages policy three times over the last twelve months. From their original position of \$1,000 per annum prior to submitting our original log of claims last year, we are in a significantly better financial position. With wage increases, the Cost-Of-Living payment and a near 14 per cent increase to shift allowances over the two-year life of the agreement.

Working toward this final offer, the agency agreed to redistribute shift allowance funding, so all shifts worked received an equal increase. The afternoon shift has received a boost of nearly 14 per cent. The afternoon shift is the shift worked more than any other across the agency that attracts a penalty so an equalisation of the increase will benefit members. Feedback from members were heard loud and clear that the afternoon shift was left out in the cold. We rectified that position.

We are in the process of commencing our industrial process for the 2024 Agreement. We will be seeking members input into both the claim and the industrial strategy itself. We continue to work alongside UnionsWA and the Public Sector Alliance to drive change to the antiquated state wages policy.

WA POLICE RECORDED OFFENCES 2022-23

WA Police released its offence stats for the 2022-23 Financial Year and WA Police Union expressed concerns about the alarming rise in offence rates that our Police Officers have dealt with over recent years.

We have urged government to take decisive action to address this critical issue that affects the safety and well-being of our Police Force. There were 1,447 Assault Police Officer (APO) offences in WA in 2022-23. This is the equivalent to four officers being assaulted every day of the year. The offence

rate is the highest in 14 years as well as being the highest since mandatory sentencing was enacted. WAPU believes a statutory review of existing mandatory sentencing laws is urgently needed and continue to advocate for a better appreciation by the judiciary.

ON CALL ALLOWANCE

Although 'On-Call Allowance' has been in our Industrial Agreement for many years, the WA Police Force have used their discretionary power to not pay it. WA Police Union have been relentless in pursuing this allowance. Commissioner of Police, Col Blanch and his Executive team have realised a monumental change to the agency's stance on our member's continued offering of goodwill policing.

On 12 June 2023, WA Police commenced payment of 'On-Call Allowances' to 19 police stations in regional WA along with regional based DFIOs and detective offices. It is not being applied everywhere, the agency has considered and implemented it for stations of 8 FTEs and above that are not 24/7. WA Police Union will continue to advocate for stations that have not been recognised in this first stage of implementation.

This will provide our police station OICs a guaranteed service to the community knowing that they will have their on-call officers ready to respond, allowing our members who are not rostered as on-call, to properly disconnect from their workplace.

EMERGENCY DRIVING POLICY

In February 2023, one of our members was convicted in the Magistrates Court for the offence of Reckless Driving, resulting from his involvement in an 'evade' incident in 2020. The magistrate concluded that he did not drive substantially within the WA Police's 'Emergency Driving' policy.

Seeking expert legal advice, WAPU appealed the conviction to the Supreme Court. The appeal decision was handed down recently.

The Judge concluded that there had been a substantial miscarriage of justice in the initial trial. Considering the newly uncovered information and the Judge's ruling, the conviction was subsequently set aside. As a result, the matter will return to the Magistrates Court to be tried again, providing an opportunity for a fair and unbiased reassessment of the case.

ATTRITION RATE

WAPU estimates that a record number of sworn officers resigned and retired from WA Police Force in 2022-23. Some 417 officers resigned, and 99 officers retired in the 12 months to 30 June. This resulted in the worst attrition rate for sworn officers since 1969-70.

The rate of sworn officers to population in 2022-23 was also the lowest in 10 years. More importantly, this rate has generally been declining over the last 30 years.

WA Police Union are urging WA Police Force to put more measures in place to improve workplace standards to retain employees.

CEO IMPLEMENTATION PROJECT

As endorsed by the Annual Conference in 2022, the CEO model is progressing well. WAPU have engaged an independent project and development group. Progress of the model which will include a restructure of the organisation is well underway and the Board are being briefed at every stage.

Upon conclusion of the project, the Board having decided the intended outcomes, will provide members with an overview of the proposed changes. Changes that are being considered are based on information we have sourced across the country and the feedback we have received from members, so our business and member services are improved as expected by you.

NEW APPOINTMENTS TO THE BOARD OF DIRECTORS

In the past twelve months, Director's Mick Kelly, Anntoinette Cashmore, Graeme Macey, Ward Adamson, and Aaron Honey have resigned from the board for varying reasons. New directors have been appointed to fill vacancies and we have welcomed the following officers to the Board.

- Metropolitan Region – David McDONALD
- Metropolitan Region – Narelle KIDDEY
- Metropolitan Region – Matthew POW
- Metropolitan Region – Aaron HICKEY
- Metropolitan Region – Dayna RIGOIR
- Eastern Region – Russell COWIE

The Board thanks those members who have sought to support the Board and members at this level. The Northern Region Director's position remains vacant, and we will endeavour to fill this to ensure our members in the Pilbara and Kimberley are fairly represented.

WA POLICE FORCE CHANGES HANDLING CIVIL LITIGATION AGAINST THEIR OFFICERS

Upon notice of an officer being sued whilst doing their job, the State Solicitors Office review the matter and determine when support will be provided to the member. At times this can take weeks, if not months, and can cause emotional and financial stress to the member. To ensure members are supported, WAPU assist in the initial lodgment of response and associated costs.

WAPU has firmly believed that WA Police should burden this responsibility and through WAPU's continued requests, in 2022, WA Police implemented a change to their civil litigation policy. The Commissioner of Police introduced a cap of \$20,000 to be provided to officers who are being sued civilly, ensuring that officer's initial concerns with both process and financial responsibility are minimised during the period between receiving papers and the State Solicitors Office taking up the matter. The responsibility for our officers in matters like this are positioned where they should be, WA Police.



Paul Gale
Branch President



QUEENSLAND BRANCH



POLICE PAY DEAL

At the end of June 2022, the existing Enterprise Bargaining Agreement in place with the Queensland Government expired and the Queensland Police Union (QPU) brokered a new three-year Agreement that will provide benefits to our members through until 2025.

The initial offer from the State Government of 2.5% was rejected as unsatisfactory. The QPU negotiated a deal that better reflected the work police undertake in Queensland and to recognise the ever-increasing costs of living.

Signed in November 2022 EB10 is now regarded as the best Enterprise Bargaining Deal achieved so far for Police in Australia or New Zealand.

The QPU negotiated base wage pay rises of 4% in the first year, 4% in the second year and 3% in the third year. On top of this increase police will receive a 3% cost of living adjustment of up to 3% of an officers' base wage to be paid once a year.

The deal also provides for superannuation payments of 18% on most allowances police can claim.

With cost of living pressures impacting the community the QPU was strategic in ensuring that we negotiated a deal for our members to assist them in difficult economic times.

EBA 10 affirms that Queensland remains the leader for police entitlements, support and remuneration.

NATIONAL FIREARMS REGISTRY

12 December 2022 an act of domestic terrorism struck the serenity of a small rural Queensland community and rippled across the rest of our country and the world.

Two young police were murdered and our profession was confronted by the sacrifices that police take in the line of duty.

Constable Matthew Arnold and Constable Rachel McCrow were killed responding to a routine call on a remote property at Wieambilla. Their lives were ended by deranged individuals with high powered rifles. Two other constables there that day, Constable Randall Kirk and Constable Keely Brough were also confronted by the armed offenders but managed to escape and call for back up.

A major tactical operation later commenced in an attempt to locate the offenders and place them under arrest. Attending specialist police were actively engaged by the offenders. Police were required to respond using lethal force to ensure their own safety.

The circumstances are being investigated on behalf of the Queensland State Coroner.

The QPU immediately responded to the initial incident providing support to the officers on scene, Officers Kirk and Brough along with the families of the fallen officers. The QPU also provided legal assistance for all police including the specialist officers who prevented any further harm to other police and the community.

The QPU featured in significant domestic and international media coverage becoming a point of truth about the incident, channelling the public sympathy and providing reassurance to the broader police family.

This incident has been a lightning rod for change and the QPU along with the PFA are advocating strongly for a National Firearms Registry.

Firearm violence in our community is unacceptable. Police are charged with the duty to protect our community and will put their bodies on the line to do so. This risk is hard enough without the inclusion of the threat of firearms on our streets. In 1996 the Howard Government was decisive in its actions following the Port Arthur Massacre. The Government was supported by the Labor Opposition led by Kim Beasley to implement an accord and remove guns from our community.

A National Firearms Registry will ensure that every police officer, regardless of where they are in this country, will have access to centrally held information across all borders and enforcement agencies.

The National Firearms Registry we have proposed has received support from the Prime Minister, the Queensland Premier, Police Minister, Federal Opposition all other State based Police Unions and State Police Commissioners. There are a number of stakeholders needed to provide input to get this right. Together with the PFA and all affiliates the QPU will push for a system that protects our community.

SUPPORT FOR MEMBERS

The QPU provides essential services for members in need of industrial, legal, and, welfare assistance and in 2022 we also implemented projects that will provide increased support for our members into the future.

The QPU continues to partner with Blue Hope to provide mental health support, counselling and peer support to current and former Police officers, from people who understand the life and experiences of being a Police officer.

The QPU proudly supports the Wall to Wall Ride of Remembrance continuing the tradition of honouring those who gave the ultimate sacrifice in protecting and serving their community. Events like this are important to bring us all together and the funds that are raised go to Police Legacies supporting Police Officers and their families.

In 2023 the QPU Police Remembrance Day has special significance to our police family. It will be the first observance since the tragic loss of Constable Arnold and Constable McCrow. In light of the events at Wiembella and the event that occurred in Western Australia the sacrifice that police make in the line of duty is stark compared to any other occupation.

DISCIPLINE SYSTEM

In March 2023 the QPU successfully won an appeal over the Queensland Police Service in the Court of Appeal relating to previous decisions around disciplinary matters.

The QPU advised the QPS multiple times that they were not following the discipline system process correctly and that due process had not been followed. The results in the Court of Appeal demonstrate that the Union has intimate knowledge of our member's industrial entitlements and protections. The actions of the QPS required emergency legislation from the Government to manage the decisions that were invalidated by the court case. The QPU will continue to ensure that the QPS ensures procedural fairness and natural justice principles in the discipline system.

LATERAL VASCULAR NECK RESTRAINTS

The Queensland Police Commissioner's decision to implement a complete ban on the Lateral Vascular Neck Restraint (LVNR) was resisted by the QPU.

Our Union had previously engaged collaboratively with the QPS to ensure that police had every tool available to defend themselves. The decision to ban LVNR was made before the collection of data could be done as agreed between the QPS and QPU.

The LVNR ban was overturned after intervention from the QPU with the Queensland Industrial Relations Commission. The Commissioner clarified that the LVNR hold was cleared for use in dangerous situations but not in the course of normal duties.

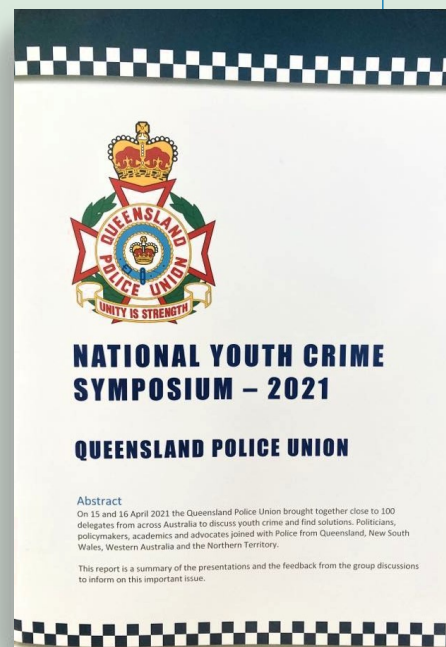
This clarification is a sensible decision and is in line with the process that the QPU worked with the QPS on to review the LVNR.

YOUTH CRIME

Twelve months on from the launch of the QPU's National Youth Crime Symposium Report in 2022 offering workable solutions and programs to improve the criminal behaviour of young criminals and it is clear that some of the findings have been ignored by decision-makers.

We know that laws and police powers are only part of the long-term solution. The QPU has called for Police to have powers to address recidivist offenders and the Government has provided them. This is one part of addressing this issue and creating a safer community.

Our report was clear, police are part of the solution to this issue. These solutions require other agencies and the judiciary to lift their game. We need increased collaboration across agencies and a free flow of information to ensure support services can address the triggers for youth offending before the offending occurs. The judiciary needs to clear the backlog of cases and ensure that administrative delays do not prevent youth offenders being detained as is appropriate to keep the community safe.



The QPU initiated legislative reform to allow for random weapon searches utilising 'wand' style detectors. This was in support of the Beasley Family from the Gold Coast after their son Jack was killed by an offender using a knife during a confrontation in Surfers Paradise in 2019. It became known as 'Jacks Law' and extends to cover all Safe Night Precincts and around public transport hubs. Knife violence is devastating in our community and these laws empower police to keep our community safe. The initial twelve months trial designed and implemented by QPU members found 241 weapons and justified the roll out of the wand practice across the state.

ENGINE IMMOBILISERS

In December 2022, the Queensland Government announced a \$10 million investment into an Engine Immobiliser Subsidy Trial to supply up to 20,000 secondary engine immobilisers for residents in Mt Isa, Cairns and Townsville. This trial was delivered because of the advocacy of the QPU. We hope that this trial will reduce car thefts in the impacted communities and can then be rolled out across Queensland.

SERVICE DELIVERY REDESIGN PROJECT

The Service Delivery Redesign Project (SDRP), was a pet proposal of the current Police Commissioner with the intention of reducing pressure on frontline workers, remove duplication and improving efficiencies. It was introduced in the Moreton district in February 2021.

It became clear that the program was not succeeding and the QPU made representations to the QPS about the program and called for it to be reviewed with a view to scrapping the program.

Unsatisfied with the response from the QPS the QPU commissioned its own review of SDRP which later fed into a review conducted by Ernst and Young for the QPS. The conclusions from the report and current recruitment pipeline issues have resulted in the program being cancelled.

The advocacy of the QPU across the impacted Districts achieved this desirable outcome.

RECRUITMENT

A clear issue in Queensland and across the country is the recruitment of police. This issue is also impacting other western nations including New Zealand, the USA and the UK. How we respond is an issue being considered by a number of police agencies across the globe.

The PFA with the QPU are developing a National Recruitment Summit to consider the issues and to try and find solutions that can be shared nationally.

The QPU in co-operation with the Government have developed a number of recruitment incentives. One offer includes \$20,000 paid to a successful applicant from another jurisdiction to cover relocation expenses.

For university graduates their HECS debt can be offset with a \$20,000 allowance.

We know that young people are interested in well paid careers and an emphasis on a solid work-life balance. The QPU is promoting the salary and superannuation benefits for Queensland police highlighting awareness that a First Year Constable can achieve a salary and benefits package of at least \$100,000 in their first year based on a 38-hour week.

Our national summit will combine key stakeholders, recruitment specialists, academics, and most importantly new police around the table to share ideas and hopefully build a way forward.



Ian Leavers APM

Branch General President and CEO



VICTORIA BRANCH



With a looming state election, The Police Federation of Australia (Victoria Branch) launched its priorities platform for 2022-2026, *Emerging From Crisis – The changing face of policing at the start of the year*. This document sets out in detail, challenges confronting our branch members in bringing together significant volumes of member-based research. The platform identifies 23 specific issues across a range of themes, where change is required to improve community safety and the working lives of our Police and PSO members.

These themes include social issues, volume crime, and community safety. Recommendations to help police meet community expectations and to planning for future policing responses were all advocated for and became the basis of our focus in the lead up to the November election.

This product, while informative for those contesting the state election, also provides the basis for the branch's ongoing focus over the next term of government.

The branch launched the first series of podcasts for our members after a significant period of production. The series, covering issues of industrial and policing relevance to our branch members, has been well received. 'Squad cast' as it is known, provides information and advice to members on rostering, industrial entitlements, new conditions such as the right to disconnect, mental health and other issues of significance to working police and protective service officers. It is our hope that this new communication medium becomes a stable and sustainable feature of our broad internal communication strategy.

Police Remembrance Day, on 29 September, is undoubtedly one of the most important days on the policing calendar. Despite this, the branch has been disappointed with the recognition of this special day in the community and

within our membership itself. For these reasons we developed a campaign 'Remember this September' to promote Police Remembrance Day and Victoria Police Legacy as the principal charity for remembrance in Victoria. It is hoped this campaign which we intend to conduct annually, increases attendances at services and more importantly, increases the recognition our members deserve from the community when they have paid the ultimate sacrifice in the service of others.

It would be remiss not to mention the well-publicised acquittal of a previously convicted Victorian police murderer, following a significant period of incarceration.

This person was granted a retrial in extraordinary circumstances by the Attorney General after all usual appeals had been exhausted. The evidence surrounding the murder of Sergeant Gary Silk and Senior Constable Rod Miller in Moorabbin some two decades earlier found itself re-presented in court once again with the ultimate result, acquittal, poorly received by members. During the long retrial period, the branch provided the expected and important support, for our murdered members' families yet again. While the retrial and acquittal are not what was hoped for by investigators, family and members, the process galvanised amongst members a support for each other often seen following events of these nature.

Our members also welcomed a new police minister following the resignation of The Honourable Lisa Neville MP who served in her ministerial role for six years concluding on 27 June. Replaced by The Honourable Anthony Carbines MP, Ms Neville will be remembered by our members as a dedicated, committed, and high performing minister who introduced significant reform and whose government provided significant resources to Victoria Police officers by working closely with our union.

In September our delegates came together to discuss a range of issues confronting our members, however one in particular received significant focus, that being the absence of death and disability insurance for members over the age of 55.

This issue, the subject of significant advocacy by the branch over the previous three years was eventually the subject of an announcement by government to establish a contingency fund which would be used to provide payments for our members who are injured and can no longer work between the ages of 55 and 60 years. The announcement is one of the most significant industrial achievements for our members and builds on successive reforms achieved to the superannuation entitlements of police and PSOs achieved in the past five years.



The cut and thrust of an election process also enabled the branch to obtain bipartisan commitment to support ongoing funding of the BlueHub programme. This programme has previously been trialled in Victoria using federal government funding, supporting our members as well as AFP members working in Victoria. The programme, a first of its kind, provides evidence base specialist treatment for trauma related mental health injuries and was officially launched in August 2021. Since then, it has been providing members with effective treatment for mental health injuries so prevalent in our industry. The programme's measured outcomes demonstrate its success with police referred to BlueHub seeing a significant reduction across all nine measures for PTSD depression and anxiety. Members who use the programme move from having a diagnosable mental health condition to being outside the clinical range for diagnosis after six months in therapy, and approximately 47 percent of participants either returned to work or are actively participating in that process. It is no surprise therefore the programme drew international acclaim and was awarded the International Society for Traumatic Stress Studies 2022 Sarah Haley Memorial Award for Clinical Excellence. With the election result returning a Labor government, the programme received an additional \$4 million funding to enable its continuance over the next four years. This funding will help build the impressive results already achieved by the prog

Once again, members were called on to support a major emergency across Victoria with the flood crisis impacting our community in October 2022. Hundreds of our members found themselves redeployed to support the community in this emergency response and one that gave an opportunity for the branch to provide active support for members physically impacted by the floods, but also to ensure that the industrial and wellbeing needs of members responding were catered for.



Recruitment in policing remains a key priority for the branch with dwindling police numbers impacting resources in every workplace and station across the state. At the end of the year, approximately 800 vacancies remained unfilled owing to increased levels of attrition, the number exacerbated by record high numbers of members away from work with work related injuries.

At its peak, more than 1600 members have been absent from the frontline at one time creating a strain on members that has only worsened their fatigue following the pandemic. The branch has maintained its strong advocacy to

government and Victoria Police for recruitment changes, that would streamline the application process and increase the number of police recruits. We have also sought additional government funding for advertisement campaigns to attract more people into our profession. While some of our suggestions have been accepted and implemented, not all measures to address this most significant crisis, that could be taken, have been. It will therefore be a continuing focus for the Victoria branch to lobby Victoria Police and the government to use all possible means to address this challenge which has the potential to seriously impact the safety of Victorians.

The branch also commenced its third series of consultation with members in preparation for enterprise bargaining negotiations in February 2023. During the last series of meetings prior to the commencement of negotiations, members were apprised of industrial processes to be undertaken in furtherance of a new agreement, as well as details surrounding the draft Log of Claims which were ultimately endorsed by our members' elected representatives and served on the employer.

With our current enterprise agreement due to expire in November 2023 and as we head into a new reporting period, the renegotiation of new terms and conditions for our members becomes the predominant focus for the branch. The thrust of our members' claim seeks to address the flexibility required in a modern police force to address the principal drivers of increased attrition and low recruitment seen today. It also seeks to address the uncertainty the intrusive nature of rostering has on members in Victoria, while also dealing with the inescapable inflationary pressures impacting the cost of living.

The branch also provided staunch advocacy in the public domain concerning two major social reforms directly impacting our members' policing activities. While not opposed by the branch, the government's plan to decriminalise drunkenness in November 2023, has not been complimented by appropriate police powers or resources to ensure officers can maintain community safety and prevent offences associated with public intoxication.

The government's move to a health-based model in Victoria, is out of sync with decriminalised models across the country which maintain powers for police to intervene when health-based services are simply inappropriate for the circumstances.

The government's intent to introduce a second safe drug injection facility in the central business district of Melbourne is a reform not supported by the branch. Our opposition to this initiative is qualified by the desire to see the expansion of the current facility operating in Richmond occurring after modifications are made to ensure the crime and amenity issues which have plagued this location since its introduction, are eliminated.

The branch was proud to support the Melbourne-hosted 2023 World LGBTQ+ Conference for Criminal Justice Professionals. This event, well attended by our members, was significant in its demonstration of our ongoing commitment to the diversity of our workforce and the support of LGBTQ plus members in our ranks. The event provided a platform for consultation and engagement with our members and provided an opportunity to glean sentiments and ideas which find their expression in our log of claims towards better working conditions and entitlements for all members.



In April and through May 2023 the branch moved into its new facility in Jolimont Street, East Melbourne. This facility has been purpose designed with members' needs in mind. The new building provides a floor of meeting rooms to engage with members during counseling and provide advocacy during hearing and other stakeholder related activities. It has a members' lounge and Board facilities. An entire floor is dedicated to training and conference rooms, supporting our objective to improve members professional development and training. The facility also focuses on the importance of social interaction, by providing members with a place to celebrate important social events and career milestones.



Karl David APM
Branch President



TASMANIA BRANCH



ENTERPRISE BARGAINING:

- The In-Principal Agreement to EB 2022 was delivered in January 2023 to all sworn police officers with the following increases agreed:
 - 3.5% from 1/12/22
 - 3% from 1/12/23
 - 3% from 1/12/24
- 24 Hr workers increased their SPA from 21% - 24%
- Non 24 Hr workers increased their SPA from 18%-19%
- Detectives had an annual increase of approximately \$1500 to their allowances and Inspectors an additional allowance for undertaking after hours supervision duties.
- There were several increases to allowances across the board for those working in specialist areas or undertaking secondary roles.
- Paid parental leave provisions were automatically given to police as were suite of State Service provisions relating to leave. The Parental leave provisions at the time of this report are subject to mediation and potentially action in the TIC because of the interpretation of those provisions and the dates of their commencement.

BIENNIAL CONFERENCE:

- February 2023, we celebrated our biennial conference at Wrest Point Casino.
- The theme of the conference was risk and resilience with guest speakers including Dr Ian Snape and Dr Kate Linklater.
- A Gala Dinner was held later that evening with Sam Kekovich as the entertainment.

POLITICAL LANDSCAPE:

- May 2023, the Liberal majority Government is thrown into minority with the defection of two Liberal Government MP'S over the 715-million-dollar AFL stadium build at Macquarie Point.
- Tas Fire Chief Dermott Barry resigns over the proposed merger of Tas Fire and the SES. The structure of the Department of Police, Fire and Emergency Management (DPFEM) with these emergency service reforms would have seen the "Fire Chief" sit alongside Police Commissioner Donna Admas as the "Commissioner for Fire and Emergency Services", however, the Police Commissioner also holds the dual bureaucratic position of Secretary of DPFEM which essentially means that position has governance and conduct oversight over all DPFEM including Fire and Emergency Services.
- The restructure of the Fire Service Act 1979 to a more modern Fire and Emergency Services Act has yet to be legislated.

SAFE STAFFING:

- Safe staffing as per the "Commissioners Instructions" continues to cause Tasmania Police headaches. The financial year 22/23 saw a massive increase to overtime trying to maintain safe levels at all (7) 24 hr stations statewide. The SAP (staff availability pool) was created to allow these shifts to be fully compliant. A review undertaken by an independent firm reported that available police numbers, 4-4 roster and the commissioners' instructions were incompatible without the requirement of significant amounts of OT. Essentially more police were needed.
- As of September 4, 2023, Tasmania Police will trail a 6-6 roster at (5) 24 hr stations for 30 weeks. These 5 smaller 24 hr stations when trialling the 4-4 roster realised the supervision model was inadequate and needed change.
- This change in roster coincides with the graduation of 76 recruits on September 4 to these smaller 24 hr stations and now gives shift supervisors a more controlled environment in which to maintain a stronger supervisory hold over probationary constables and ensure they hit their 12-month probationary requirements. Stronger supervision links with all shift members is welcomed.

FATIGUE MANAGEMENT FRAMEWORK:

- Commences on September 4, 2023, to coincide with the graduating course of 76 cadets.
- Work Health Safety Act 2012
- Developed to ensure the health, safety, and wellbeing of police by eliminating workplace risks associated with fatigue so far as reasonably practicable.
- To be trialled over 12 months with a view that police numbers in the first 6 months will be higher than the last 6 months as officers naturally transition away from these 4 stations to develop themselves in other specialist areas.

WORKERS COMPENSATION:

- January 2023
- 1338 full time police
- 12.1% of the workforce is on open claims or 162 police officers.
- Fully incapacitated police officers: 5.2% or 70 officers

COMMISSION OF ENQUIRY INTO THE TASMANIAN GOVERNMENTS RESPONSE TO CHILD SEXUAL ABUSE IN INSTITUTIONAL SETTINGS:

- Report due in September.
- Arch Centers (Multi-Disciplinary Centers) and Family and Sexual Violence Units up and running in expectation of criticism of State Government and TASPOL
- C.I.B Offices around the state decimated and restructured.



Shane Tilley
Branch President



NORTHERN TERRITORY BRANCH



Our Northern Territory (NT) members continue to service a wide, varied, and harsh landscape from metropolitan Darwin to the most remote communities. Just over 1650 sworn members serve and protect an area of some 1.4 million square kilometres.

Our small team of seven full time staff members, along with our Executive Board and Regional Delegates, have worked hard to serve the members of the NTPA, and I thank them for their dedication and efforts over the last 12 months.

I also wish to acknowledge the dedication, commitment and sacrifices made by the outgoing President Mr Paul McCue over his term as the NTPA Branch President over his 8 years as President.

The past 12 months for Northern Territory Police Association (NTPA) Members has been challenging to say the least. The Territory's crime, alcohol and domestic violence issues have made national headlines, along with the bungled forced retirement of Commissioner Jamie Chalker that played out very publicly – all at the expense of the membership.

There are a number of ongoing Coronials – including the Yuendumu inquest, that resumes at the end of October 2023 – that appear to be focused solely on the shortcomings of police rather than the failures of the relevant agencies including Territory Families, Education and Health. This is an ongoing source of frustration for our members.

We also continue to be frustrated by a range of issues including, Policy Failures, the delayed Resource Allocation Review, Remote Policing challenges, Support and Wellbeing, Assaults on Police, and the Disciplinary Process for Police – all of which I outlined in my recent speech to the NTPA Annual Conference, and which I expand upon below.

POLICE FAILURES

Firstly, to the fundamental areas of frustration for our members – the NT Government's ongoing policy failures, that do little to support our frontline.

In November last year, the *Minimum Age of Criminal Responsibility* (MACR) legislation was passed, raising the MACR from 10 to 12 years old. Our position has remained consistent: this won't stop crimes being committed by youths, it simply means they won't be held accountable.

When the legislation was introduced, the Attorney-General promised additional programs to deal with at risk youths, and promised they would be 'measured as successful' before the legislation came into effect. We have been provided with zero evidence that this has happened.

We were also promised a formal written assurance from the Attorney-General that members will not be prosecuted – and face up to 6 months imprisonment – for inadvertently disclosing information of a criminal record or past charges for children under 12.

What can only be described as a complete missed opportunity is the *Bail and Weapons Review*, which was released on 24 July 2023. While the NTPA welcomes the inclusion of offences committed with a machetes and axes into the presumption against bail, which is something our Association lobbied Government for – it simply doesn't go far enough.

As part of our submission to the Chief Minister, we put forward that:

- The presumption against bail should be extended to include any object used as a weapon to cause fear or harm;
- That there has been a significant increase in the concealing and carrying of edged weapons along with their use in offending. Items such as axes, machetes, and spears are readily available and commonly used – including against our members; and
- That the NTPA is concerned with the increased use of vehicles being driven in a manner which weaponises the vehicle, and that this offending should be included in the new presumption against bail. The NTPA also wants to see new legislation which makes actions such as posting videos of offending on social media, an aggravation.

Last November there were blatant, violent attacks against our members when offenders deliberately drove stolen cars at police in Alice Springs, and in Katherine. It's an absolute miracle none of our officers, or a member of the public, were seriously injured or killed. Yet, the Government hasn't done ANYTHING to ensure our members are safe from this kind of offending, nor that offenders who assault police face tough punishment.

The lack of support for our members is also highlighted by the Acting Children's Commissioner's calls for the **legislative ban on spit guards** and emergency restraint chairs in police Watch Houses for youth offenders. Again, we maintain the position that these tools are crucial protective options for our members against offenders who are spitting or attempting to spit, or self-harming.

A procedural ban on the use of spit guards on youth offenders is sufficient, however, the NTPA maintains the position that these protective options should be available to police for both youth and adult offenders.

During our recent Conference, I made it very clear to the Police Minister that, it's our members' view that the banning of spit guards is nothing more than political pandering to a portion of the community that places a higher value on the rights of criminals over the protection of our hard-working and committed police officers. The Police Minister then made a public commitment that Government will **not** legislate the ban.

One of the other critical areas the NT Government has let our members down, is the **lifting of alcohol restrictions in Alice Springs**, despite repeated warnings from our Association. It was a reckless decision and ignored the voices of those organisation who were impacted the most. It led to a massive spike in the level of alcohol-related harm, violence, and crime, and overwhelmed our already razor thin workforce.

We welcome the return of those restrictions and the total ban of alcohol on Mondays and Tuesday, but the feedback from our members is that instead of having a 'breather' on those alcohol-free days, they're simply catching up on the crime from the rest of the week.



We want to see the 75 Police Auxiliary Liquor Inspector positions – a majority of which are in Alice Springs, to be transitioned to Constable positions to bolster our frontline response capability and deal with the record levels of crime – particularly domestic violence – in our community. Both the Police Minister and Commissioner of Police have indicated they would support this proposal.

RESOURCE ALLOCATION REVIEW

The NTPA's attention is squarely focused on the upcoming Resource Allocation Review. On Thursday 24 August 2023, it was announced that former NT police officer and NTPA President Vince Kelly will lead the review, which commences on 1 September 2023, with the final report to be handed to Government at the end of March 2024.

We welcome this review with cautious optimism and have publicly called on the NT Government to publicly release the Terms of Reference and to publish the completed report as soon as it is handed to the Minister.

The need for a comprehensive review of the NT Police Force was again highlighted by the following revelations from Acting Deputy Commissioner Michael White APM, during a question-and-answer panel session with members of the senior police executive at our recent Annual Conference for the NTPA:

- Our agency is facing the largest 'call for service' we've ever faced;
- There are at least 35,000 calls to the Joint Emergency Call Centre every month – that's more than doubled in the past decade – yet our resourcing level has barely changed
- Delays in answering calls for assistance are leading to calls being transferred to other call centres across Australia because we cannot meet demand. This also includes triple-0 calls, which we struggle to meet demand for.
- Our police force needs an additional 200 members, which could fill 30 vans right across the Territory – every single day – just to cope with our core business. There are 29 frontline vacancies in the greater Darwin region alone.

The results of this review will be critical in developing fundamental support to our members, establishing minimum safe staffing numbers and a much-needed fatigue management policy, while addressing the greater need for frontline policing services right across the Northern Territory as crime continues to rise to unprecedented levels.

REMOTE POLICING CHALLENGES

Policing in the Territory is tough enough in the major centres, but when you are stationed 500 kilometres from the nearest back up, as an example working 34 days in a row and 60 hours of overtime in a fortnight just to keep up with the day-to-day demand or working out of dilapidated shipping containers left over from the Federal Intervention – it gets a whole lot tougher.

We support the Commissioner's aim to increase numbers at remote stations. To assist, our Field Officers continue to work hard with the agency, to identify suitable housing, where possible, in many locations to enable establishments to be increased on a permanent basis.

he NTPA has taken our housing issues to Tribunal with success which is directly related to the standards of remote housing being offered and what our members have endured, due to very little suitable police housing existing in remote localities. Importantly, however, we will not compromise on the standard of housing required to attract and retain our members in remote locations.

A significant lack of Northern Territory Government investment in remote infrastructure for many years places pressure on police management to consider substandard housing in certain locations.

Longer term, the only way additional police can work permanently in remote communities, is through investment in infrastructure by the Northern Territory Government, rather than relying almost solely on Federal funding.

SUPPORT AND WELLBEING

We have begun to see the implementation of recommendations from the independent review into the Support and Wellbeing section of Northern Territory Police, Fire & Emergency Services.

Our Association lobbied hard for this to happen, which resulted in government agreeing to undertake the review, and we are pleased to now be seeing action from those recommendations.

Importantly, like all reviews, they are only as good as the results, and in this case particularly, actions to date have not yet matched the calls from our members for increased support.

They still see this as a critical area that needs more attention to ensure the health and well-being of our members both now and into the future. This will ensure our members can provide the best possible service to the community of the Northern Territory.

Key findings from the review include the following top concerns of our members:

- Poor workplace culture and ongoing mental health stigma,
- Gaps in variation of services across the agency and limited volunteer support,
- Processes such as well checks, debriefs, and post critical incident follow ups are inconsistently implemented,
- A lack of trust in the services, including confidentiality concerns,

- Limited support when preparing to leave the service and post career.
- Some favour internal supports, others favour independent external support.
- Current model relies on self-referral, many will not access the services directly themselves.
- Staff want support from suitably qualified and experienced professionals who are competent in speaking with the relevant staff, understand the nature of their work and can be trusted.

We appreciate gaps in services can be created due to recruitment challenges, however we would have hoped a renewed focus was placed on permanent recruitment, retention of face-to-face professional help for our members, 24/7 which sadly has not yet happened.

ASSAULT ON POLICE

Previous commitments by the Northern Territory Government to establish a working group to review sentencing options for cowardly offenders who assault frontline workers – was a positive step. Disappointingly though, calls from our members for tougher sentencing options appear to have fallen on deaf ears.

The working group has met ONCE, since its inception in September 2021, and there is STILL no commitment for legislative change to see offenders who attack and assault our frontline officers being held to account for their actions – or given a punishment that is in line with the expectations of our members, and the community.

Little has progressed in this important area, despite continued acts of violence against our members.

We are not the NT Governments or communities punching bags. The community expects better, and our members deserve better.



DISCIPLINE PROCESS FOR MEMBERS

For too long, we have been waiting for a real change in approaches to discipline, less punitive, more educational. And still it hasn't happened and the blurred lines between performance management and discipline remains. Sadly, the harm the discipline process causes members often outweighs the alleged breach, or in other words, the *process is the punishment*.

Some of our members are waiting not months, but years for a decision on an Appeal.

The system is failing those it is designed to help and protect, with so many performance and educational matters being labelled as serious breaches of discipline. It must be supported from the Commissioner down; we cannot change the disciplinary action taken already but we sure can change the future and will continue to advocate for changes within the performance management versus disciplinary or formal intervention space.

Supervisors and Senior managers need to have the training, the tools, and the confidence to have those 'hard conversations' around employee management. Instead, we're seeing time and time again disciplinary action taken against members – for trivial issues that could have been sorted out with a closed-door conversation.

The NTPA are working with the NT Police Executive to improve the system.

2022 CONSENT AGREEMENT

The 2022 NT Police Force Consent Agreement was finalised on Friday 9th June 2023 after an extended and protracted bargaining process which seen a significant increase to members wages of the course of the agreement including the back payment for all members to the start of the Agreement (30 June 2022).

- 1% structural increase to all Ranks, effective from the beginning of the first pay period commencing on or after 30 June 2022;
- 2.4% structural increase for the Rank of Superintendent, effective from the beginning of the first pay period commencing on or after 30 June 2022;
- 3% salary increase to all Ranks effective from the beginning of the first pay period commencing on or after 30 June 2022;
- 3% salary increase to all Ranks effective from the beginning of the first pay period commencing on or after 30 June 2023; and
- 3% salary increase to all Ranks effective from the beginning of the first pay period commencing on or after 30 June 2024.

The NTPA will commence negotiations for the 2025 Consent Agreement in February 2025.

NEW POLICE COMMISSIONER

We welcome the appointment on 24 August 2023 of our New Police Commissioner and CEO of the Northern Territory Police, Fire and Emergency Services, Mr Michael Murphy APM.

The NTPA looks forward to continuing a constructive and consultative relationship with Commissioner Murphy.

Commissioner Murphy has 26 years' experience in Territory policing, including at numerous remote stations. We welcome him being elevated to the role permanently. The NTPA have already clear our key priorities to Commissioner Murphy, including the safety and wellbeing of members, staffing and resourcing, as well as recruitment and retention.

CONCLUSION

It is an honour to represent each of our members, and the collective Territory policing family at a national level. I thank all other affiliates for their ongoing support and advice, and in particular the Police Federation of Australia.

We will continue to advocate on behalf of all our members with all sides of politics, the community, and the media to ensure the important issues are addressed, and that the interests of all members of the Northern Territory Police Association are represented every day.



Nathan Finn
Branch President

**AFPA**

AUSTRALIAN FEDERAL POLICE ASSOCIATION BRANCH



It has been a very busy 2022-2023 reporting period for the Australian Federal Police Association (AFPA) with legislation reforms; official Government inquiries, high profile court cases involving AFPA members (as informants) and an ever-increasing workload in the industrial relations environment. Looking forward, 2023-2024 isn't going to slow down either.

The first half of 2022-23 was built on capitalising on all our excellent work in 2021-2022. The AFPA's media profile continued to grow, along with the workload on all our employees.

In the ACT Government space, we've put in a lot of work, and seen much activity around:

- decriminalisation of illicit substances such as heroin, ice and cocaine;
- removal of spit hoods from the ACT Watch House;
- raising the age of criminal responsibility;
- bail and sentencing in the ACT
- recidivist offenders;
- police numbers in the ACT; and
- ACT Policing accommodation;

We've enjoyed a good relationship with the Minister for Police and Emergency Services, Mick Gentleman MLA. As the Minister is a former Protective Services Officer (PSO), he has a good understanding of the operational environment and the physical and mental aspects of 'the job'.

During this time, the ACT Government has continued its push toward the decriminalisation of illicit substances. The AFPA supports harm minimisation, but the way the ACT Government has managed this is to put the ambulance at the bottom of the cliff, waiting for people to fall. We believe they haven't invested enough in diversion options for people caught in possession of illicit substances or wanting support and welfare services. Even now, our members struggle to find beds, accommodation or places to put people who want to stop their dependence on illicit substances; the ACT Courts have the same issues as they often have to divert people into NSW services to receive treatment.

One aspect that has been disappointing throughout 2021-2022 was the stubborn refusal of the ACT Government and ACT Attorney-General Shane Rattenbury to conduct any sort of independent review regarding bail and sentencing in the ACT. He was personally given many examples where the judiciary has provided soft sentencing or bail outcomes for recidivist offenders. The ACT has, and continues to experience some incredibly low sentencing and bail outcomes, with some of these sentences relating to assaults upon ACT Policing members. Many of these sentences and bail outcomes are not in the interest of the victim or community safety. We will continue to campaign for an independent review of bail and sentencing and are prepared to make it an issue in the lead-up to the 2024 ACT election.

During this period, we also spent a lot of time working on bail legislation regarding the presumption for bail. Currently, many serious offences have a presumption for bail, meaning that the alleged offender gets bail unless there are extraordinary circumstances. Even when bail was opposed, there is a high likelihood that the person will still get bail. During this time, ACT Policing formed Operation TORIC, which targeted recidivist offenders and stolen motor vehicles. Recently, Operation TORIC arrested their 300 offender; obviously this isn't enough evidence for the ACT Attorney-General to look at bail in the ACT.

On a federal level, things have been even busier. The AFPA has been campaigning hard for presumptive legislation, and we believe we are close to sealing the deal. We've spent a lot of time talking to Minister Tony Burke's office and the Federal Attorney-General Mark Dreyfus KC, pushing for this life-saving legislation. We have some light at the end of the tunnel with the Federal Government, including presumptive legislation as part of the 'Closing the Loophole' industrial relation reform. The bill itself is complicated, so we'll be watching carefully with fingers crossed in 2023-2024.

The AFPA has also done a lot of work regarding the newly established National Anti-Corruption Commission and how our members will be dealt with. Under the previous model, AFP and AFPA members would have been held to a higher standard of integrity than a Minister or a Secretary of a Commonwealth Department. All we asked for was a fair and equitable system that treats

everyone the same. We believe this campaign has succeeded, and there is now a level playing field. It's ridiculous that an unsworn AFPA member working in the AFP mail room would have been more scrutinised than a Federal Minister.

Some of our priorities from 2021-22 will continue, such as the AFP Blue Card. For too long, AFP members and police officers across the country have struggled to get support once they leave their job or retire. Why is it that a member of the Australian Defence Force must only serve for one day to receive support from the Department of Veterans Affairs, while a member of any police service in Australia can give 30-plus years of service and not receive any support? It's something that the AFPA wants to fix. We will continue to campaign for all AFP members to receive the equivalent of the current Department of Veterans Affairs 'white card', and in due course, we hope that the state and territory governments will support our state and territory colleagues with the same scheme.

One of our major workloads has been gearing up for the upcoming AFP Enterprise Agreement (AFPEA) bargaining period. The current AFPEA expires in March 2024, but we are keen to start bargaining as soon as possible. We don't want a repeat of a few years ago when bargaining got drawn out and members suffered financially. We are working towards having everything signed, sealed and delivered before March 2024, but obviously, we are at the mercy of the AFP and Australian Public Service Commission in achieving this. One of our focuses will be on pay rises for our members. Currently, on base pay, AFP police officers are the lowest paid in Australia, and we aim to change that. We are also looking at other initiatives to support our members, such as having the AFP expand their salary sacrifice criteria to allow for more options.

While 2022-23 was busy, we are expecting 2023-2024 to be even busier. There are many challenges in front of us, especially around the new AFPEA, and I'm confident that the staff of the AFPA will continue to kick goals and assist our members.



In solidarity,
Alex Caruana
AFPA National President



NEW SOUTH WALES BRANCH



AWARD 2024

We are commencing internal discussions in relation to the preparation of our Award that expires in 2024. It's been an interesting time in New South Wales due to a new Labor Government taking power in March 2023. We have been fortunate to have had moderate increases whilst in this current award as the Government recognises the NSW Public Sector.

We have watched with interest how the Health care workers and Teachers navigated there was to a new deal. The Teachers recently accepted a one year deal with increases from 8-12%.

RECRUITING AND RETENTION.

Prior to the March state election PANSW was successful in attaining funding that went towards some recruiting incentives and also some regional Incentives. NSW trainees are still the only in the country that aren't paid whilst at the academy and these recruitment incentives assisted. We still maintain and advocate for our trainees to be fully paid whilst at the academy.

The regional incentives were a pleasing success as it was discovered that some remote and special remote areas found it difficult to attract serving police. The incentives now in some cases see an officer receive up to \$36 in incentives. An analysis is due to be undertaken to ascertain the impact and hopefully success of this initiative.

MANDATORY DISEASE TESTING

In May 2021 PANSW secured legislation that compels an offender to undergo testing and those test results be provided to the treating medical practitioner of the police officer. Testing orders under that legislation will be available from August 2022.

This is the culmination of years of advocacy, campaigning, and hard work by PANSW Officials and Staff.

While the offender's test results are not conclusive, the results provide more information for the treating medical practitioner to advise the police officer on the risk of transmission and recommended treatment and testing plans.

This has been a long and arduous campaign with thanks to the policing family that supported this important protection for police, members of NSW Parliament that voted for the MDT Legislation and other Emergency Service Unions that supported the PANSW campaign.

OPTIONAL DISENGAGEMENT SCHEME

The PANSW successfully lobbied and secured in 2021, the very successful and oversubscribed Optional Disengagement Scheme (ODS) which officially commenced in January 2022. This scheme is a three (3) year scheme giving officers an opportunity to exit the NSWPF with dignity, at a time of their choosing to pursue another career, transition to retirement or for other personal reasons. The ODS funding is capped each financial year over the three (3) year period.

The first round in January 2022 saw almost 220 police officers exiting the NSWPF on their own accord with dignity and a monetary payment. This scheme provides for payments of just under \$300,000 for those officers who have reached 30 years, are over 45 years of age and who are at the top of their increment level and attracts a tax concession from the ATO. Figures under this vary depending on their years of service.

The scheme is open to all police officers in NSW, provided they had reached 10 years of service and who were not currently in receipt of workers compensation payments for an injury/illness, were not currently subject to an active investigation and who had been in the workplace within the last 12 months.

The ODS created many promotional and transfer opportunities for those officers remaining in the NSWPF.

The January 2023 has concluded and again we saw over subscription.

BLUE TAPE

One of the feature delegate engagement pieces conducted at Conference 2022 was the Blue Tape Workshop.

Several years ago, a Red Tape Reduction Committee chaired by Superintendent Ron Mason was set up by NSWPF with PANSW representation. Operational, legal, and administrative processes were reviewed to create efficiencies without impacting accountability, including Police issue AVO's.

Listening to the membership feedback at Region Forums, our Executive felt it was again time to seek our delegates' input and direction regarding these issues.

At Conference, three (3) Blue Tape workshops captured responses from delegates from every policing field. Reviewing the material from these workshops revealed 110 recommendations covering the key areas of technology, legislation and policy. The information focused on ineffective equipment and systems and over-accountability in policy and legislation.

Tackling these issues would result in core policing duties being reduced at all levels, from the Constable on the truck to the Detective working a major case.

We have seen good engagement with the NSWPF. Over 40 Tech issues are in the pipeline and we expect more to come in the compliance or paperwork side of Blue tape. The philosophy behind this project was to free up Police and get them out from behind the desk doing paperwork and getting back out on the road.

SUPERANNUATION CONCESSIONAL CAP REFORM

The Superannuation Concessional Cap issue for NSW Police Officers is one of the PANSW's longstanding issues, that we continue to fight for on behalf of our membership.

Since 2013, PANSW have been lobbying all sides of Government to permanently rectify this anomaly, whereby our death and disability insurance is paid by the Government through our superannuation accounts, affecting our ability to save for our retirement.

A band aid agreement currently exists where the Federal and State Government pay any tax penalty from exceeding the concessional cap incurred by the members. The payment is included on the following year's income and affects child support and other Government assistance payments.

The PANSW has a correspondence and actions list dating back to 2013, with the current arrangement imposed in 2016 by the Turnbull Federal Government. Many discussions and promises have been made by both parties, with the more productive discussions had with Labor whilst in opposition.

We commenced a solid campaign over 8 month ago and are currently in Industrial action against Federal agencies. Discussions have been frustrating due to the complex nature of the issue and the changing of both Federal and State Governments. The campaign continues.



Kevin Morton
Branch President



POLICE ODE

*As the sun surely sets,
Dawn will see it arise,
For service above self
Demands its own prize.*

*You have fought the good fight,
Life's race has been run,
And peace your reward,
For eternity begun.*

*And we that are left
Shall never forget,
Rest in peace friend and colleague,
For the sun has now set.
We will remember.*

Hasten the dawn.



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