Annual Report 2000 / 2001

Police Federation of Australia

< < < CONTENTS

page		
2	Affiliates, Associates, Office Bearers	
3	Meetings Conducted	
4	President's Report	
5	Chief Executive Officer's Report	
11	Industrial Report	
15	Women's Advisory Committee Report	
16	State / Territory Report	- New South Wales
20	State / Territory Report	- Victoria
22	State / Territory Report	- South Australia
25	State / Territory Report	- Tasmania
27	State / Territory Report	- Northern Territory
29	State / Territory Report	- Queensland
30	State / Territory Report	- Western Australia
33	State / Territory Report	- New Zealand
34	Financial Statement	

A 20-year campaign was recently successfully concluded with the Federal Government's announcement that it would construct a National Police Memorial in Canberra.

Front Cover - This shows the Canadian Police Memorial which was used as an example in presentations to the Federal Government.

Back Cover - The impressive Texas Peace Officers' Memorial in Austin, Texas.

AFFILIATES > > >

BRANCH	MEMBERSHIP (as at 31/12/00)	NO. OF DELEGATES
New South Wales	14,083	6
Victoria	9,724	5
South Australia	3,659	3
Australian Federal Police	1,988	2
Tasmania	1,089	2
Northern Territory	887	1

(Rule 14 (b) indicates that delegate numbers are based on one (1) delegate for the first 1,000 financial members, or part thereof, and one (1) additional delegate for each succeeding 2,500 financial members or part thereof)

ASSOCIATES

	MEMBERSHIP
Queensland	7,760
Western Australia	4,603
New Zealand	8,291

OFFICE BEARERS

President	Peter Alexander (South Australia)
Vice President	Jon Hunt Sharman (Australian Federal Police)
Vice President	Nigel Dempster (Victoria) *(resigned June 2001)*
Executive Members	Mark Burgess (New South Wales) *(resigned December 2000 - replaced by Ian Ball)* Shane Butler (Victoria) *(appointed June 2001)* Leon Kemp (Tasmania) Peter Thomas (Northern Territory) *(resigned September 2001 - replaced by Vince Kelly)*
Associate Members	Queensland Western Australia New Zealand
Chief Executive Officer	Terry Collins *(resigned August 2000)* Mark Burgess *(appointed November 2000)*
Office Manager	Gwen Banks *(resigned December 2000)*
National Industrial Officer	Chris Hayes (resigned December 2000) *(Appointed Industrial Consultant December 2000)*

< < < MEETINGS CONDUCTED

Council:

Annual Council Meeting	Lindendery Red Hill Victoria	21 & 22 August 2000
Council Teleconference		30 October 2000
Special Council	Melbourne Victoria	13 June 2001
Special Council	Wellington New Zealand	6 September 2001

Executive:

Red Hill	20 August 2000
Hobart	3 October 2000
Sydney	6 December 2000
Adelaide	5 March 2001
Melbourne	13 June 2001
Wellington (NZ)	6 September 2001

Industrial Planning Committee:

Sydney	11 December 2000
Sydney	29 & 30 May 2001
Melbourne	29 & 30 August 2001
Adelaide	18 & 19 October 2001

Women's Advisory Committee:

Annual Conference	Wellington (NZ)	27 - 29 March 2001

PRESIDENT'S REPORT > > >

Peter Alexander
President
Police Federation of Australia

The Federation continues to evolve with considerable success achieved during the past 12 months in the interests of our 43,000 members nationwide.

The appointment of Mark Burgess, a serving police officer, as Chief Executive Officer, has further enhanced the status of the Federation. I commend him for the dynamic style he has demonstrated since taking up the position and thank him for his support of the President's position.

The significant issues dealt with over the last 12 months have included the gaining of a reporting exclusion from Fringe Benefit Tax for police officers. This has resulted in a financial benefit for police services across Australia of more than $10 million dollars per year and a similar amount for our members. This is a recurrent saving for both employer and employee. A further cause for satisfaction has been the decision by the Federal Government to allocate funding to the construction of a National Memorial for Australian Police Officers who have been killed in the execution of their duty.

There is no doubt in my mind that our successes are the direct result of our strategic political lobbying. This has involved our CEO utilising all state and territory Presidents in this role.

Federal Funding

The importance of gaining access to Federal Government funding for policing cannot be overstated. Notwithstanding that policing has traditionally been state or territory funded, the reality is that in a changing world we must focus on state, territory and national governments to improve the status of the police profession and provide the best possible police service for all Australians.

During the 2002 Conference you will hear about our ongoing efforts to provide appropriate police Superannuation legislation which will enable police to retire with dignity at a younger age than is currently the case. A further significant issue will be our plans to lobby federal, state and territory governments for appropriate police powers to combat the growth of world terrorism and criminality which are not bound by state or national borders. Not only is it time for us to look beyond our state and territory borders at the national picture as it relates to policing, it is now appropriate for us to have a voice in the international forum of policing.

Our movement in that direction will be demonstrated by the International Law Enforcement Conference to be held in Queensland in November 2002.

The Federation has recently met with Commissioners of police from all jurisdictions in Australia and New Zealand. It is important that this liaison continues to further enhance the police profession so that it achieves appropriate recognition within the Australian community.
I would also like to identify the excellent relationship which we continue to have with the New Zealand Police Association, in particular the efforts of its National President Mr Greg O'Connor, in maintaining close ties between police unions in both countries. The importance of this cannot be overstated.

Tragic Events

It would be remiss of me in this report not to reflect on the tragic events which occurred in New York and Washington on 11 September. Among the heavy loss of life on that tragic day, some 65 law enforcement officers died as a result of the terrorist attacks. Our heartfelt condolences are extended to their families and colleagues. Police across Australia have rallied to the cause and a fund has been set up to assist the families of those police officers who paid the supreme sacrifice.

In conclusion I identify the importance of maintaining the momentum the Federation has achieved over the last 12 months but I reiterate the importance of us all looking beyond our own jurisdictions in seeing the importance of the Federation's work.

The plan to relocate our Chief Executive Officer and our National Office to our National Capital Canberra can only be seen as a maturing of our national entity with the resultant benefits being in the best interests of our 43,000 members.

I think we can look to 2002 with a sense of excitement and anticipation.

Peter Alexander
President

CHIEF EXECUTIVE OFFICER'S REPORT

Mark Burgess
Chief Executive Officer
Police Federation of Australia

At the 2000 Council meeting in Victoria the PFA endorsed a new Strategic Plan. The essence of that plan was to see the PFA move in the direction of political lobbying and professional development as opposed to pure industrial-based issues.

I am pleased to report that that new strategic direction has already paid significant dividends. In my report I will deal in more detail with some of the gains we have made for members since the last Council meeting.

As a result of the development of that plan I was tasked by the Executive to prepare a Business Plan based on issues identified within the Strategic Plan. That Business Plan was presented to the March 2001 Executive meeting and endorsed.

The plan identified six key strategies for the PFA over the ensuing 12 months. These are:

1. Lobbying
2. National Research
3. Conference and Seminars
4. Industrial Services
5. Professional Development
6. National Secretaries/Administration Meetings.

Lobbying

The Business Plan identified Fringe Benefits Tax issues, Superannuation/optional early disengagement and the construction of a National Police Memorial in Canberra as the three key lobbying issues to be pursued. The results of lobbying on those issues resulted in the following:

Fringe Benefits Tax

The issues of unmarked cars and other unresolved FBT issues were our early key focus.

Therefore, it is pleasing to note that FBT Reporting Exclusions, in respect to the use of unmarked police vehicles by officers on call, were granted right at the end of the 2000/2001 Financial Year and backdated to April 2000. That announcement by the Federal Government was the culmination of almost two years work by the PFA in conjunction with its affiliates. This exclusion, coupled with those previously granted in respect of marked vehicles in the same circumstances as the unmarked and to the bulk of police housing, has been a significant benefit to our members and the police services alike. Estimates are that these issues have saved the Police Services of Australia more than $10 million annually in FBT payments with a similar amount being saved by members themselves. On a cost benefit analysis basis, it was a significant achievement.

The Executive determined at its June 2001 meeting, that we would continue to lobby all sides of politics in the lead up to the Federal Election, seeking a reporting exclusion for members residing in police subsidised housing within a radius of 100 kilometres of a town of 130,000 as well as some issues concerning conveyancing costs and remote area travel.

That focus has been maintained, but at this stage to no avail.

Optional/Early Disengagement and Superannuation Preservation Age requirements

The issue of Superannuation, Preservation Age requirements and optional/early disengagement are long-term issues of concern for all members.

A number of meetings have been conducted in Canberra with both sides of politics, putting forward our issues of concern. As a result of those meetings, a submission was prepared for presentation to all political parties. The submission drew on the issue of the requirement of 'preservation age' on superannuation as well as the long-term development of 'optional/early disengagement'.

At the March 2001 Executive it was resolved to form a Superannuation Working Party to examine all aspects of Superannuation as they apply to police.

That Working Party consisted of representative of, New South Wales, Queensland, South Australia, Tasmania and Victoria. Its first meeting was held before the Executive meeting in Melbourne in June, and it drew up its Terms of Reference, which were subsequently endorsed by the Executive.

A matrix of Superannuation entitlements and contributions has since been completed and is being used as we continue to refine our arguments.

At the time of completing this report, we have not received a commitment for change from any of the national political parties. Both the Government and the Opposition have indicated publicly that they will undertake a significant review of the whole national superannuation debate, if elected. We have called for a specific "term of reference" for police to be developed in any review undertaken, allowing the PFA to put forward written submissions and appear before any review committee to ensure our position, in relation to this issue, is firmly understood.

National Police Memorial

The debate over the construction of a National Police Memorial in the nation's capital has gone on now for almost 20 years.

It was fitting that on National Police Remembrance day this year (2001), the Federal Justice Minister Senator Chris Ellison announced that the Government was committing itself to the construction of a National Police Memorial in the Parliamentary triangle in Canberra.

Earlier this year, the Government committed itself to the construction of a National Emergency Services Memorial, which was supported by the Police Federation of Australia. We argued though, that a police specific memorial should also be built.

In a submission to the Justice Minister in April this year, the Federation argued that the role of police is vastly different to that of emergency service workers. Emergency service workers, who die in the execution of their duty, as tragic as that may be, generally do so as a result of a mishap. For police officers, they are more often killed as a result of a deliberate unlawful human action. The community is aware of the unique dangers police face and the requirement that they must act in those circumstances, due to their oath of office.

It is pleasing to note that our submission was supported by both the Police Commissioners and Police Ministers' Council.

The Police Federation has also been liaising with the Australian Police Legacy network, which likewise supported our submission, to ensure that all of the relevant parties have input into what will eventually be constructed.

The commitment by the Government to the memorial is just the beginning. Many other issues will now need to be determined and are sure to generate significant debate. These issues include funding, although it was pleasing to note that in his announcement the Minister indicated that it would be funded by the Federal Government. The exact location of the memorial, its design and the difficult question of determining the definition of 'killed on duty' will also need to be considered. Of course, there are also issues with timeframes for the construction and dedication, although it could be considered appropriate that it be dedicated on National Police Remembrance Day.

It is fitting at this time to thank a number of people who have played a significant role in the achievement to date and have supported the Federation's position on this issue. They include:

> The Prime Minister John Howard, Justice Minister Senator Chris Ellison, Prime Minister and Cabinet Department Secretary Max Moore-Wilton, Commissioners Mick Keelty (AFP) and Brian Bates (NT) and ACT Justice Minister Brendan Smyth.

Police officers across the country thank these gentlemen for their continued support.

As we indicated in our submission, it seems appropriate that as we are celebrating 100 years of the Australian Federation, it is fitting that a monument marking the enormous and valuable contribution of police officers to the Australian community be erected in the Nation's capital.

It appears now that that will be the case.

National Research

The Business Plan identified research on Fringe Benefits Tax impacts on our members and Superannuation/optional early disengagement to assist in our lobbying of the Government and opposition. To that end we have developed detailed submissions on both issues that we have used while visiting politicians to put our case on these issues.

A further issue identified in the Business Plan was that of the development of a Secure Web Site for the PFA.

With the assistance of Andy Dunn from the South Australia Branch, the Industrial Planning Committee was tasked with the development of a proposal for a Web Site. In essence what is planned is a Web Site appropriately configured in respect of relevant material available for both public viewing and secure access for designated PFA members.

It is planned that the Site will provide information and relevant communications for:

- Affiliated members of the PFA (approx 52,000 Police Officers in Aust and NZ)
- Affiliates' staff members
- Associated Industrial and Professional bodies
- Other interested parties.

The key objectives of the site are:

- Services
- Provide information about the PFA to the public
- Communicate current news issues
- Present 'links' for users to access other sites or relevant material
- Supply contact details to enable appropriate communication from members
- Ensure secure access to members services that provide sensitive or confidential information
- Allow members to network or interact with each other.

The Site Requirements are:

- Implementation of a simple content creation functionality
- Ability to easily manage the content additions
- A high level of security
- Controlled access to specific areas of the site
- Design of site must enable Administrators to easily manage users
- Allow development of the site without the requirement of specialised skills.

We look forward to ultimately having the web site up and running and believe it will be a great tool, particularly for our professional staff.

Another issue we have been researching of recent times is that of the "Clinton Model" adopted in the US in the mid 1990's.

During the State of the Union address in 1994, President Clinton made a pledge to the American people to add 100,000 community police officers to that nation's streets. The Violent Crime Control and Law Enforcement Act (VCCA) passed Congress with strong bipartisan support. There was a strong groundswell of support from local law enforcement and in September 1994 Clinton signed the Act into law.

VCCA was viewed as the most comprehensive piece of Federal crime control legislation in US history. It authorized $8.8 billion over six years for grants to add an additional 100,000 community policing officers to the nation's streets and advance community policing nationwide. The body charged with fulfilling the mission of adding the extra police was the US Department of Justice "Community Oriented Policing Services (COPS) Office".

Clinton's 21st Century Policing Initiative not only gained the support of every major law enforcement organization nationwide, it also gained support from the US Conference of Mayors.

A further program was added called COPS MORE (Making Officer Redeployment Effective). It was designed to expand the time available for community policing by current law enforcement officers through the funding of technology, equipment and support staff including civilian personnel.
This program provided law enforcement agencies with grants of up to 75 per cent of the total cost of technology, equipment or civilian salaries for one year. Agencies were therefore required to provide a minimum of 25 per cent cash match.

Why shouldn't the Australian Federal Government be expected to provide funding of this nature to local police jurisdictions. Over the next 12 months we will need to build our arguments for a similar funding model in Australia.

Conferences, Seminars and Publications

The Business Plan identified three key issues to pursue under this heading:

1. The PFA Women's Advisory Committee 2001 Conference
2. ILEC Conference 2002
3. Lectures at the Australian Institute of Police Management at Manly NSW.

In respect to the PFAWAC Conference, it was conducted on 27 -29 March 2001 in Wellington New Zealand.

The conference was well attended with all affiliates being represented and was facilitated by Chris Hayes our National Industrial Consultant. Reports and presentations from the conference have been previously published in affiliates' journals and the minutes and recommendations from the conference presented by the WAC Chairperson, Kate Fitzgerald, to the Executive. A number of issues from that conference have since been referred to the Industrial Planning Committee for development and report back to the Executive.

A one-day strategic planning day is scheduled for Melbourne in November.

The hosts of the ILEC Conference, Queensland, have sent out the first round of invitations to overseas guests and already several have responded indicating their intention to attend.

A committee comprising of the President, Peter Alexander and CEO together with the QPU President, Gary Wilkinson and the New Zealand President Greg O'Connor have been tasked with developing the conference and will be reporting back to subsequent Executive meetings.

In respect to the AIPM at Manly, the CEO and our National Industrial Consultant have been asked to undertake lectures at the institute to several courses throughout the year. On the Police Management Development Program, we lecture on "Industrial Relations - A Policing Perspective" and on the Police Executive Leadership Program we speak on "Leadership in an Industrial Environment".

Industrial Services

Branch Services

Services have been maintained to branches through our Industrial Consultant Chris Hayes. Chris has provided a report in the Industrial Section of this report into his activities and the work he has undertaken both with and on behalf of branches at their request.

Industrial Planning Committee Activities

The workings of the IPC have been changed to ensure that they are developed into a resource of the PFA Executive. Meetings of the IPC are now scheduled in the weeks immediately before the Executive so that issues can be referred to them for advice or work and ultimately forwarded back the Executive with a recommendation from the IPC.

Included in the projects currently being discussed by the IPC are:

- Equal Pay for Work of Equal Value
- The development of the PFA Web Site
- Taxation Zone Rebates
- The 'employee' status of police under the Workplace Relations Act
- The development of a contemporary 'Industrial Platform' for the PFA
- Representation of members working at the NCA
- Police competency issues
- Professional issues including Professional Registration
- The ACIRRT Project into salary and allowances and terms of conditions of employment throughout Australia and New Zealand
- Occupational Health & Safety issues

Australian Centre for Industrial Relations Research and Training Project

While this project has been discussed for some time now, it is finally taking shape. The project will undertake a study into comparisons of salary and allowances and terms and conditions of employment of members in all jurisdictions including New Zealand. There will also be provision for a 'longitudinal' survey that will allow us to ask questions of members about such issues as career path, promotions, access to training and gender equity issues to mention but a few.

The program pilot is commencing in NSW and will be trialed in each jurisdiction before being rolled out across both countries later in the year.

Professional Development

As part of our involvement in the ongoing debate of Professional Development, members are represented on the Public Safety Industry Training Advisory Body by the CEO and on the Australasian Police Education Standards Council (APESC) by the PFA President Peter Alexander and the New Zealand President Greg O'Connor. The CEO and Greg O'Connor represent members on APSEC Steering Committee, and Andy Smith from the Northern Territory Branch represents on various APESC sub-committees dealing with the development of competencies and qualifications and their implementation.

National Secretaries/Administration Meetings

The issue of using our internal economies of scale and developing member issues on a National basis was included in our plan, although at this stage, due to other pressing commitments, nothing more has been developed in this area.

The PFA is always aware that there are a number of member benefit issues provided by individual affiliates and the PFA does not want to encroach into those areas.

Several years ago we conducted a National meeting of Administration personnel, particularly in the lead up to the introduction of the GST. If affiliates deem it appropriate meetings of this nature can be scheduled in 2002.

Other Issues

The Police Federation of Australia has experienced a number of Administrative changes over the past 12 months.

Former Chief Executive Officer Terry Collins resigned in August 2000. Former Officer Manager, Gwen Banks retired in December 2000 and former National Industrial Officer, Chris Hayes resigned from his position and was appointed to an industrial consultancy role with the Federation.

The office at Level 3, 370 Pitt Street Sydney was closed in February, 2001 and the administration was moved to Newcastle.

This move and the personnel changes within the office have allowed the Federation to save a considerable amount of money on wages and rent. A perusal of the Balance Sheet indicates the savings achieved, enabling us to build up our funds with the longer-term view of moving the Federation's office to Canberra and purchasing some property.

The use of technology allows the CEO and our Industrial Consultant, Chris Hayes, to liaise via phone, fax and email, not only with our Executive members and Branches, but with members who need to make contact with the National Office as well as colleagues in overseas Police Unions. Throughout the year the PFA has been welcomed into the various Branch offices around the country and in New Zealand when conducting business in those areas.

I continue to represent the PFA on the Executive of the ACTU. While we are not intimately involved in ACTU operations we play an integral role, particularly where other unions are involved in industrial disputes and our members become involved.

CHIEF EXECUTIVE OFFICER'S REPORT > > > contd . . .

While we do not generally have a need to call upon the services of the ACTU, there is a number of current ACTU projects that may benefit our members in the long run. They include:

- The Reasonable Hours Test Case
- Various changes to the Workplace Relations Act
- The issue of Bargaining Fees for non members
- Equal Pay for Equal Work.

In closing it would be remiss of me not to thank all of the Branches and their staff for the assistance I have been given since I took up this position. In particular I thank our National Executive and our President Peter Alexander who has always been available, despite his demanding schedule in his own jurisdiction.

Numerous issues will confront us over the next 12 months. On the political front, we will have a federal election before the end of the year. I believe that the issue of Superannuation/optional early disengagement will need to be one of our key lobbying strategies throughout the life of the next Government. Inconsistencies in legislation between jurisdictions on some key crime fighting initiatives will also have to take a high priority. Our call to have the Federal Government provide more direct funding of state and territory police jurisdictions will need to be well researched and articulated as will the issue of greater police powers following from the US terrorist attacks.

Professional issues, including Professional Registration will be discussed at the Commissioners Conference in the early new-year and the PFA will need to figure prominently in those discussions. The year 2002 will see us host the ILEC Conference in Queensland and much will need to be done in preparation for that conference. And finally, 2002 should see us relocated to Canberra as our national base for the future.

The importance of a national united front is vitally important. At the close of 2001 the prominence of National and International issues is growing. Police must have a strong voice on the National stage or we will be left behind.

Mark Burgess
Chief Executive Officer

National Police Remembrance Day, Perth, 2001. It would be appropriate for the new national Police Memorial in Canberra to be dedicated on National Police Remembrance Day.

< < < INDUSTRIAL REPORT

(Compiled by Chris Hayes - Industrial Consultant)

Chris Hayes
Industrial Consultant

As I indicated in my report to Council last year, the role and functions of the PFA were in the process of being redefined, not only in respect to its relationship with branches but moreover its activities on behalf of members.

After a lengthy and tedious process of gaining federal registration, not the least being a complex legal debate, the granting of registration coincided with a dramatic shift in industrial relations in this country. This has impacted on the role of unions in general, but more specifically ensured a renewed focus on the functions of the recently formed PFA.

Through the systematic decentralisation of industrial relations leading to enterprise bargaining, branches have had to carry much greater loads in attending to the industrial needs of their members. By and large, we have seen a move from a system that was able to rely on some centrally determined standards or benchmarks whether that be at a state or federal level, to a system, which is now often described as "catch and kill your own". In effect, the system of enterprise bargaining is a natural derivative of the principle of supply and demand. It is envisaged in such a system that the parties could enhance their bargaining positions and hence the legal access to protected industrial action and the minimisation of any external intervention.

Fundamental

No doubt this would seem relatively fundamental throughout various sections of private industry, where negotiations between the parties, which may be arduous and to the point of involving major industrial action, the process is expected to produce an outcome suitable to the enterprise and particularly the environment in which the business operates. In other words, a value is determined to reflect the weight of the party's respective negotiating position. The public sector finds the practical application of enterprise bargaining a little different and in respect to some police jurisdictions, absolutely foreign.

So much for enterprise bargaining where state and territory governments are determining public sector wage outcomes and then simply declaring as a matter of policy that police will not be treated any differently to any other public servant. It is little wonder why disputes such as the one currently in progress in the Victorian Police Force have developed. We find contemporary policing in an interesting position where, as a consequence of community expectation, significant changes have occurred in policing, not only in respect to the level of scrutiny and public accountably, but the need to attract and retain highly qualified members in a professional service. Despite this expectation, when it comes to evaluating the net worth of these qualities, governments seem more often than not determined to invoke public sector wages policy in order to effectively prevent enterprising bargaining for a specific and unique section of the workforce.

In any political analysis, law and order rates within the first three political imperatives of state and territory governments. However, it is a long way down the list when it comes to recognising the responsibilities and professionalism of police. In theory, enterprise bargaining in specialised areas of employment such as policing was seen as an opportunity for recognising these qualities and redressing community imbalances. However, a cynic might conclude that in relation to police and other specialised public sector employees, more power has been given to the respective treasuries of state and territory governments for the purpose of enforcing wages policy indifference to a system of genuine bargaining.

Metamorphosis

While this development has taken place, as I indicated earlier, the PFA itself has undergone a metamorphosis. The PFA is now clearly operating in areas that are as highly supportive of branch objectives, but either impractical or not feasible for branches to be able to undertake on a jurisdiction-by-jurisdiction basis. The PFA's activities in this regard are set out in the strategic plan. However in respect to promoting the issues affecting police members on the national stage, lobbying has become a critical aspect of the PFA's undertakings.

Elsewhere in this report a detailed account of our lobbying over the past 12 months is given. However, for the purpose of my report as the PFA consultant, it should be understood that a central element of my work is to assist the CEO Mark Burgess in the strategic design of lobbying projects as well as participating in the discussions and negotiations with targeted members of parliament as well as members of the bureaucracy.

We have had considerable success this year in our campaigns to gain relief for police members in respect to the application of FBT being levied on police housing and motor vehicles. Despite these

successes, the more recent announcement of the federal government to establish a national police memorial was a most telling example of what can be achieved through effective lobbying.

Over the next 12 months, I believe lobbying will remain a key element of our work and Mark and I will endeavour to increase the levels of awareness in Canberra to the vitality of police issues while attempting to clearly establish a national agenda on law and order.

Because of my background in industrial relations, I remain available to assist branches in respect to industrial matters including negotiations and disputes as well as providing representation before the appropriate industrial tribunals.

In this capacity I have been involved in a number of matters on behalf of branches including the following:

Review of the NT Police Act

I was requested by the executive of the NT branch to review sections 35-59 of the above act, which deals with the provisions of the Police Arbitral Tribunal. The parameters of the review were clearly established by the branch, and I could summarise their concerns to include:

- The apparent inability of the Tribunal to process disputes referred to it in a timely manner.
- The Tribunal as presently constituted under the Act, albeit a discrete jurisdiction, has no discrete involvement from the Police Service or any sworn police officer.
- The Tribunal of its own volition has fashioned itself on the Australian Industrial Relations Commission in respect to the process and procedures, while the parties before the Tribunal are legally deprived of those rights accorded to parties who have standing before the AIRC.
- The Tribunal as a discrete jurisdiction does not have any measure of review to its decisions, as would be the case in other statutory tribunals.

Based on the above, I have considered a number of options ranging from the status quo to having enabling legislation provide for access of the Northern Territory Police to the Australian Industrial Relations Commission as is the case for Australian Federal Police and more recently, the Victorian police.

Despite the branches' concerns on the current operation of the Police Arbitral Tribunal, I have consistently held the view that a discrete Police Industrial Tribunal is to the benefit of the service and members alike. The advantage of a discrete jurisdiction is that it should be more capable in applying itself to the needs of a unique category of employees, and certainly a group that does not fit legally or culturally in the broader parameters of industrial relations.

As such I have not recommended a significant change to the jurisdiction, as the legislation could be drafted to overcome many of the problems which the branch has identified as well as provide a greater measure of guidance to the Tribunal in the way it undertakes its functions.

However, in doing so, I have discounted notions of having a single Member Tribunal hear and determine all matters referred to it, with appeal rights to another jurisdiction. I believe that such a step would be cumbersome in respect to the Tribunal's activities, as it would not significantly assist the Tribunal's ability to process disputes in a more timely fashion beyond what currently occurs in the Police Arbitral Tribunal. Further, such an appeal right could easily see the Supreme Court or some other jurisdiction unnecessarily tied up in matters of an industrial nature, and this would be of concern to the Northern Territory Government.

In its place, I have applied what might be considered, a more contemporary approach to industrial relations, utilising the concept of mediation. The provision of a mediator would be of material assistance to the parties in resolving disputes in a timely fashion without prejudicing their right for having matters determined by hearing before the Police Arbitral Tribunal. The introduction of a third party in a conciliatory capacity could reasonably streamline the process of resolving disputes to the satisfaction of both parties. In effect, I believe that mediation would play a constructive role in facilitating agreements.

I also recommend that it would be beneficial for the Police Arbitral Tribunal to be established on a tripartite basis consisting of a representative of the Police Commissioner, the Police Association and

an independent Chairperson appointed by the Government. Such a structure would not be inconsistent to that which currently applies respect to the Promotion Appeals Board, and Inability and Disciplinary Appeal.

The prospect of amalgamating the three Tribunals, which are currently provided for under the Act, might be something that the branch should consider.

From my experience, I consider the provision of a mediator to be valuable in resolving most disputes by agreement, and only those matters where it is apparent that agreements will not be possible for whatever reason, should be dealt with by the tribunal in a final arbitration.

In having a tripartite Police Arbitral Tribunal, apart from ensuing the tribunal is sufficiently seized of police knowledge and understanding of the policing environment, would also instill in my opinion, greater confidence by all parties in the processes and indeed the decisions of the Tribunal.

I am continuing to work with the branch on this matter.

Tasmanian Police Commanders' Contracts

The Police Commissioner indicated that it was his preferred position to have commanders on contract as apposed to being subject to Police awards and agreements.

I was requested by the branch and the commanders to assist in the negotiations with the Commissioner on this issue. The major concern held by commanders was that should they be contracted to a job and the position undergoes a variation or becomes abolished their continued employment may become tenuous.

During the negotiations, the Commissioner conceded that he did not wish to copy the state executive service and contract the Commanders to positions but rather tie their contracts to rank. The difference being that where a contract is tied to a position, a change to the position even to the point of re-titling the job may terminate the contract and as a consequence, may place in jeopardy the person's entitlements.

In essence the proposal changed from being an individual contract, to one which involved fixed term agreements, not that dissimilar to those that apply to Commissioned Officers in NSW and as previously applied to members of the AFP.

The branch adopted the position of not opposing the negotiations but rather to support the collective position of its commander members. In doing so the branch was in a real position to guide the debate with a view to protecting police conditions and entitlements.

The branch was able to move the focus from individual contracts to fixed term agreements with little opposition from the service or government. However, in respect to issues associated with non-renewal of agreements, a forceful resolve was required. As a result, the service conceded to the branch's non-negotiable position in respect to:

- Return to rank in the event of non-renewal
- Full pensionable salary
- The position to remain in the Tasmanian Police Award.

Unlike NSW, the Tasmanian members argued to apply the fixed term payment to their salary and superannuation as opposed to simply being eligible for an accrued lump sum payment at the end of the term agreement. Members saw this as a significant gain, particularly from those within five years of retirement.

Members have accepted offers made by the service, which include both a fixed term and overall performance based components and have expressed their thanks for the involvement of the PFA in progressing the negotiations on their behalf.

Tasmanian Police Enterprise Agreement

I was requested to advise the branch throughout the course of negotiations with the Police Service and the Tasmanian Government. As such I was in regular contact with Branch President Leon Kemp and General Secretary Mark Kadziolka

While the branch was under pressure to pursue a claim based on nominal parity with the average of Police wages paid in mainland jurisdictions, the real challenge for the branch was to defend the efforts of the Police Service to gain efficiencies by stripping back conditions.

The negotiations with the Government, which resulted in a 13% increase to Police, which was in excess of 3%, more than awarded to the state public sector employees. This was achieved without compromising conditions.

Northern Territory Certified Agreement

I was requested by the branch to assist in the strategy development for their enterprise agreement negotiations. The Branch was determined, for reasons discussed earlier in this report, to break the government determined nexus between police and public sector employees. The other major consideration was to attempt to establish a favourable time framework in which to position the next agreement.

Throughout the negotiations I provided advice to Vince Kelly and Andy Smith and was requested to participate in Branch Executive meetings via teleconferencing.

Throughout the negotiations, the government maintained a tough line on wage outcomes to the point of committing to maximum outcomes in the public sector. The Government's position in this regard was based on the well-publicised budgetary position of the Territory. Given that the Police Minister was also Treasurer and Deputy Leader of the Government, the Association was left in little doubt that the government's position was more than just rhetoric.

Given the realities of the situation the members voted to accept the offer.

Then came the unexpected. Despite all the pollsters and predictions that the Burke Government would lose ground at the election, no credible source predicted that the government would fall let alone that Labor would be able to form a government in its own right.

Even though the branch had an undertaking from the previous government that in the event that the public sector movement, exceed the police adjustment, the branch reserved its right to further prosecute its claims. The branch now has had to have a close eye on a number of public sector disputes.

During the early stages of the Labor Government, we have been carefully monitoring the new government's position in respect to public sector wages and particularly in relation to the current NT teachers wage round. In late September, I was due to meet the new Police Minister in Sydney to discuss the review of the Police Arbitral Tribunal only to have the meeting postponed owing to the industrial action of NT teachers. In the early stages of its administration, the government is resisting any breakout in public sector wages given what it cites as the economic position that it has inherited.

Chris Hayes
Industrial Consultant

WOMEN'S ADVISORY COMMITTEE REPORT

The concept of forming a purposeful group to address issues relating to policewomen and their union came from The First Australasian Conference of Women and Policing in July 1996.

Similarly, the 'Commissioners' group also emanated from the same conference and the Australasian Women in Policing Advisory Committee was established.

The 'Police Union' group first met in Canberra in late 1996. The group called itself 'Women Officials in Police Unions' and set long-term goals, objectives and put in place strategies in order to achieve their aims. The group continued to meet annually to report on progress and make recommendations to the individual jurisdictions on matters concerning women in policing.

In 1999 the group met in Hobart. Chris Hayes of the Police Federation (PFA) facilitated the meeting. The group formally aligned itself with the Police Federation at that meeting and changed its name to the Police Federation of Australia Women's Advisory Committee.

Active Committee

Since that time it has become a successful and active committee to the PFA. The Committee is mostly made up of sworn policewomen as well as several female industrial officers from Police Unions. All jurisdictions are represented including the AFP and New Zealand.

Sgt Kate Fitzgerald from Tasmania chairs the Committee, Janet Mitchell from Victoria is the Deputy President, Lukia Serafim from Queensland is the Vice President and Angela Bradford from Tasmania is the Secretariat.

The Committee is responsible for providing advice and strategies to the PFA Executive on matters of relevance to women in policing. It also encourages networking within each jurisdiction and promotes policewomen becoming union active.

The Committee has made inroads in relation to 'family friendly' conditions of service, which has seen all Police Unions address these issues in their respective enterprise agreements. We have also seen an increase, (generally speaking), in the number of women becoming involved in their unions, either at branch or Executive level. This has been supported by the Police Unions, which have allowed WAC Members to attend their regular Executive/Committee meetings with observer status.

The Committee will review strategies and objectives in the near future with the focus being on recruitment and retention of women activists to Police Unions.

Delegates and facilitator Chris Hayes (centre, front) at the PFA Women's Advisory Committee meeting held earlier this year in New Zealand.

STATE / TERRITORY REPORTS > > >

NEW SOUTH WALES

The Executive of the NSW Branch of the PFA has met on eight occasions since the 2000 Council Meeting. The Branch has fulfilled its statutory obligations pursuant to the Workplace Relations Act including financial and other reporting obligations.

The major issues in the NSW jurisdiction during the past 12 months have centred on the completion of the salary round and the ongoing dispute with the NSW Government regarding proposed changes to the Workers Compensation Scheme.

Salaries

Following a rejection by the membership of an initial offer by Government negotiations, industrial action and intervention by the Industrial Relations Commission resulted in an enhanced salary package being offered. While this did not result in any change to the quantum proposed, several significant changes were negotiated. The revised package was accepted by the membership.

Salary increases remained at 16% over 4.5 years paid in the following instalments:

2% from the 1 January 2001* (first full pay period on or after)
2% from the 1 January 2002
3% from the 1 January 2003
4% from the 1 January 2004
5% from the 1 July 2004

Once compounded, this represents a 17% increase, which becomes payable within the next three-and-a-half years, applicable to salary and all salary-based allowances.

Substantive Changes to the Second Offer

Annual Leave Loading

As well as an additional 1.5% increase to salary from December 2000 in compensation for leave loading, a lump sum payment of accumulated leave loading for the year 2000 has been agreed. All members with an entitlement to leave loading received a one-off lump sum payment equivalent to a 1.5% cash bonus. This varied between $500 and $1000 depending upon salary level (as at 30 November 2000).

All eligible members received a 1.5% increase in salary backdated to December 2000. This in addition to the 16% and was paid on top of the 2% increase payable from 1 January 2001.

The consolidation of annual leave loading into salary will subsequently replace the annual lump sum payment in future years. The benefits of this arrangement are:

- Attracts employer superannuation contributions and results in higher pension and lump sum payouts
- Becomes a tangible salary benefit to support loan/credit applications
- Protects the payment from any future hostile Government
- Provides an immediate benefit for Probationary Constables
- Payable on all forms of paid leave including all accrued annual leave and LSL

Operational Detectives Skills Allowance

The existing SPX allowance payable to detectives for informant expenses had been under threat for some time following the Royal Commission. The Commission, in fact, recommended that the allowance be discontinued however the Association successfully fought for its retention pending these salary negotiations. As a result it has been agreed to convert this into a skills allowance that will provide a number of lasting benefits for those in the criminal investigative area, namely:

- Recognition for superannuation purposes as part of salary
- Subject to ongoing increases in salary (current rates have not moved since 1995)
- Expenditure incurred for information relating to criminal activity remains claimable through other means

- Protects and secures a currently tenuous arrangement
- Potential for adjustment as part of the review into Special Duties Allowances
- Is maintained as salary during extended periods of sick leave, unlike the SPX

Optional Disengagement / Early Retirement Scheme

Pending the negotiation of an early retirement scheme, agreement has been reached to reactivate the 'optional disengagement scheme' under amended provisions of Sec 8A of the Police Regulation (Superannuation) Act. This is intended to provide for an equitable and dignified means of exit prior to normal retirement age and to satisfy, at least in part, recommendations from the Royal Commission and the publicly-stated position of the Commissioner.

There are 300 available positions for optional disengagement - this is double the number of positions which were offered in the original scheme in 1988 - 89. These separations will occur in three stages of 100 per year from July 2003, July 2004 and July 2005.
Officers who meet the following criteria are eligible to apply:

- Over 45 years of age and under 55 years of age at the time of disengagement
- At least 20 years of equivalent full-time service at the time of disengagement
- Of or below the rank of Senior Sergeant for stage one; of or below the rank of Chief Inspector (generally) for stage two and three
- This is a substantial improvement on the original scheme, which was restricted to over 50 years of age and 30 years service.

The benefits available will be:

- Optional Disengagement superannuation benefits by way of a lump sum as already exists under Sec 8A of the Act
- Payment of a gratuity equivalent to 39 weeks salary (this is a 50% improvement on the previous scheme)

This is additional to any normal entitlements. Any Commissioned Officer whose application is successful will have their 39-week gratuity reduced by any accumulated non-renewable benefit applicable.

While the final selection decision will rest with the Commissioner, the Association will be represented on a selection committee to make recommendations. The selection process will include the utilisation of points based on an officer's age, length of service and length of time on their rank.

Leading Senior Constable

This is the most significant area of improvement of the new offer and represents the achievement of long-term Association policy - overlapping pay scales. Although at present restricted to general duties positions, it forms the first step in ongoing negotiations for a new remuneration model that will create a foundation in respect to the way that specialists, supervisors, managers and other members are paid.

Two new salary increments have been agreed for a total of 1200 positions of Leading Senior Constable. Available to Senior Constables with ten or more year's service, the positions are attached to Local Area Commands and apply only to general duties. The positions are targeted to be established by 1 July 2001 (pending selection processes and vacancies) and will be the subject of competitive merit selection. It is a permanent appointment subject to ongoing satisfactory performance.

The increment for the first two years of appointment is a loaded salary of $57,573.

The third and subsequent years of appointment attract a loaded salary of $59,073.

Both of these rates will also be increased by the 16% on offer which will make the top rate for a LSC $70,071 after July 2004. For those successful in securing a LSC position, this will mean a salary

increase between now and the achievement of the second increment of between 25.6% and 38.1%, depending upon current incremental levels.

The issues surrounding the establishment of the LSC positions are complex and require further development. In summary however,

- They are existing, not additional positions
- All 1200 positions will be general duties positions assigned to LAC's
- Although all LAC's will have an allocation of LSC's, some will have more than the average 15 positions, some less than the average
- The Association will be consulted and participate in determining how many positions each LAC will have
- Senior Constables with 10 or more years service from within field operations command (e.g. general duties, detectives, HWP, anti theft, TAG's) will be eligible to apply
- Selection will be as objective as possible, based on a combined ranking from the results of a LSC CAS test, a significant 360-degree peer review component and an assessment by the Local Area Commander
- The appointment to LSC is permanent but subject to satisfactory performance. Unsatisfactory performance could result in regression to the normal incremental level
- An internal committee including Association representation will review all appointment and performance issues
- The position belongs to the LAC as well as the individual therefore the LSC appointment cannot normally be carried in any requested transfer
- The new salary levels count towards superannuation as long as the appointment is maintained
- The new insignia for a LSC is the Senior Constable chevrons with two bars

Workers Compensation Dispute

The NSW Police Branch has been actively involved in a campaign run by the Labor Council of NSW regarding the proposed changes to Workers Compensation. We have been engaged on the Council's negotiating and campaign committees as well as activating members to oppose the Government's attempts to reduce compensation payable to injured members has been important. The assistance of members who have attended meetings with local politicians has been significant in ensuring that fair and equitable compensation is paid to officers injured in the line of duty.

Notwithstanding this involvement, the parliament passed controversial legislation in June which represented the end of stage one of what is essentially a three-part dispute. The legislation creates a new dispute handling system for claims made under the statutory scheme. This scheme provides for lump sum compensation for injuries, currently provided for under a Table of Disabilities. It also covers issues such as medical payments and return to work provisions. The new system meets some of the demands of the unions but fails in some areas. Importantly it did not comply with the agreement reached with the Government and the Labor Council. However, whether injured members are adversely affected will be largely dependent upon the outcome of the next two stages of the dispute.

These involve negotiations regarding the replacement of the Table of Disabilities with Medical Assessment Guidelines and the continuing access to Common Law remedies when a serious injury occurs as a result of negligence by the Service. In respect to the guidelines, these are being negotiated by the unions and government with the assistance of a panel of eminent medical experts. The Government is on notice that any reductions in lump sum payments will be vigorously opposed.

In respect to Common Law, the Government agreed to establish a Judicial Inquiry, headed by Justice Terry Sheahan. The Branch represented the Labor Council on the reference group to the inquiry, with Branch Administrator, Peter Remfrey, one of four union nominees. The report was released on Monday September 10 and the reference group was briefed by Justice Sheahan. The report proposes a reformation of the workers compensation arrangements both in the Common Law and in the Statutory scheme.

The report contains a number of recommendations that, if implemented, should improve benefits for injured officers. These include a substantial increase in the benefits payable under the statutory (no fault) scheme. It is this scheme, which does not require proof of negligence and time consuming litigation, through which the vast majority of members receive their compensation.

There are, however, some serious concerns in respect to other recommendations which will effectively diminish access to the Common Law. We are assisting the Labor Council in assessing the report to ensure that injured officers have access to benefits, which are not diminished as a consequence of the reforms. In addition, the negotiations regarding the Guidelines to replace the Table of Disabilities will be shortly finalised.

Once these processes are complete the full proposals for the new scheme can be examined. It will only then be apparent whether injured members will be worse off under the reforms. We remain committed to continue to work with the Labor Council and its affiliated unions to ensure that no injured member is disadvantaged as a result of any changes. Negotiations with Government are expected to resume following an assessment of the proposals.

For a more comprehensive information regarding the activities of the Branch access our Website www.pansw.org.au

VICTORIA

Over the past 12 months the Police Association has done some fantastic work on behalf of the membership.

The major project undertaken has been the Enterprise Bargaining 2001 Campaign "OUT OF THE RED AND INTO THE BLUE - KEEP OUR EXPERIENCED POLICE IN THE JOB". We are all aware of the three pillars of EB 2001:

- Improved resourcing
- Better pay
- New Career Structure

It must be said that the process has galvanized our membership. The Special General Meeting at Rod Laver Arena on 31 July 2001, attended by just under 6,000 members was without doubt the largest and most united we have seen our membership during the history of the Police Association.

The foundation for this campaign was put in place as a result of a process established in late 1999 and has continued throughout the past 12 months. We are pleased to say that we have achieved the objectives of developing a comprehensive log of claims and the creation of an industrial action strategy. That included our members imposing 22 work bans. This has been achieved by the executive, our delegates, the administration and our broader membership being absolutely committed to a successful EB 2001. We have a more consultative association embracing the views of our members attached to diverse areas of the workforce.

Campaign Support

The support for these campaigns from the membership has been overwhelming and has done much to rebuild the confidence of the members in the Police Association. It is important to note that the EB campaign has very much been 'membership driven' and has largely progressed to the stage it has reached at the present moment through the efforts, commitment and the unity of the membership.

The Police Association Executive establishes the policy framework of the campaign. The Police Association delegates are the core consultation group and the membership have been consulted at all steps during the campaign. The campaign is also externally resourced with Essential Media Communications providing communications both internally & externally; ACIRRT - Sydney University providing industrial relations research; Dr David Hayward of Swinburne University providing economic analysis & advice. Our colleagues in the Police Federation of Australia, the Victorian Trades Hall Council and the Australian Council for Trade Unions providing broader policing and industrial support and advice.

In relation to the campaign internally, an Enterprise Bargaining Co-ordination Group was established comprising the Secretary, Assistant Secretary (Industrial Relations), Assistant Secretary (Administration), Industrial Relations Manager, Senior Industrial Officer and delegates co-ordinator. This group has provided the day to day direction of the campaign, underpinned by overwhelming membership input and support. The well established processes with the foundations referred to has allowed the Police Association to develop a strong log of claims, an industrial action strategy and a campaign of protected industrial action.

The outstanding features relative to EB 2001 has been the strong unity of the Police Association membership, particularly in regards to the protected industrial action strategy that was carried unanimously at the Special General meeting on 31 July 2001. Our membership must be complimented on their responsibility and discipline in taking protected industrial action and maintaining the momentum required for a strong and united campaign. It is obvious that the solidarity of members in such times has not been taken seriously by the Bracks government.

Since the last Annual General Meeting we have appointed Paul Mullet as Secretary. Graham Kent has moved to become the Assistant Secretary (Industrial Relations) and Bruce McKenzie has been appointed Assistant Secretary (Administration)

Major Project

Another major project and a matter of some importance to the membership has been the move into the new home of the Police Association at our premises at 1 Clarendon Street, East Melbourne. It means a lot to the membership of the Police Association that we are in our own premises which is a significant asset to the organization. The premises provided a welcoming environment in which members can access the Administration and staff. Conveniently located, the premises will no doubt serve as our headquarters for some time into the future.

There have been two other significant outcomes as a result of work undertaken by the Police Association.

First is the appointment of a new Chief Commissioner, Christine Nixon. This appointment has largely been welcomed by the police association and the membership and we certainly look forward to developing a strong working relationship with the Chief Commissioner whilst recognizing the roles and responsibilities that are attached to her position. The Police Association in enhancing relationships with the Chief Commissioner has maintained a number of forums that were initiated at last year's Annual General Meeting.

The second is the completion of the Ministerial Administrative Review into Victoria police resourcing, operational independence and resource planning and associated issues, also known as the Johnson Report. Mr John Johnson, AO, APM, QPM, FIM, handed down the report in December 2000 signed off by the Secretary of the Department of Justice, Mr Peter Harmsworth on behalf of the Minister, on 23 July 2001. Although frustrated by the protracted process, the Police Association views the recommendations as the future direction for policing in Victoria over the next four or five years. It should be noted that there are a substantial number of recommendations that have direct links with EB 2001. The Police Association will continue to work hard to see that the recommendations from that report are implemented in such a way as to give effect to the outcomes of the review.

Nigel Dempster resigned from the Executive in July this year. Nigel is a past President and Life Member of the Police Association and his contribution at the Executive table will be greatly missed.

The Police Association is in a very sound financial condition and is working vigorously in representing your best interests and we believe, those of the Victorian Community. I am confident that the Executive will continue to do so.

Mass meeting of Victorian Branch members during EB 2001campaign.

SOUTH AUSTRALIA

Over the past 12 months, the major focus for the association with respect to industrial issues has been the successful conclusion to the negotiation and ratification of a third enterprise agreement for members.

Delegates will recall that at last year's conference they endorsed a range of issues that formed the basis of the association's claim. In December 2000, delegates ratified the claim prior to distribution to the membership at large.

The single bargaining centre (SBC) met for the first time on 13 December 2000. Discussions continued in this forum until late February 2001. The association was requested by the SBC to provide a further detailed document particularising its claim on behalf of members. This document was delivered to SAPOL and government on 4 May 2001.

The Commissioner for Public Employment (CPE) then entered into direct negotiations on behalf of government to settle our claim. After extensive negotiations the association received a formal offer from government that was endorsed by delegates on 24 July 2001 for a membership vote.

A ballot was conducted with over seventy percent of respondents voting YES.

Improves Wages

The agreement improves the wages and conditions of all police officers. Importantly, not one condition was "sold off" in achieving this outcome.

The agreement provides for a 12% increase in wages for all ranks over the two-year life of the agreement. This follows on from the 1995 agreement of a 15% increase in wages and the 1998 agreement of 9.5%.

Further, an additional increment for the ranks of senior sergeant, sergeant and senior constable was also gained. The increment represents a 2% wage increase on average for these ranks. This follows on from the 1998 agreement in which the banding wage structure was abolished and an incremental wage structure introduced. In essence, members have received a further 6% average increase in wages with the implementation of the incremental wage structure in 1998 and additional increment in 2001.

The importance of gaining base wage increases cannot be underestimated. Increase in base wages has flow on effects to other conditions such as penalty earnings, long service leave and superannuation benefits. The association's commitment to achieving sustainable improvements in base salaries to compensate members for performing their duties without sufficient staff, legislative protections against litigation, best practice people management and inadequate promotional opportunities, has been achieved for this bargaining period.

Improvements were also gained in other areas as a result of this agreement, most notably in the payment of a late night shift penalty of 25%. At last year's conference delegates passionately debated this issue and clearly articulated their resolve in achieving an increase in the nightshift penalty. For the first time in 30 years, an increase was obtained. It came as well as the 12% base wage increase. I can report to delegates that the association made it clear in negotiations that our members would not accept an offer without a notable improvement in this penalty.

Late Night Shift

Consequently, 25% (in lieu of 15%) will now be paid to members working a late night shift (finishing after 2.30a.m.) This represents on average an increase of 2.5% per annum in penalty earnings. It is recognition for members who perform regular and continuous late night shifts.

A number of other allowances and leave provisions were also obtained or increased in the agreement and include:

- Maternity leave
- Adoption leave
- On Call allowance
- One and two-person stations allowance

- Senior Sergeant additional responsibilities allowance
- Police Band shiftwork allowance.

The association will also achieve guidelines for the working conditions for On Call and One and Two-Person Stations - something that has not been achieved in 30 years. Further, important conditions achieved in the 1998 enterprise agreement continue for the life of the third agreement and include:

- Flexible rostering guidelines
- Officer of police extended duties
- Family carers leave
- Restructuring allowance
- Senior Constable promotions
- Flexible shiftwork allowance.

Disputation

PASA staff dealt with more than 330 files this year (to date) on issues of personal grievance, industrial or legal issues.

Disputes progressed in the South Australian Industrial Relations Commission include:

- Underpayment of Wages
- Senior Constable Not Appointed
- Part-time Rostering
- Jurisdictional Question of Law.

Other disputes notified with SAPOL include:

- Drug and Alcohol Policy
- Recall - minimum three-hour payment
- Tenure
- Long Service Leave
- Flexible Shiftwork Allowance - access to part-time employees
- Clause 14 (c) Payment for specific road safety duty.

Workplace Bullying

The Association is concerned that this form of harassment is becoming increasingly prevalent in the workplace. Association staff continue to receive a number of inquiries about this issue with members lodging formal complaints and/or stress claims through workers compensation.

Bullying is one form of harassment that can exist in a workplace. It is a form of discrimination. Bullying includes behaviours where one person uses his or her position, rank or power to exert unreasonable control over someone else.

Bullying distracts people from their work and leads to low morale and unmotivated workplaces. The costs include high staff turnover and absenteeism. We have noticed an increasing number of personal grievances are related to this form of harassment.

Bullying does not include discussion, debate, or constructive criticism about issues pertaining to work.

Bullying creates negative feelings about oneself, the bully and the workplace or group in general. A person's feelings of self worth are compromised and there are short and long term psychological and physical responses.

It is an occupational health and safety issue and should be addressed to ensure a safe work environment. Delegates should report bullying behaviours to the association for follow up so members do not suffer from this form of harassment.

Branch System

It is disappointing to report that the majority of branches have been ineffective this year compared to the gains made in 1999 and 2000. Many delegate positions remain vacant with only the Women's Branch and Metro South Branch meeting on regular occasions. The branches were an effective tool for the membership and delegates in developing and finalising our enterprise bargaining claim, but this year has seen a lull in activity.

This conference will have the chance to further debate the branch structure to reaffirm its relevance or otherwise.

Conclusion

The industrial year has been challenging and rewarding. The successful conclusion to enterprise bargaining negotiations and resultant increase in benefits for members cannot be underestimated - it is the main focus for your association and is what we are in the business of.

TASMANIA

At the time of the last Council meeting, the Tasmanian Branch was heavily involved in assisting members during the Commission of Inquiry into the death of Joseph Gilewicz, who was shot by a police marksman in self-defence in 1991. A former ABC journalist Paul Tapp's manuscript Disquiet and the agitation of former police ballistics' officer Stan Hanuszewicz who alleged murder, conspiracy and cover-up generated the Commission of Inquiry. These factors along with a Green parliamentarian Peg Putt using Parliament to peddle under privilege what substantially amounted to gossip and innuendo and to grandstand the cause, pressured the Government into calling the inquiry which was also supported by the Liberal Opposition.

The Honourable Dennis Mahoney AO QC headed the Inquiry and was assisted by John Agius QC who had also assisted the Wood Royal Commission in NSW. Throughout the Inquiry the Tasmanian Branch was concerned regarding the objectivity of the proceedings, as it believed too much credibility was conferred on the detractors.

Legal Costs

Following announcement of the Inquiry the Branch arranged for reasonable legal costs to be covered for members, which immediately eased their concerns with regard to the potential financial burdens of the process. During the proceedings, the Branch provided support for members involved and coordination of legal representation in conjunction with Wallace Wilkinson and Webster the Branch's lawyers who also represented the organization in proceedings.

Before the hearings commenced the Government attempted to change the Commission of Inquiry Act to obviate the requirement to give reasonable notice of an allegation before evidence would be given. The Branch strenuously lobbied the Upper House and the ultimate result was that reasonable notice was achieved with at least 48 hours notice being required before giving evidence in relation to an allegation.

The final result was that a number of serving and former police officers had adverse comments made against them with regard to events following the shooting but as to the critical issue of the shooting the Commission found that it was justified, which confirmed the Coroner's decision made eight years earlier. The only proceedings that eventuated from this expensive and ill-considered Commission of Inquiry was a complaint made by Stan Hanuszewicz to the Anti-discrimination Commission that the Branch had discriminated against him by not providing him with information regarding payment of legal costs. The ADC has just found in favour of the Branch on this matter.

Wages Package

Negotiations for a new wages package commenced late last year and following several months of intense activity resulted in reasonable salary increases and improvements to some conditions. Jurisdiction was regained during the period by an amendment to the Industrial Relations Act, as police were excluded by a longstanding technical defect. This allowed the establishment of a new police award, rather than agreement, which reflects the agreed rates of pay including all preceding enterprise agreement changes.

Components of the new package are summarised as follows:

- No extra claims until January 2004
- Salary increases ranging from 12 to 13 percent on base
- Introduction of specialist allowances for secondary roles
- Improvement in conditions for hard-to-fill vacancies and transfer provisions
- Increased one person station allowance to 35 percent with established minimum rate of pay and creation of a similar two- person station allowance
- Programmed increase to 24-hour shift and penalty allowance to 26.25 per cent
- Establishment of front line policing competency allowance
- Roster review within existing conditions and in the future the ability to negotiate additional changes with concurrent wage and/or condition changes
- Programmed increases to standby and availability allowances
- Introduction of a requirement for members to work 400 shift and penalty hours annually to qualify for the 20 per cent allowance- the Service must provide the opportunity to work these hours
- Ability for ranks above Commander to be on contract

- Introduction of paid maternity leave and family friendly provisions
- Ability to salary sacrifice for superannuation purposes.

The package has been supported by a significant majority of members.

Communications Concern

Radio communications have been an ongoing cause of concern with the establishment of an EDACS radio network. Although there have been significant improvements in functionality there are problem areas of coverage where it seems that improvement is only possible with extensive investment in infrastructure. This is a problem as Tasmania Police do not actually own the network and the current owner believes that it has fulfilled its contractual obligations. The Branch continues to campaign with the Police Service and Government for improvement in trouble spots.

A major challenge has developed with the Branch having to defend the existence of non-operational police. The argument has arisen whether members who are incapable of physical conflict should indeed be police officers and the question has been raised whether they are capable of fulfilling their obligations under the oath of office. The Branch has taken a strong position on this matter and will not accept a unilateral change affecting existing members.

A review of the existing legislation governing the administration of the Police Service is under way. From position papers released it seems that the following will be the major premises that the tenure of the legislation will be based on:

- A reduction in the accountability of the Minister and consequently Government for the operation of the Police Service
- Change to the medical incapacity provisions to reduce protections for members
- Abolition of the appeal system on dismissal and replacement with a review regarding process whereby reinstatement could not be ordered
- Introduction of a code of conduct with the Commissioner determining how conduct matters are received, investigated, determined and reviewed. Determination of matters by a court would not be available
- The introduction of integrity testing
- The limitation on the making of a complaint in relation to summary offences is to commence from the time the Commissioner becomes aware of the offence.

The Branch will be involved in a consultation process with regard to the drafting of this legislation but it fully expects that it will need to lobby Government and potentially the Upper House of Parliament.

NORTHERN TERRITORY

The past 12 months have been busy for the NTPA and the NT Branch of the PFA.

The Northern Territory has been the subject of national focus for a number of events in which Police have been central. It was reported that we apparently enjoy the highest murder and manslaughter rate in Australia, the second highest number of rapes and break-ins, but for all that our population feels safer then those elsewhere in Australia. The building of a $6.4 million Forensic Laboratory commenced, Diversionary Conferencing was introduced with the aid of Federal money, Darwin became a Refugee Centre for East Timorese Victims, major flooding submerged half the top end, ex Commissioner of the NT Police and former president of the Victorian Police Association Bill McLaren died, Police received a new $5 million Pilatus Plane, Senior Constable James O'Brien was awarded the Star of Courage for fearlessness under fire in the shooting murder of Police Sergeant Glen Huitson in August 1999, a new digital radio network was installed costing $7.1 million, two English tourists were abducted on an isolated Territory Road - one escaped and the other believed shot, a massive man hunt commenced, Labor got into power after 26 years of conservative rule.

Local issues include the negotiation of a new consent agreement with members receiving salary increases in the next four years of 3.5%, 3%, 3% and 3% as well as some other ' sweeteners' equating to total increases ranging from 16.87% to 22.3%. Included in the sweeteners was a night shift allowance, which is additional to the consolidated allowance, our penalty rates having been consolidated in the early nineties.

Benefits

Other benefits obtained in the agreement include guaranteed, rights of entry, a right to access our members via the e-mail, guaranteed access to recruits on induction during work hours, salary sacrifice for all our members, electricity subsidies, recognition of same sex relationships, an ability for members to work part-time while on maternity leave, leave cash ups, a review of superannuation, the introduction of a voluntary fitness program, discussion of disengagement provisions and access to an Association Web Site from Police Computers for our members.

We also ran a very successful campaign preventing the Commissioner from placing Superintendents on contract and at the same time secured a wage increase for them. We pressured the Government into providing members with bulletproof vests. In the election campaign we ran a very successful media campaign using our own resources and assisted by the Western Australian Police Union to stop a lowering of entitlements under our Work Health Act. We also lobbied for more Police and have been promised 50. There are other issues there that we are still lobbying for on the work health front.

All our industrial matters are determined through a Tribunal established under our Police Administration Act. We have had problems with this Tribunal and have no faith in it and have lobbied to have it changed. Our current Tribunal consists of a single Commissioner appointed from the Industrial Relation Commission in consultation with the Minister. We have no right of appeal on merit in relation to decisions made by the Tribunal and can only appeal procedural issues. The Tribunal currently may only determine and interpret; it has no power to mediate. We have secured a promise to change the Tribunal. Our proposal is to have it consist of three members, namely, an Association representative, a Police representative and a Chairperson appointed by the Minister in consultation with the Commissioner and us. We will also get full appeal rights to the Supreme Court. We have also proposed that a mediator be appointed and parallel with this a new wage fixing system to replace the current enterprise bargaining system which we believe has run its race.
It was a major lobbying exercise to get agreement to change the Tribunal, now we must ensure that that commitment becomes a reality. Mr Chris Hayes, the PFA's Industrial Relations Consultant, has assisted us greatly in both putting a model together as well as lobbying for change.

Branch Focus Courses

For the first time we carried out Branch Focus Courses. They were a huge success. Associated feedback indicated a general apathy toward the Association and a lack of knowledge about it. Through the course, members have been shown how to empower themselves and how to have meaningful input and to effect change. Many commented that the course was the best they had undertaken while in the Police. Subsequently, we have seen a substantial change in attitude and participation levels. These courses will henceforth become a permanent feature. The courses were run by Kym Manitta. Kym was kindly lent to us by the NSW Police Association. We acknowledge their assistance.

STATE / TERRITORY REPORTS > > > contd . . .

NORTHERN TERRITORY

The NTPA increased our life insurance for our members from $20,000 to $50,000.

We commenced producing our quarterly magazine in house with general feedback being positive in relation to this initiative. Our Web Site is nearly complete (at the time of writing) and should be on-line by December 2001.

We have also done a lot of work in relation to our office management practices over the last few years and this last year in particular. Our accounting system has been fully overhauled and is fully computerised using MYOB software. This has improved our office's ability to report significantly as well as permitting quicker and more accurate forecasting. We have improved our Access based Job Reporting system which has proved its worth and likewise is responsible for a substantial improvement in our service delivery.

In the coming year we have much to do. Arising from the Consent Agreement are a number of issues as previously mentioned which need to be addressed including, Superannuation, a new rate and arrangements for members on-call, a re-write of our determination, investment strategies for the Association, the acquisition of further office space and improvements to Work Health Compensation and case management to name but some.

In conclusion we have much to do.

QUEENSLAND

This year has been a particularly busy one for the Union and its members with the World Masters Games, the Goodwill Games and (the now deferred) CHOGM all based in Queensland.

These international events have required considerable planning and preparation by the membership and kept the Union busy resolving disputes, ensuring industrial guidelines were not breached and negotiating such issues as shifts, accommodation, provisions of equipment etc. The cancellation of CHOGM was disappointing as it only means that we have to go through the same exercise again next year.

Industrial

While we are midway through EBA 3, this has not prevented the Union from continuing to pursue industrial outcomes. We continue to negotiate a new salary structure for prosecutions; the Union continues to highlight the inequity of the Management Development Program (MDP) by way of a Supreme Court Judicial Review; we are part way through changing our eligibility rule to cover recently appointed civilian watchhouse officers; in conjunction with the Queensland Council of Unions we are endeavoring to have Superannuation paid on shift allowances; and Travel Allowances have been increased significantly.

Media Campaign

The QPUE has been running a media campaign about budget cuts across the state over the past couple of months. Problems we have been raising centre on the cutting of overtime and non-wage budgets and the parlous state of our capital works budget. We are starting to get the Beattie government's attention in this regard and have just had a face-to-face meeting with the Premier. While he has made concessions in relation to some of the matters we have raised, he is yet to come up with the big budget increases that are needed to enable Queensland Police to operate without budget restrictions.

Health and Safety

As part of the above mentioned media campaign the Union has highlighted the deteriorating state of the Brisbane Academy, several stations and numerous residences throughout the state. The poor state of these buildings is an ongoing Health and Safety issue and while we have seen some improvements, the State Government needs to inject much more money into its policing infrastructure.

Secondment

Union Vice President Phil Hocken has been seconded to the Union for 12 months. Phil's assistance and input into the day-to-day operation of the Union has been most helpful, and we recommend this arrangement to other states who wish to provide "on the ground" training to officials whilst bringing current operational knowledge into the office.

New Commissioner

Bob Atkinson has recently been appointed as Queensland's new Commissioner and so far all indications are that he is the right man for the job. He clearly has the interests of his officers at heart, he is very approachable on all issues and so far the Union has established a good working relationship with him.

WESTERN AUSTRALIA

The Western Australia Police Service has a sworn complement of 4,800 officers and the Western Australia Police Union proudly represents 98% of them.

The WA Police Union is very pleased with the appointment of a New South Wales Police officer Mark Burgess (past President of the NSW Police Association) as Chief Executive Officer of the Police Federation of Australia. In the federal fields of taxation, superannuation, national minimum standards and enterprise agreement collaboration, we expect great things of the PFA and it has made an excellent start with Mark's appointment.

This is has been a year of political change for Western Australia and it is proper at the outset that the Union acknowledges the previous government's achievements.

The former Coalition Government's unprecedented building programs and legislation enactments must be acknowledged as a hallmark period in the fight against crime and the resourcing of the Police Service. Asset seizure legislation, weapons control, civil liability protection and employee status for police were commendable advances for us.

The Union takes pride in these achievements because they are also ours. We assisted the Government of the day in the directions it pursued and the law and order agenda it undertook.

New Political Era

The Police Service now enters a new era under the political stewardship of Mrs Michelle Roberts (ALP) who brings to this portfolio a unique perspective and considerable experience, having spent four years as the Opposition's spokesperson on policing.

We have great expectations that Mrs Roberts, as a senior minister, will initiate considerable positive change in the policing environment. She has our respect and admiration for her strong and determined stance on sometimes difficult and unpopular issues over the past four years.

It is time that we clearly acknowledged that Western Australia has the highest victimisation rate in Australia for home break-ins, theft, sexual assault and motor vehicle theft. *(Report on government services 2000 - prepared by the Productivity Commissions Steering Committee for the review of Commonwealth / State Service Provision).*

While our leaders undoubtedly have complete commitment to reducing crime, this record of under-achievement shows that they are falling far short of what the community would regard as successful policing.

Agenda

The agenda over the next 12 months for the Western Australian Police Union is very clear.

We look forward to the Government supplying extra police as promised.

We look forward to it finally bringing police under the umbrella of the Occupational Safety & Health Act.

We look forward to a new focus on front-line policing and associated essential resources such as modern pistols, batons, shields, helmets and basic requirements such as serviceable police stations and detention areas.

We look forward to new police stations at Albany, Newman and Victoria Park.

We look forward to improved basic policing services for Western Australian communities.

Achievements

Goodbye to Workplace Agreements

On 13 March this year, the new Minister for Labour Relations advised that all public sector chief executives had been instructed that workplace agreements should no longer be offered to staff. The Police Commissioner is complying with that direction and all new recruits are being offered employment under the industrial agreement (EBA).

Industrial Relations Act Changes

Perhaps the most outstanding achievement for the year was the amendment to the Industrial Relations Act which finally gave Police Officers "employee" status 73 years after the Union's registration.

Previous agreements and decisions which could not be enforced are now truly enforceable and, most importantly, the Police service will in future be bound to accept Industrial Relations Commission decisions.

The legislation provides that the WA Police Union is taken to be and, to have always been, an organisation of employees and this places the Union in a unique industrial and legal position. No other union or association of employees is established in name in any Act of Parliament.

For those with industrial experience and knowledge of the Union's history, this legislation is certainly a hallmark in the Police Union's existence.

Legal

With two qualified solicitors working directly for the Union, the range of legal services available to members has increased significantly. Projections indicate substantial savings.

On the Anti-Corruption Commission front, one of the Union's greatest victories this year was the withdrawal of perjury charges on 16 October 2000 against five police officers when it had been brought out at a preliminary hearing that the ACC apparently withheld material evidence from the DPP, made misleading statements to the DPP and allegedly destroyed contemporaneous notes.

Dismissal Process

The "Police Integrity Procedures 2001"(dismissal provisions) are currently being negotiated and it is hopeful that it will provide a merit-based review of the Commissioner's decision.

At present, appeals on removal under Sect 8 of the Police Act continue to be dealt with under an interim administrative arrangement negotiated by the parties using Sect 802E of the WA Industrial Relations Act.

UDD Seminar

The Urgent Duty Driving seminar and strategy meeting brought Directors, Branch Officials and Departmental experts together for the first time to examine the intricacies of policy, law, vehicles and training.

The WA Police Union has committed itself extensively to this issue in an attempt to achieve world's best practice. We have a way to go.

Royal Commission

The Royal Commission into Police corruption commencing early in 2002 will certainly test the Police Union's resources over the next 12 months but every member can be confident that contingency plans exist to provide every member with competent counsel.

The integrity and reputations of all members will be protected both legally and publicly by this Union. We will ensure that every member's right to due process and fairness is protected.

Finance

The West Australian Police Union has never been stronger financially and strong budgeting policies have ensured that this financial strength has increased each year. Financial strength must continue to be the cornerstone on which this very successful Union is built.

Absorption of the GST without cost to members, full ownership of the Union's headquarters building and other assets combined with a very healthy cash base enables the Union to comprehensively service members' needs.

Other benefits to Members have been delivered through business alliances with Police and Nurses Credit Society in the banking sector, SGIO in health and general insurance and the John Hughes Group for new and pre-owned motor vehicles. We continue to have excellent contractual arrangements with Percival Publishing for production of the POLICE NEWS magazine and as well as the popular pocket diary, will issue each Member with an overlapping desktop diary and annual planner scheduled for the 2002 calendar year.

Politics

Another first for the Union was former Assistant Commissioner Bob Kucera and former Life Member and Union counsel Mr John Quigley venturing into State politics. Both are long-term supporters of the Union and Police and we congratulate them. They have already injected a large dose of common sense into debate on policing issues.

Tragedy

To conclude on a sad note, the year has been marked by a number of police deaths.

Detective Senior Constable Mike Jenkins died on 27 October, 2000 as a result of serious injuries sustained in a traffic crash near Dandaragan, Western Australia.

Senior Constable Donald Everett, Senior Constable Philip Ruland, First Class Constable David Dewar and Constable Gavin Capes were killed when their aircraft crashed at Newman, Western Australia on 26 January, 2001.

Retired Detective Commander Donald Hancock was murdered in Perth on 11 September 2001. This heinous crime involved the use of a car bomb, something that until now was unknown in this State. The investigation continues.

Many of us still grieve for such fine officers who died in Service and who will be greatly missed and not forgotten by our organisation, which has not lost sight of its obligations and commitment to its very special membership, Police Officers and their families.

NEW ZEALAND

The New Zealand Police Association continues to enjoy and benefit from its contact and associate status with the Police Federation of Australia and its affiliates.

We are pleased to see that the NZ Government and Police are no longer setting the trends in dis-empowering police officers through re-structure and reform.

The last year has seen us maintaining a contact with overseas Police Associations in Europe and the USA and Australasian Police Unions and Associations compare very favourably with their northern hemisphere equivalents.

The NZ Police Association is heartened by the rapid progress the PFA has made as an influential national police body able to speak authoritatively on matters affecting police nationwide. We are confident that the progress being achieved by the President and CEO will ultimately benefit every police officer in Australasia as well as the public.

Finally, there is a counter to the ill-informed academic input which has seen police forces hamstrung rather than enhanced.

Wage Claim

Locally, the year started with a decisive and successful settlement of our wage claim, and within a month of the expiry of the old contract. This settlement, for 12 months, included a General Adjustment of 3% and specific consideration of some long standing anomalies. More importantly these negotiations demonstrated how the Police specific bargaining framework can and should work.

However, Government's refusal to adequately fund this settlement meant our Police College was effectively shut with the consequential staff shortages being felt through all of this year, and for at least the first half of 2002.

Rather than addressing the real problem, attempts are now being made to amend the Police Act to legislate around funding inadequacies. We have had to lobby intensely to ensure any amendments are fully considered and fairness and equity are retained for police pay fixing, police discipline, transfers and governance.

Over the past three years the Association has been involved in test case litigation over the duty to provide a safe workplace within the police environment. This year has seen the final successful conclusion of three landmark cases where members have been seeking compensation for psychological harm caused by policing, with total awards of almost $1 million (plus costs) awarded across the four members involved.

Key Benefit

General legal assistance remains a key benefit of Association membership. We are seeing a steady increase in the number of members who seek our assistance, mainly due to an administration drive to be seen to take a scrupulous approach to members, particularly in the areas of use of force and on-duty motor vehicle accidents. Over the last year 106 members received assistance, up from 76 the previous year.

We continue to provide a wide range of welfare and financial benefits for Association membership, through our commercial arm, Police Welfare Fund Ltd.

Our holiday home network expanded from 34 homes to 41 over the past 12 months, with further expansions anticipated.

Our insurances and mortgages portfolios continued to grow with profits and commissions being retained within the Fund for members, while our health plan continues to be the best long term value product available in New Zealand.

The Association continues to enjoy a positive public profile. This is important in ensuring the voice of frontline police is heard in an environment increasingly influenced by bureaucrats with little understanding of policing but with firm ideas on how police should operate.

And finally, as President, I was fortunate enough to be re-elected for a 4th term and look forward to working with my fellow Presidents over the next 3 years as the PFA continues to grow in stature.

POLICE FEDERATION OF AUSTRALIA

COMMITTEE OF MANAGEMENT'S CERTIFICATE

We, Peter Alexander and Leon Kemp, being two members of the Committee of Management of the Police Federation of Australia do state on behalf of the Committee and in accordance with a resolution passed by the Committee that:

i) In the opinion of the Committee of Management, the attached accounts show a true and fair view of the financial affairs of the Federation as at 30 June 2001.

ii) In the opinion of the Committee of Management, meetings of the Committee were held during the year ended 30 June 2001, in accordance with the rules of the Federation.

iii) To the knowledge of any member of the Committee, there have been, during the year ended 30 June 2001, no instances where records of the organization or other documents (not being documents containing information made available to a member of the Federation under Sub Section 274[2] of the Workplace Relations Act, 1996), or copies of those records or documents, or copies of the rules of the Federation, have not been furnished, or made available, to members in accordance with the requirements of the Workplace Relations Act, 1996, the Regulations thereto, or the rules of the Federation.

iv) The Federation has complied with Sub-Sections 279[1] and [6] of the Act in relation to the financial accounts in respect of the period ended 30 June 2001 and the Auditor's Report thereon.

SIGNED AT SYDNEY this 4th day of September, 2001

PETER ALEXANDER

LEON KEMP

POLICE FEDERATION OF AUSTRALIA
ACCOUNTING OFFICER'S CERTIFICATE

I, Mark Burgess, being the Officer responsible for keeping the accounting records of the Police Federation of Australia, certify that as at 30 June 2001 the number of members of the Federation was 31,430. In my opinion:

i) The attached accounts show a true and fair view of the financial affairs of the Federation as at 30 June 2001.

ii) A record has been kept of all monies paid by, or collected from members and all monies paid or collected have been credited to the bank account to which those monies are to be credited, in accordance with the rules of the Federation.

iii) Before any expenditure was incurred by the Federation, approval of the incurring of the expenditure was obtained in accordance with the rules of the Federation.

iv) With regard to funds of the Federation raised by compulsory levies or voluntary contributions from members, or funds other than the general fund operated in accordance with the rules, no payments were made out of any such fund for purposes other than those for which the fund was operated.

v) No loans or other financial benefits, other than remuneration in respect of their full time employment with the Federation, were made to persons holding office in the Federation.

vi) The register of the Federation was maintained in accordance with the Workplace Relations Act, 1996.

SIGNED AT SYDNEY this 4th day of September, 2001

M A Burgess

MARK BURGESS

FINANCIAL STATEMENT > > > contd . . .

POLICE FEDERATION OF AUSTRALIA
INDEPENDENT AUDIT REPORT

To the members of the Police Federation of Australia.

SCOPE

I have audited the financial accounts of the Police Federation of Australia for the year ended 30 June 2001. The Federation's Board of Management and Accounting Officer are responsible for the preparation and presentation of the financial accounts and the information they contain. I have conducted an independent audit of these financial accounts in order to express an opinion on them to the members of the Federation.

My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial accounts are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial accounts are presented fairly in accordance with Australian Accounting Standards, other mandatory professional reporting requirements and statutory requirements so as to present a view of the Federation which is consistent with my understanding of its financial position and the results of its operations.

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

AUDIT OPINION

I have received all the information and explanations required for the purposes of my audit.

In my opinion:

(i) There were kept by the Federation in respected of the period under review, satisfactory records detailing the sources and nature of income of the Federation [including income from members] and the nature and purposes of expenditure, and

(ii) The attached accounts are prepared in accordance with Section 273 of the Workplace Relations Act, 1996. The accounts have been prepared from the accounting records of the Federation and are properly drawn up so as to give a true and fair view of:

[a] the financial affairs of the Federation as at 30 June 2001; and

[b] the income and expenditure and surplus of the Federation for the year ended on that date;

and are in accordance with Applicable Accounting Standards and other mandatory professional reporting requirements.

SIGNED AT SYDNEY this 4th day of September, 2001

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

Police Federation of Australia

Balance sheet **as at 30th June 2001**

		Notes	2001	2000
Accumulated funds			$ 165499	$ 29116
Represented by				
Current assets				
PCU Easy Access account			65684	9793
PCU Savings accounts			101191	15160
Westpac Banking Corporation			-	51865
PCU membership fees			10	20
PCU L S L account			-	42804
Sundry debtors		3	19536	134
Amounts due from branches		4	4032	2585
Cash on hand			-	700
			190453	123061
Non current assets				
Plant & equipment	24586			
Less provision for depreciation	19060		5526	9919
Motor vehicle	37695			
Less provision for depreciation	3298		34397	25024
			39923	34943
Total assets			230376	158004
Less current liabilities				
Trade creditors and accruals		5	60364	55905
Provision for annual leave		6	1719	16002
Provision for Long Service Leave		7	2794	56981
Total liabilities			64877	128888
Net assets			$ 165499	$ 29116

FINANCIAL STATEMENT > > >
contd . . .

Police Federation of Australia

Income & Expenditure account

For the year ended 30th June 2001

	Notes	2001	2000
Income			
Affiliation fees from branches		564610	565503
Interest received		3061	1533
Profits from sale of NRMA shares		1812	-
		569483	567036
Less expenditure			
Audit and accounting fees	8	17800	17320
Annual leave	6	1719	11670
ACTU Affiliation fees		54186	48616
Bank charges and duties		883	1190
Computer and software expenses		4847	8136
Delegation expenses	9	144599	130728
Depreciation		6953	17893
FBT		17502	46
General office expenses		15305	11551
Insurances		4234	5056
Legal fees		7812	4697
Long Service Leave	7	3815	25995
Loss on disposal of assets		5330	12447
Motor vehicle expenses		4301	5535
Rents and outgoings		16064	30022
Relocation expenses		-	1911
Salary & packaging		99402	246942
Superannuation		19048	18646
Telephone		9300	14645
Total expenditure		433100	613046
Net Surplus (Deficit) for the year		136383	(46010)
Accumulated funds at beginning of year		29116	75126
Accumulated funds at end of the year		$ 165499	$ 29116

Police Federation of AUSTRALIA

Statement of Cash Flow

For the year ended 30th **June 2001**

	Notes	2001	2000
Cash flow from operating activities			
Sales of NRMA shares		1812	-
Contributions from branches		617985	583649
Interest received		3061	1533
Payments to suppliers and employees		1,492770)	(526110
Payment of employee entitlements		(66280)	(32500
Net cash from operating activities		63808	26572
Cash flow from investing activities			
Payment for property plant & equipment		(40165)	(4756;
Sales of property plant & equipment		22900	3500
Net cash from investing activities		(17506)	(1256
Net increase (decrease) in cash		46543	25316
Cash at beginning of the year		120342	95026
Cash at the end of the year	10	$ 166885	$ 120342

NOTES > > >

Police Federation of Australia

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