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PASAweb transformed into vibrant new

With a complete overhaul of its website, the Police Association has transformed PASAweb into one of the most vibrant, entertaining sources of information for its members. The site now sports a totally new colour-co-ordinated look, boasts a range of easy-to-use features, and is barely recognizable as the humble info resource it started out as in 1996.

Users can access the site through the SAPOL intranet or from anywhere in the world on the internet, enabling them to keep abreast of the police

industrial issues of the day.

Police Association media and communications officer David Russell has taken responsibility for managing the site, which he continually updates to give members the most current information.

And PASAweb will continue to grow as members, along with association-affiliated bodies, add their own information to it.

When the anniversaries of the deaths of officers who have fallen in the line of duty come around, they appear automatically on the site's home page. And, under **Roll of Honour**, is a full list of all those

who have paid the ultimate price as cops. Further details of these officers, and photos of many of them, are also accessible.

The association is determined to ensure that, in line with the ethos of its constitution, members of the police family continue to support one another. For this reason, the website features a **Coming Events** calendar, on which members of social and sports clubs can provide information about their upcoming events and encourage their colleagues to join them.

Among the clubs which have already provided details under **Clubs & Societies** are:

- » Port Adelaide 100 Social Club.
- » Delta Social and Sports Club Inc.
- » SA Nomads Softball Club Inc.
- » SA Police Bowling Club.
- » SAPD football team – SA Hounds.
- » South Australia Police cricket team.
- » South Australia Police Golf Club.
- » South Australia Police Motorcycle Club.
- » South Australia Police Pistol Club.
- » South Australia Police Soccer Club.
- » South Australia Police Basketball Club.

An **Online Poll** enables members to express their views on employment matters. The results are automatically updated and available to access.

News and announcements will appear on the site as

they occur, and thereby provide updates on enterprise bargaining and other significant police industrial issues.

The login page enables members of the public to learn about the association, read its media releases and contact the office.

Within the member-secure area, enterprise bargaining negotiations and outcomes will be continually updated. Media releases about EB6 and any relevant video messages will be streamed through the site.

The association will still fax its newsletters to police stations but also instantly upload them to PASAweb under a specific heading. And remaining on the site will be the member handbook, *Police Journal* (with link), transfer list, and minutes of committee meetings.

A click on to **Members Services** will bring up **Air Your Grievances**, which will give members the scope to express their views. Through this new facility, members who have workplace issues or other matters they want to raise directly with the association can do so, and receive a timely response.

Not only will Police Association merchandise and other police paraphernalia appear on the site, but users will be able purchase items online and receive them by post.

Members can also apply for legal assistance online so as to streamline, and make far more expedient, the administrative process.

Highlighted on the site are businesses which are involved





site

Secondary employment

Members

who want to work for a second employer, or themselves – as a carpenter, for example – must first obtain approval from SAPOL.

Members can undertake secondary employment while working as a police officer for SAPOL or while on leave without pay from SAPOL. If you choose the latter, you should submit applications for leave without pay and secondary employment together.

General Order 8420 – Human Resource Management, General HR Management, Secondary Employment sets out the process for applying for secondary employment.

In the first instance, you must forward a written application to undertake secondary employment to your manager, who makes a recommendation for the assistant commissioner's consideration.

When an application for secondary employment is associated with leave without pay and/or having an interest in licensed premises, liquor or gaming, the application requires the approval of the Deputy Commissioner.

After consideration of an application, a written response is provided to the member with advice as to whether he or she has been successful. When an application is rejected, reasons for the rejection have to be included.

When approval is granted, it is initially for six months

unless an exemption is permitted allowing for approval for a longer period. However, when undertaking secondary employment, GO 8420 stipulates that:

A member must always give directed police duty precedence over approved secondary employment.

When members seek to renew the approval, they must submit applications to their managers requesting a continuance of their secondary employment and highlight any changes to the nature of that employment.

When members cease their secondary employment, they must submit a report with advice of that cessation to their managers.

For more information on applying for secondary employment, refer to GO 8420 or contact the Police Association industrial staff.

South Australia Police Enterprise Agreement 2007 (EA 2007)

EA 2007 nominally expires on June 30, 2010. During the life of EA 2007, numerous areas of it were to be reviewed, including:

Incremental Progression – Mixed Functions (clause 36.1.3) regarding “higher duties”

Currently, clause 4.15 of the Police Officers Award stipulates that when a member is required to undertake the duties of a position with a higher rate than his or her ordinary classification for five consecutive working days

or more (unless broken by rostered days off duty), he or she is entitled to receive the higher rate of pay for the whole of such period.

As part of clause 36.1.3 of EA 2007, SAPOL is to undertake a review of the method behind paying higher duties for consideration in the upcoming enterprise bargaining.

Workforce planning (clause 38 of EA 2007)

Per clause 38 of EA 2007, SAPOL is to “develop and provide a workforce planning process that will determine the shape, capacity, capability and culture of the workforce needed to achieve SAPOL's goals and directions in the short and long term.”

STAR Group (clause 43 of EA 2007)

The retention of STAR Group members was to be monitored by SAPOL for consideration in the upcoming enterprise bargaining.

Field intelligence officers (clause 45 of EA 2007)

A review was to be conducted by SAPOL to determine whether these positions were to be reclassified.

The Police Association has sought updates from SAPOL regarding the status of these reviews.

in strategic alliances with the association. They are Adelaide law firm Tindall Gask Bentley, Police Credit Union, Police Health, Southgate Holden and Brock Harcourts. PASAweb users will find links to the websites of all these association partners.

For members who have items to sell, a new **Classifieds** section will provide greater exposure to potential buyers. Members can, at no cost, place ads and/or provide details of the businesses they run in line with their secondary employment.

Also available on PASAweb is a **Frequently asked Questions** option, along with a function which allows members to update their personal details.

And, through PASAweb, users can book the Police Club online for a function, such as a farewell, retirement, wedding or birthday. The site provides details of the club menus and information about function packages.

The association will welcome members' feedback as this will help bring about continual improvement. Members should access the site (www.pasa.asn.au) and make themselves familiar with all of its new options.