

# ENTERPRISE AGREEMENT ENDORSED

## THE POLICE ASSOCIATION (VICTORIA)



The Police Association (Victoria) received an EA offer from Government after arduous negotiations which lasted nearly 12 months and involved nearly five months of protected industrial action. But the proposed agreement offered significant pay increases and improvements to members' working conditions.

It achieved a raft of major wins which met and exceeded many of the key objectives the association had set out to secure from the beginning of the campaign.

Some of the key elements in the offer included:

- Average pay rises of 4.7 per cent per annum.
- Improved shift penalties.
- \$1,000 sign-on bonus payment.
- Recovery day after nightshift.
- Ten-hour break between shifts.
- Penalty payment for short-notice roster change.

As a result of the offer, Victorian police officers ceased industrial action on October 24 as a sign of good faith. The association recommended the agreement to its members for their endorsement in a postal ballot which took place in November.

Members overwhelmingly supported the proposed agreement with a 95.51 per cent yes vote.

In the association's view, the agreement represents a very good deal for all members, across every rank. More information is available at [www.tpav.org.au](http://www.tpav.org.au).

## NORTHERN TERRITORY POLICE ASSOCIATION



### AUDIT OF POLICE RESOURCES

The Northern Territory Police Association is currently negotiating with

the NT government to conduct an audit of police resources.

This project is aimed at assisting the NT Police in better use of resources to provide better policing services to the community.

It is hoped that the project will allow an open look at options to utilize resources to their optimum.

### NEGOTIATING ON INTERPRETATION

The NTPA is also in negotiations with the NT Police in relation to the interpretation of clauses from the 2011 consent agreement, specifically in respect of the payment of the on-call allowance.

"We are trying to avoid a dispute in the Police Arbitral Tribunal; however, the intransigent view of some of the managers within the police force may ultimately lead us there," NTPA president Vince Kelly said.

## POLICE ASSOCIATION OF NEW SOUTH WALES



### INDEPENDENT INSPECTOR'S REPORTS CRITICIZE POLICE INTEGRITY COMMISSION

The Police Association of NSW is calling for a complete overhaul of police oversight bodies, after scathing criticism of the existing Police Integrity Commission – by its own independent inspector.

The PIC was established 15 years ago on the basis of a Wood Royal Commission recommendation to oversee integrity issues within the NSW Police Force.

However, at least 11 reports by the PIC inspector, including his last annual report, have criticized the actions of the PIC.

"There is something badly wrong with the system when the body established to ensure integrity is itself under a cloud," Police Association president Scott Weber said.

Mr Weber said the latest annual report confirmed the association's views, citing that the PIC was biased, ruined careers and reputations for no reason, and routinely denied procedural fairness to police witnesses.

"Good police officers are being persecuted by a commission whose extraordinary powers are not balanced by proper accountability. The inspector upheld numerous complaints and yet the PIC has denied any wrongdoing.

"It's time for the inspector's

recommendations to be taken seriously and for the PIC to admit its mistakes."

The botched handling of a PIC investigation which damaged the careers of two highly respected NSW detectives was the last straw and led to a vote of no confidence by the commissioned officers' branch of the Police Association.

A PIC report, known as the Rani Report, recommended that Detective Inspector Paul Jacob and his colleague Detective Sergeant Ritchie Sim be dismissed for their investigation into the disappearance of Bathurst woman Janine Vaughan.

"This investigation by the PIC into the way police handled the Janine Vaughan case has been unprofessional and highly damaging to the police involved," Mr Weber said.

"All it has done is waste time and money, and cast a shadow over two of Australia's finest, most respected detectives. DI Jacob and DS Sim have more than 56 years' experience between them and have worked on some of Australia's most high-profile homicide investigations."

A special report by the inspector of the PIC later found that none of the adverse findings made in the Rani Report against either DI Jacob or DS Sim were justified.

"The inspector has found the Rani Report significantly misrepresented evidence, contained unjustified findings and severely damaged the reputations of both DI Jacob and DS Sim," Mr Weber said.

"If the PIC can get it so wrong, what faith can the public have in them to properly investigate matters of actual police misconduct?"

The crisis over PIC has caused the association to renew calls for one oversight body for police; currently both the PIC and the Ombudsman play this role.

"Our current system of oversight is cumbersome and complex when you take into account the Ombudsman's interference in police matters as well," Mr Weber said.

"The association would like to see a reformed PIC as the single oversight body for the NSW Police Force.

"It is critical that the principles of procedural fairness are enshrined in the investigative processes of the oversight body. The current situation is unsustainable and totally unfair to hard-working police officers in this state."

## POLICE ASSOCIATION OF TASMANIA



### THE YEAR OF THE HORROR BUDGET

A glimpse of the challenging times ahead for both the police department and the Police Association has emerged this year. Public-sector employees are yet to feel the impact of the doom-and-gloom state budget, but it will come.

Front-line services across the policing, health and education sectors have been hit hardest. The Tasmanian community, which rightly expects to feel safe and deserves a prompt police response in times of crisis, will suffer most from the cuts.

And, of course, police officers will likely face increased risk to their safety and bear the brunt of a frustrated community lacking the supportive services it needs from its government.

The next state government election must be held before March 2014.

## QUEENSLAND POLICE UNION



### QUEENSLAND POLICE SERVICE PUTS OFF MORE THAN 300

The Bligh government has told the Queensland Police Service that it will not fund the recent 3.8 per cent pay increase awarded to the state's police. It comes after the full bench of the Queensland Industrial Relations Commission raised the government's offer from 2.5 per cent.

The government's stand on the increase will leave the QPS to find the necessary funding internally.

To that end, all operational budgets are being slashed and the number of civilian staff cut by more than 300. All police operations will now be affected as officers are drawn away from traditional roles to attend to the ever-increasing levels of paperwork and bureaucracy.

Officers are no longer working weekends in regional areas – in which penalty payments would ordinarily be paid – and V8-powered cars are not being replaced.

The Queensland Police Union has begun a state-wide public campaign, which includes television commercials, billboards and bumper stickers, to put

more feet on the beat.

Next year, Queenslanders go to the polls and the Commissioner's post is up for renewal.

## POLICE FEDERATION OF AUSTRALIA



### INQUIRY HEARS POLICE PERSPECTIVE ON FLY-IN, FLY-OUT

The Police Federation of Australia has appeared before a federal parliamentary inquiry into the use of fly-in, fly out and drive-in, drive-out workforce practices in regional Australia. The Standing Committee on Regional Australia heard from the PFA on its first day of hearings in Parliament House, Canberra.

Of the 100-plus submissions the committee's inquiry drew from across Australia, the only "police" one was from the PFA.

Within the inquiry's terms of reference, the PFA indicated that there were a number which had a direct impact on policing. These included:

- The effect of a non-resident FIFO/DIDO workforce on established communities, including community well-being, services and infrastructure.
- The impact on communities of sending large numbers of FIFO/DIDO workers to mine sites.
- Provision of services and infrastructure and housing availability for FIFO/DIDO workforce employees.
- Strategies to optimize the FIFO/DIDO experience for employees and their families, communities and industry.
- Current initiatives and responses of the commonwealth, state and territory governments.

In its submission and oral evidence to the inquiry, the PFA indicated that police officers do not have the luxury of being part of a FIFO/DIDO workforce. Current policing strategies are predicated on "community policing initiatives". Accordingly, police officers are expected to live in, and become part of, the communities in which they serve.

The role of the local police officer in a rural, regional or remote community is far more than simply that of a law enforcer. Police officers use their expertise to

establish strong community interaction through local community policing initiatives. This includes assisting in the resolution of local conflicts and engaging in crime-prevention activities with local youth.

In many FIFO/DIDO locations, the cost of housing, family essentials (groceries and other goods and services) and other infrastructure is extremely high. This places a great financial burden on police officers and their families, as well as their respective state and territory police departments and governments.

For example, the extra competition for housing, owned or rented, pushes up the price of housing for police officers and other service providers in the community.

Another area of concern is that police officers cannot earn anywhere near the amount of income that mine employees receive. Therefore, retention becomes difficult for police departments and governments, as many officers resign from policing to pursue higher incomes in the mining industry.

Research already been undertaken by some jurisdictions has indicated that this will be a big issue over coming years as the mining boom continues.

A major change in the current FIFO/DIDO practices in remote mining towns to a more permanent population would require additional infrastructure and community services as the "permanent" population expanded. This would a mean bigger police presence in those towns over time as they became larger meeting points for social purposes – entertainment, medical services and domestic interaction.

If that were the case, governments would have to understand the consequences of introducing incentives to encourage population migration to regional centres over the medium to long term. The expansion of local communities over time would have to include a built-in capacity – based on scientific or evidenced-based methodology – to increase community infrastructure, including policing.

Go to <http://www.aph.gov.au/house/committee/ra/fifodido/index.htm> for a full copy of all submissions and the transcripts of evidence.