



8 December 2023

Paul Gale  
Branch President  
Police Federation of Australia-Western Australia Police Branch  
Sent via email: [admin@wapu.org.au](mailto:admin@wapu.org.au)

Dear Paul Gale

**Section 269 application for certificate stating financial affairs of reporting unit are encompassed by financial affairs of associated State body for year ended 30 June 2023 (FR2023/162)**

I refer to the application lodged pursuant to section 269 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act) in respect of the Police Federation of Australia-Western Australia Police Branch (the reporting unit) for the financial year ended 30 June 2023. The application was lodged with the Fair Work Commission (the Commission) on 16 November 2023.

I have granted the application. The certificate is attached.

I note that a financial report for the reporting unit was also prepared and lodged with the Commission. The issuing of a section 269 certificate signifies that the reporting unit has satisfied the financial reporting requirements under Part 3 of Chapter 8 of the RO Act, therefore relieving the reporting unit from having to prepare and lodge an audited financial report with the Commission. In future years, please note that when applying for a section 269 application, a full financial report for the reporting unit is not required to be prepared.

If you have any queries regarding this letter please call 1300 341 665 or email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Chris Enright**  
**Executive Director**  
**Fair Work Commission**



# CERTIFICATE

*Fair Work (Registered Organisations) Act 2009*

s.269(2)(a)—Reporting unit's financial affairs encompassed by associated State body

**Police Federation of Australia-Western Australia Police Branch**

FR2023/162

MR ENRIGHT

MELBOURNE, 8 DECEMBER 2023

*Reporting unit's financial affairs encompassed by associated State body*

[1] On 16 November 2023 an application was made under section 269(2)(a) of the *Fair Work (Registered Organisations) Act 2009* (the Act) by the Police Federation of Australia-Western Australia Police Branch (the reporting unit) for a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of Western Australian Police Union of Workers (the Association), an associated State body, in respect of the financial year ending 30 June 2023.

[2] On 16 November 2023, the reporting unit lodged a copy of the audited accounts of the Association with the Fair Work Commission.

[3] I am satisfied that the Association:

- is registered under the *Industrial Relations Act 1979 (WA)*, a prescribed State Act; and
- is, or purports to be, composed of substantially the same members as the reporting unit; and
- has, or purports to have, officers who are substantially the same as designated officers in relation to the reporting unit; and
- is an associated State body.

[4] I am further satisfied that:

- the Association has in accordance with prescribed State legislation, prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members and lodged the accounts with the relevant State authority;
- any members of the reporting unit who are not also members of the Association have been provided with copies of the accounts at substantially the same time as the members of the reporting unit who are members of the Association; and
- a report under section 254 of the Act has been prepared in respect of those activities of the reporting unit and has been provided to the members of the reporting unit with copies of the accounts.

[5] I am satisfied that the financial affairs of the reporting unit in respect of the financial year ending 30 June 2023, are encompassed by the financial affairs of the Association and I certify accordingly under section 269(2)(a) of the Act.



DELEGATE OF THE GENERAL MANAGER

Printed by authority of the Commonwealth Government Printer



**Police Federation  
of Australia**  
The National Voice of Policing

Our Ref: C0457

16 November 2023

Commissioner  
Registered Organisations Commission  
GPO Box 2983  
MELBOURNE VIC 3001

**APPLICATION PURSUANT TO s.269 OF THE  
FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009**

The Police Federation of Australia Western Australia Police Branch makes application pursuant to s.269 of the Fair Work (Registered Organisations) Act 2009, to be taken to have satisfied Part 3 of the Act.

**RELIEF SOUGHT**

- That the Commissioner issue a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of the associated State body.
- That the Reporting Unit is taken to have satisfied Part 3 of the *Fair Work (Registered Organisations) Act 2009*

**GROUNDINGS AND REASONS**

S.269 of the Act applies to the Police Federation of Australia Western Australia Police Branch (hereinafter referred to as "Reporting Unit") on the following basis:

1. The Western Australian Police Union of Workers (hereinafter referred to as the "associated State body") is registered as an industrial organization under the *Industrial Relations Act 1979*, that Act being the Western Australian legislation.
2. The associated State body is composed of substantially the same members as the Reporting Unit.
3. The officers of the associated State body are substantially the same as the officers of the reporting unit.

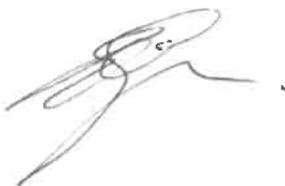
The Reporting Unit is taken to have satisfied Part 3 of the Act based on the following basis:

- a) The associated State body has, in accordance with the *Industrial Relations Act 1979(WA)*, prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members on and lodged the audited accounts with the Registrar of the Western Australian Industrial Relations Commission; and
- b) A copy of the audited accounts are attached;
- c) All members of the Reporting Unit and the associated State body, may inspect the Auditors Report, Balance Sheet and Statement of Income and Expenditure, free of charge at the office of the Registrar, in accordance with s.63 (6) of the *Industrial Relations Act 1979(WA)*.
- d) The audited accounts and operating report will be made available to Branch Members at the Branch's annual conference to be held on 27-28 November 2023.
- e) A copy of the Operating Report is attached.

The Police Federation of Australia Western Australia Police Branch submits that based on the grounds and reasons stated herein and the supporting documentation, the Branch satisfies s.269 of the Act and consequently seeks the relief as sought in this application.

If you have any questions with regard to this application or seek further supporting evidence, please contact the WAPU Secretary, Mr Peter McGee email on [peter.mcgee@wapu.org.au](mailto:peter.mcgee@wapu.org.au) or by phone on (08) 9321 2155.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Paul Gale', with a stylized flourish extending to the right.

**Paul Gale**  
**Branch President**



**Police Federation  
of Australia**  
The National Voice of Policing

**POLICE FEDERATION OF AUSTRALIA  
WESTERN AUSTRALIA POLICE BRANCH**

**Operating Report for year ended 30 June 2023**

Made pursuant to s.254 of the Fair Work (Registered Organisations) Act 2009

**Principal Activities**

The principal activities of the Branch during the reporting period were to provide industrial and organising services to the members, consistent with the objects of the Federation and particularly the object of protecting and improving the interests of the members. S.254(2)(a)

There were no significant changes in the nature of the Branch's principal activities during the reporting period. (s.254)(2)(a)

**Manner of Resignation**

Members may resign from the Branch in accordance with Rule 11.

**Trustee or director of trustee company of superannuation entity or exempt public sector superannuation scheme s.254(2)(d).**

No officers of the Branch held positions of Trustee or director of Trustee Company of a superannuation entity or exempt public sector superannuation scheme.

**Number of members**

The number of persons who, at the end of the reporting period, were recorded on the register of members of the Branch was 6,761.

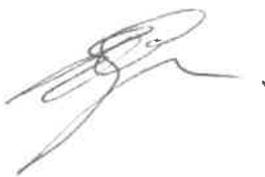
**Number of employees**

The number of persons who were, at the end of the reporting period, employees of the branch was Nil.

### Committee of Management members

The persons who held office as members of the Branch Executive, who form the Committee of Management of the Branch during the reporting period were:

GALE	Paul	Branch President (Elected 14 June 2023)
FLAHERTY	David	Branch Senior Vice President (Elected 14 June 2023)
ROBINSON	Todd	Branch Vice President (Elected 14 June 2023)
VOYEZ	Martin	Branch Treasurer / Executive
ADAMSON	Ward	Branch Executive (Resigned 5 May 2023)
BIRD	Bradley	Branch Executive
CASHMORE	Antoinette	Branch Executive (Resigned 13 April 2023)
COWIE	Russell	Branch Executive (Elected 12 July 2023)
GARRATT	Lindsay	Branch Executive
HICKEY	Aaron	Branch Executive (Elected 12 July 2023)
HONEY	Aaron	Branch Executive (Resigned 12 December 2022)
KELLY	Michael	Branch Executive (Resigned 17 May 2023)
KIDDEY	Narelle	Branch Executive (Elected 11 January 2023)
LEWIS	Gary	Branch Executive
MACEY	Graeme	Branch Executive (Resigned 9 December 2022)
MCDONALD	David	Branch Executive (Elected 11 January 2023)
POW	Matthew	Branch Executive (Elected 18 November 2022)
RIGOIR	Dayna	Branch Executive (Elected 12 July 2023)
SULLEY	Scott	Branch Executive



**Paul Gale**  
**Branch President**

16 November 2023



# 2023 Annual Report

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0428 800 661  
[jessica.nguyen@pnbank.com.au](mailto:jessica.nguyen@pnbank.com.au)



**South**  
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**[pnbank.com.au/police](https://pnbank.com.au/police)**

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*Note: The outcome of the 2022 Annual Conference Motions can be found on our website.*

**WA POLICE  
UNION  
BOARD OF  
DIRECTORS**



**PAUL GALE**  
President &  
24/7 Emergency Director



**DAVE FLAHERTY**  
Senior  
Vice President



**TODD ROBINSON**  
Vice President



**MARTIN VOYEZ**  
Treasurer



**BRAD BIRD**  
Director



**RUSSEL COWIE**  
Director



**LINDSAY GARRATT**  
Director



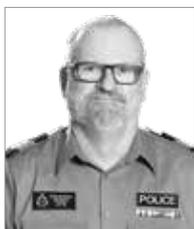
**AARON HICKEY**  
Director



**NARELLE KIDZEY**  
Director



**GARY LEWIS**  
Director



**DAVID McDONALD**  
Director



**MATTHEW POW**  
Director



**SCOTT SULLEY**  
Director



**DAYNA RIGOIR**  
Director

**WA POLICE  
UNION  
STAFF**



**PETER MCGEE**  
Secretary



**CHRIS VITLER**  
Finance Manager



**BRAD SINCLAIR**  
Finance Officer



**TARRYN SMITH**  
Finance Officer



**PENNY BROWN**  
Member Services  
Officer



**ANGELA NAUMOSKI**  
Administration Officer



**MATTHEW PAYNE**  
Research Officer



**RENEY OMAR**  
Corporate Communications  
Manager



**JASMINE LODA-BATEY**  
Media and  
Communications Officer



**MARTINA MALEY**  
Corporate Affairs  
Officer



**STEPHEN FARRELL**  
Senior  
Industrial Officer



**JOSHUA BRINKMAN**  
Industrial Officer



**KEVIN McDONALD**  
Field Officer



**GARY KEENAN**  
Field Officer



**MATT HUDSON**  
Field Officer  
Work Health and Safety

## **DELEGATES**

### **87TH ANNUAL CONFERENCE 2023**

ACADEMY BRANCH	Mel Boschin	13311
AIR WING BRANCH	Julian Martin-Robins	15992
ARMADALE GOSNELLS BRANCH	Warren Dowbysch	12119
AVON BRANCH	Allen Cullen	13829
BUNBURY AUSTRALIND BRANCH	Barry Turner	13277
CANNINGTON BRANCH	Mark Nickolson	10680
CENTRAL GREAT SOUTHERN BRANCH	Michael Beck	17170
CENTRAL MIDLANDS BRANCH	Michael Paterson	11623
COMMISSIONED OFFICERS BRANCH	Kareene Santoro	10165
EASTERN GOLDFIELDS BRANCH	Luke Mayhew	16001
EASTERN WHEATBELT BRANCH	Josh Humble	12777
FINANCIAL CRIMES BRANCH	Tash Lee	99906
FORTESCUE BRANCH	Thomas Mattin	16984
FREMANTLE BRANCH	Rosanna McKee	15491
GERALDTON BRANCH	Jake Hendry	15253
GREAT SOUTHERN BRANCH	Danny Richmond	9705
JOONDALUP BRANCH	Jon Bailey	9601
LEEWIN NATURALISTE BRANCH	Lloyd Donohoe	15998
LICENSING ENFORCEMENT BRANCH	Dan Thurstun	9395
MAJOR CRIME BRANCH	Steven Maybury	9241
MANDURAH BRANCH	Harry Russell	5995
MAYLANDS COMPLEX BRANCH	Djordje Kandic	13975
MFPF BRANCH	Michael Sedgman	8240
MIDLAND BRANCH	Bramwell Lancashire	16979
MIDLAND WORKSHOPS BRANCH	Jeanette Maddison	8310
MIRRABOOKA BRANCH	Graham Daisley	13561
NORTH PILBARA BRANCH	Lauren Cameron	11693
PAO PROPERTY BRANCH	Brett Conti	52734
PERTH BRANCH	Bec Brinkhaus	17096
PERTH WATCH HOUSE BRANCH	Alex Cufre	99437
PROFESSIONAL STANDARDS	Blake Henry	11464
PROSECUTING BRANCH	Kim Greenwood	10200
ROCKINGHAM KWINANA BRANCH	Aaron Boone	17072
SERIOUS & ORGANISED CRIME BRANCH	Aaron Carter	14982
SEX CRIMES BRANCH	Jason O'Keeffe	9276
SOUTHERN ROG	Steven Kent	7967
STATE TRAFFIC OPERATIONS BRANCH	Peter Birch	7767
TEG SOUTH BRANCH	Glen Dinsdale	11921
WATER POLICE BRANCH	Craig Anderson	8131
WEST KIMBERLEY BRANCH	Cameron Outred	13940
WEST PILBARA BRANCH	Ian Zuidema	11252

# OFFICIAL ORDER OF PROCEEDINGS – DAY 1

## 87TH ANNUAL CONFERENCE 2023

Monday 27 November 2023

Argyle Room

Parmelia Hilton Perth

TIME	EVENT	SPEAKER/ROOM/SPONSOR
0830–0900	Branch Official Briefing and Credentialing	<b>Peter McGee</b> <i>WAPU Secretary</i>
<b>0900</b>	<b>87th Annual Conference</b>	<i>Sponsored by P&amp;N Bank</i>
0900–0905	Welcome to Country	<b>Dr. Glenda Kickett</b>
0905–0915	Official Opening President’s Address	<b>Paul Gale</b> <i>WAPU President</i>
0915–0930	Government Address	<b>Hon Paul Papalia MLA</b> <i>Minister for Police</i>
<b>0930–1020</b>	<b>Morning Tea</b> <i>(including media opportunities)</i>	<b>Stirling Room</b>
1020–1035	Guest Speaker	<b>Col Blanch APM</b> <i>Commissioner of Police</i>
1035–1145	Panel Session (WA Police Force Executives)	WA Police Force Executives
1145–1200	Website Development	<b>Aidan Bowden</b> <i>SLICK</i>
1200–1240	Executive, Committee and Financial Reports	WAPU Executives, Directors, and Staff
1240–1245	Sponsor Address	<b>Scott Williams</b> <i>Police Health Chief Executive Officer</i>
<b>1245–1345</b>	<b>Lunch</b>	<b>Stirling Room</b>
1345–1355	Guest Speaker	<b>Hon Shane Love MLA</b> <i>Leader of the Opposition</i>
1355–1405	Guest Speaker	<b>Hon Peter Collier MLC</b> <i>Shadow Minister for Police</i>
1405–1420	Official Photograph	<b>Jody D’Arcy</b>
1420–1500	Motions – Session One	WAPU Annual Conference Delegates
<b>1500–1530</b>	<b>Afternoon Tea</b>	<b>Stirling Room</b>
1530–1540	Premier’s Address	<b>Hon Roger Cook MLA</b> <i>Premier</i>
1540–1630	Motions – Session Two	WAPU Annual Conference Delegates
1630	Close	<i>Sponsored by P&amp;N Bank</i>
1630–1700	<b>WAPU DIRECTORS ONLY</b> PFA (WA Police Branch) AGM & WAPA AGM	Argyle Room
1800–2100	Sundowner at Comedy Lounge	<i>Sponsored by TGB Lawyers</i>

## **OFFICIAL ORDER OF PROCEEDINGS – DAY 2** **87TH ANNUAL CONFERENCE 2023**

Tuesday 28 November 2023  
Argyle Room  
Parmelia Hilton Perth

<b>TIME</b>	<b>EVENT</b>	<b>SPEAKER/ROOM/SPONSOR</b>
<b>0900</b>	<b>87th Annual Conference</b>	<i>Sponsored by P&amp;N Bank</i>
0900–1000	Interstate/International Union Delegate Addresses	Delegates
1000–1030	Guest Speaker	<b>Scott Weber</b> <i>Chief Executive Officer</i> <i>Police Federation of Australia</i>
<b>1030–1100</b>	<b>Morning Tea</b>	<b>Stirling Room</b>
1100–1200	Guest Speaker	<b>Paul Betti</b>
<b>1200–1300</b>	<b>Lunch</b>	<b>Stirling Room</b>
1300–1330	Guest Speaker	<b>Sarah Wells</b>
1330–1400	Guest Speaker	<b>Greg Stewart</b> <i>GESB</i>
1400–1415	Blue Poppy Study	<b>Dr. Matthew Samuels</b> <i>PTSD Foundation of WA</i>
1415–1500	Motions – Session Three	WAPU Annual Conference Delegates
<b>1500–1530</b>	<b>Afternoon Tea</b>	<b>Stirling Room</b>
1530–1645	Motions – Session Four	WAPU Annual Conference Delegates
1645–1700	Official Closing	<b>Paul Gale</b> <i>WAPU President</i>
1700	Close	<i>Sponsored by P&amp;N Bank</i>
1900–2230	Dinner at Parmelia Hilton Perth	<i>Sponsored by Fleet Network</i>



## PRESIDENT'S REPORT PAUL GALE

Since the last report, the WA Police and Police Auxiliary Industrial Agreements have been completed and registered, however, both fell short of our members' expectations. Having endured the Barnett Government's restrictive wages policy for five years, an improvement to that policy saw a better than previous increase to base wages, however it did not come close to proper recognition by the State Government of the role we play.

### INDUSTRIAL AGREEMENTS

In August and October 2023, the Police Officer and Police Auxiliary Officer Industrial Agreements were registered in the WA Industrial Relations Commission (WAIRC) respectively.

Our affiliation with UnionsWA and their combined work with the Unions forced the State Government to increase the State Wages Policy three times over the last 12 months. From their original position of \$1,000 per annum, prior to submitting our original log of claims last year, we are now in an improved financial position, albeit short of what we asked for. Wage increases were between 3.0 and 4.8 per cent, we received the \$3,000 Cost-Of-Living Payment (COLP) and an acknowledgement of the difficult hours our members work with increases to shift penalties up to nearly 14.0 per cent over the life of the agreements.

Other additions included access to career breaks, proper recognition of a full weekend and better rostering practices.

We have commenced work on the next industrial process for the Police Officer Industrial Agreement 2024. We have sought member input into both the claim and the industrial strategy itself. We continue to work alongside UnionsWA and the Public Sector Alliance (PSA) in driving change to the antiquated State Wages Policy with an expectation that the Cook Labor Government will listen to the public sector workforce and respond appropriately.

### 'ON-CALL ALLOWANCE'

Outside the Police Officer Industrial Agreement bargaining process, we worked with WA Police in recognising our members' service to their community by properly

remunerating them for the out-of-hours commitment. Although 'On-Call' allowances have been embedded in our agreement for some time, the Agency, by discretion, have expected our members to provide goodwill policing for too long.

An Agency funded trial commenced this year with several regional stations and specialist roles within regional WA selected to access the allowance. This uptake by the Agency to fund 'On-Call' until the end of this financial year has been a long time coming, and we expect it to not only stay, but be expanded to cover the entirety of the state to ensure our community is protected as expected to be.

This will provide our police station Officers in Charge (OICs) a guaranteed service to the community knowing that they will have their 'On-Call' officers ready to respond, and then allowing our members who are not rostered as 'On-Call', to properly disconnect from their workplace.

### TENURE POLICY

For many annual conferences, our members have been relentless in asking for a review and improvement to the WA Police Force's Tenure Policy.

This year, the Agency listened and is currently working on changes to the policy based on feedback from our members during attended workshops. The most significant change thus far is the increase to maximum tenure for primary first responder roles in both the metropolitan and regional areas and the removal of restrictive maximum district tenure.

As I write this, many other areas of policing are being reviewed, with hopefully sufficient and justifiable rationale to implement change if required.

### **EMERGENCY DRIVING POLICY**

Very rarely in today's policing environment will our members work a day without the need to drive a vehicle according to the Agency's 'Emergency Driving Policy'. The policy has become so complex and convoluted that adhering to it has become a nightmare that the focus at hand – keeping our community safe, has been lost.

In December 2022, 26 of our members became subject of an internal investigation related to the apprehension of a high harm offender during an 'evade' incident. The number of officers involved in this investigation highlighted that the policy has become unworkable in that officers trying to do their job within the law can be scrutinised for the most minor of breaches.

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

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

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

The WA Police Force listened to our members and commenced a formal review of the policy earlier this year. Although not complete, the Commissioner of Police, Mr Col Blanch APM has directed the policy be clearer but flexible ensuring it is protective of Police Officers executing their duty. We await the outcome.

### **MURDER OF CONSTABLE ANTHONY WOODS**

Although we know that policing is a difficult and dangerous job, we never prepare for loss within our blue family. After sharing the grief with the rest of our colleagues after the murders of Constables Matthew



Arnold and Rachel McCrow of Queensland Police, in June 2023 we were confronted by the callous act that took the life of our Anthony Woods.

Matthew, Rachel, and Anthony's lives being cut so short, provides us and our community with the stark reminder that policing is dangerous. We need to be assured that the best training is provided, as well as equipment being issued and adequate human resourcing.

## **PRESIDENT'S REPORT CONT.** **PAUL GALE**

### **WA POLICE RECORDED OFFENCES 2022-23**

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

We have urged government to take decisive action to address this critical issue that affects the safety and wellbeing of our Police Force. In 2022-23, there were 1,451 Assault Police Officer (APO) offences in WA. This is the equivalent of almost 1-in-5 of our members being assaulted last financial year. The offence rate is the highest in 14 years as well as being the highest since mandatory sentencing was enacted. WAPU believes a statutory review of existing mandatory sentencing laws is urgently needed.

### **ATTRITION RATE**

In 2022-23, 421 Police Officers and 114 Police Auxiliary Officers resigned from the WA Police Force. A further 136 officers either retired or medically retired during that period.

These are record numbers and are the worst attrition rates since 1969-70.

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

The WA Police Force are embarking on a recruiting drive to employ 1,000 new Police Officers over the next 12 months. However, what isn't being addressed, according to our members, is stemming the flow of our experienced officers walking out the door. WAPU estimates last financial year saw WA Police lose more than 4,000 years of collective police experience walk out the door.

### **CEO IMPLEMENTATION PROJECT**

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

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

### **BOARD AND STAFF CHANGES**

As with every elected Board and business operations, changes occur due to policing tenure and other reasons. Since November 2022, we have said goodbye to Directors Aaron Honey, Anntoinette Cashmore, Ward Adamson, Graeme Macey, and former President Michael Kelly. I want to thank all of them for their input and tireless work associated with their roles.

We have welcomed Metropolitan Directors Matthew Pow, Narelle Kiddey, Dave McDonald, Dayna Rigoir and Aaron Hickey, and Eastern Region Director Russell Cowie.

We have also said goodbye to our long-time Secretary Paul Hunt, Media Officer Jessica Cuthbert, who is now amongst the ranks of those in blue uniform, Media Manager Mark Worwood, who was poached by business in Hong Kong, Industrial Officer Claudia Fuentes Beltran, who has taken on the world of lawyering and Industrial Manager Mark Shipman, who returned to the soft white sands of Bali.

We have since welcomed new staff to our ranks including Corporate Communication Manager Reney Omar, Corporate Affairs Officer Martina Maley, Communications Officer Jasmine Loda-Batey, Industrial Officer Joshua Brinkman, Field Officer (WHS) Matthew Hudson, Customer Service Officer Angela Naumoski, and Sergeant Peter McGee on a career break from WA Police as our Secretary.

### **THANK YOU**

I want to finally say a thank you to our staff, directors, and our members for their continuous input. This ensures that WAPU are well informed and positioned to advocate for members rights, entitlements, and wellbeing. Also, I thank our corporate partners and stakeholders for their continued support assisting WAPU throughout the year and into the future.



**Paul Gale**  
President



## LEGAL COMMITTEE REPORT

**DAVE FLAHERTY**  
SENIOR VICE PRESIDENT

The considerations undertaken by the Legal Committee are largely guided by Rule 11.6 of our Constitution – which advises the Board may grant financial and/or legal assistance to any member who suffers financial hardship or requires legal assistance as a consequence of an action or event bought about by the member performing his or her duties in the course of their work. Whilst this seems rather straight forward, one of the objectives of the Union (Rule 4(a)) imposes that the Union shall uphold the rights of our members and to protect and foster the best interests of members industrially and otherwise.

This provides a much broader scope and an ability for the Board to consider matters other than those occurring when members are on duty, performing a function of their duty.

Each matter is assessed on a case-by-case basis and tight control of legal expenditure is imperative.

WAPU continues to have an excellent working relationship with Tindall Gask Bentley (TGB) as our primary legal partners, ably representing our members across a range of criminal matters in both the Magistrates and District Court.

Tehan Legal has also shown their worth throughout the year and is worthy of mention. Looking after one of our members in the Magistrates Court regarding a driving matter, coming from on duty Emergency Driving incident. Tehan Legal recognised the opportunity to not only continue the legal fight on behalf of our member by way of an appeal, in the Supreme Court, but had the tenacity and expertise to win.

Looking after the rights and best interests of our members is a main priority of the Board, it is not the position of the Union to decide who should be a Police Officer and who should not, that is the role of the Commissioner. In a more recent decision of the Board, it was determined that a member who finds themselves facing the “Loss of Confidence” (LOC) process or subject to the 505A process as a Probationary Constable may be provided with some legal support, to help formulate a response. This is a significant change in practice, however, to ensure our members are given the best opportunity. The decision relies on Rule 4(a) as an overarching authority

as some matters cause our members to become subject of the LOC or 505A process, are not always linked to being on duty. We recognise that our members, whilst functioning as Police Officers and providing an invaluable service to the community can make a mistake, can have an error of judgement, or can react out of character to a given situation. The parameters of challenging the Commissioner’s LOC or the 505A process are limited but we, as a member advocacy organisation must do all that is possible to defend their interests. The appointment of a lawyer early in the process is considered by the Board, an appropriate measure to assist members as much as possible and members facing this prospect will be contacted by a Field Officer and assisted in the legal application process.

The Union’s ongoing “will” commitment for members remains, with WAPU members able to avail themselves to a free simple will and a similar benefit for your spouse/partner, be it at a reduced fee.

### **POLICE SPECIFIC COMPENSATION**

Being relatively new legislation (assented early 2022) and a new process for our members, this is an area where we continue our focus work with WA Police seeking a process that allows our members who are injured and broken by the rigors of policing, an opportunity to separate with more surety and dignity. With many working parts involved it can, at times, be confusing, frustrating and very time-consuming, but together we must continue efforts to get this right.

## **LEGAL COMMITTEE REPORT CONT.** **DAVE FLAHERTY**

### **FIELD OFFICERS / INDUSTRIAL OFFICERS**

Field Officers Kevin McDonald, Gary Keenan and Matt Hudson, Senior Industrial Officer Stephen Farrell and Industrial Officers Claudia Beltran (resigned) and Joshua Brinkman have been invaluable this year, providing advocacy and support not only to our members going through disciplinary matters or in dispute over industrial entitlements with WA Police or by advocating in the Industrial Relations Commission, but to the Board as we continue to champion the interests of members in two separate Industrial Agreement processes. Their importance to the function of the Union is recognised and acknowledged.

### **BUDGET**

WAPU's Legal budget for 2022-2023 was set at \$880,000.00, the same as the previous year. Legal expenditure for the 2022-2023 years was \$539,716.71 comparable to the 2021-2022 year which was \$678,716.71. A breakdown for this year's costs is as follows:

Criminal	\$224,002.02
Internal Invest/Disciplinary/LOC	\$29,274.38
Civil Writs	\$30,636.90
CCC Inquiries	\$8527.27
Criminal Injuries	\$2026.53
Personal injuries	\$42,578.13
Administration	\$4001.38
Corporate	\$84,754.31
Legal Opinions	\$40,978.99
Industrial	\$53,507.81
Wills	\$19,500

The expenditure of members' money is not something the Legal Committee and the Board take lightly, likewise the protection and rights of our members and the Union as a body, will always remain our priority. Due consideration on a case-by-case basis, subject to professional advice will continue to be the preferred model.

Whilst having taken charge of the legal portfolio in relatively recent times, I would like to acknowledge the due diligence and financial control administered by current and past members of the WAPU Executive and the Board.



**Dave Flaherty**  
Senior Vice President  
Legal Committee Chair



## SECRETARY'S REPORT PETER MCGEE

With the large hole left by the outgoing Secretary and the dust still settling from recent issues, I have taken a career break from operational policing to assist WA Police Union HQ. Working closely with our staff, some who are also new in their positions, I would like to commend the great work of WAPU HQ in providing a high level of service for its members. It is a pleasure to work with such a group of committed people who display great initiative constantly in their daily toil.

### **BOARD GOVERNANCE, REPORTING AND ADMINISTRATION**

Numerous elections and appointments have been successfully conducted over the past year and the Board of Directors stands all-but full, with only one vacancy in the Northern Region. A general election is scheduled for August 2024 when all Director positions will be open for election and a new board will be elected.

Being a serving officer has proven to have some unique legislative issues for a Secretary in the industrial sphere from state and federal governing bodies. We have managed to overcome those hurdles and are fully compliant with reporting and legislative requirements to date.

As the monitor for complaints of members and staff, I am painfully aware that communication is the standout rub point with our community and it is frustrating to see the good work being done at HQ shadowed by the frustration of members' perceptions. With the current IT upgrades that should be a thing of the past, such as the tracking and reporting of motions as well as rapid and comprehensive communications.

WAPU thanks the Commissioner of Police for supporting our members through the ongoing letters of release for the Senior Vice President and President's positions. Personally, I would like to thank the Commissioner for expediting my career break, revealing his sympathies for WAPU maintaining stability in a challenging environment.

### **STRATEGIC PLANNING**

With our Senior Industrial Officer, Stephen Farrell, and his able sidekick, Joshua Brinkman, well embroiled in

assisting members, we continue to provide quality advice and advocacy on the industrial front. The Industrial Team worked diligently to assist in recent negotiations, making some important gains in conditions and rewards for members. More work is ahead of us, and I commend the current Executive and cadre of Directors for their proactive planning under the guidance of the sage advice of our experienced campaigner, Gary Keenan, our Field Officer for the North. Preparations are already well underway for Industrial Agreement 2024.

The Police Specific Compensation Scheme is still evolving in its practice, and WAPU continues to advocate on behalf of members to improve the conditions available to retired members.

Our standing and relationship with major stakeholders remains strong, which shows the high value the community places on our members' commitment to serve and protect even in the hardest of times. Based on recent experience, I feel confident we can improve even further and achieve even more benefits for members.

### **MANAGEMENT AND ADMINISTRATION**

The recent re-structuring of staff at WAPU HQ has seen the embedding of the Senior Industrial Officer, a safety specialist Field Officer, an expanded media team and a re-vamp of online and internal systems. All these are engineered to answer the call from members for service improvements through better management and administration.

I have completed the review of standing policies and procedures, enabling a smooth transition for the incoming Chief Executive Officer.

## **SECRETARY'S REPORT CONT.** **PETER MCGEE**

Workers' Health and Safety issues are being overhauled and expanded to ensure we can speak from a defensible position when casting a critical eye elsewhere and with the help of our newly onboarded Field Officer for Work Health and Safety, Matt Hudson. Despite an aging building needing regular maintenance, no significant incidents have been reported.

Holiday Homes continue to be a popular member benefit and in-light-of the recent real estate market are an appreciating asset for members. Economic factors have led to a rate rise as some of the costs have increased beyond sustainability, especially in Busselton. Rates are still extremely low compared to the market providing members further benefit when being directly utilised for accommodation.

### **DECLARATION**

In my capacity as Secretary of the Western Australian Police Union of Workers declare that I have satisfied all statutory requirements and discharged other responsibilities of my office to the best of my ability.



**Peter McGee**  
Secretary



## TREASURER'S REPORT MARTIN VOYEZ

The responsibility for ensuring that all WA Police Union's financial rules are observed, all the correct financial procedures are followed, and all financial decisions are taken in the light of available information, falls to the Treasurer and WAPU's dedicated financial team.

We are in excellent financial shape with significant funds being invested through a Private Wealth Management Fund. The interest of which is being used to secure even better conditions for members. Each month the Board of Directors review expenditure and income to provide significant support to the current and retired membership. This excellent support has been provided to members facing a myriad of inquiries, whether in discipline, civil or criminal matters (coronial inquests, criminal trials and appeals, police shootings, etc). Significant support has also been provided to members in proactive cases around employment matters, ill health cases, general welfare issues and investigations into actions or conduct. The Board of Directors continue to ensure that legal and financial assistance represents 'best value' in terms of what is covered and that costs are regularly monitored.

However, it is not enough to say our financial records in order, we must demonstrate our strategies when maintaining our strong financial position.

We acknowledge value for money is paramount and with fortnightly subscriptions claimable against income tax, or salary sacrificed, they are less than \$46 a fortnight. This reliable recurring revenue allows for our continued support for the hard work our members are doing every single day of the year. We have a responsibility to review subscription rates regularly to ensure a balance between affordability for our membership and ensuring the organisation can continue to provide the best representation for members. Our sound investment strategies augmented the requirement to raise subscriptions fees for a third year in a row.

Over the last two financial years we have expended a considerable amount in legal costs, as more and more members require financial/legal support from WAPU. We budget for an upward trend, but it is difficult to project actual costs. We are working hard to drive efficiency and maintain quality levels of service for members. Every dollar we save, is a dollar more to support our members.

Through a focus on continuous improvement in governance, the Risk and Audit Committee, of which the Treasurer is Chair, we minimise risk exposure. We look forward to 2024 when we develop a Risk Management Framework, which will include a Risk Appetite Statement; which will define the nature and extent of risk WAPU is willing to accept on financial risk.

**Martin Voyez**  
Treasurer

**WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**ABN 11 005 082 386**

**SUMMARY FINANCIAL REPORT  
FOR THE YEAR ENDED 30 JUNE 2023**

**WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**ABN 11 005 082 386**

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**WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**ABN 11 005 082 386**

**STATEMENT BY THE SECRETARY**

In my opinion, the attached summary financial statements of the Western Australian Police Union of Workers (the "Union"), which have been derived from and are consistent with the full financial statements of the Union and are set out on the attached pages, are properly drawn up so as to present fairly the state of affairs of the Union as at 30 June 2023 and the results of its operations and its cash flows for the year then ended.



---

**Peter McGee**  
Secretary

Dated this *2nd* day of November 2023

West Perth, Western Australia

**WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**ABN 11 005 082 386**

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2023**

	Note	2023	2022
		\$	\$
Revenue and other income	2	7,358,231	7,427,928
Employee benefit expenses		(1,900,936)	(1,877,735)
Member's insurance		(1,108,522)	(1,140,869)
Depreciation expense		(468,813)	(539,146)
Other member expenses		(633,958)	(566,568)
Legal expenses		(539,788)	(678,717)
Building expenses		(423,731)	(386,623)
Other expenses		(400,929)	(241,606)
Administrative expenses		(240,907)	(189,978)
Industrial expenses		(183,539)	(138,334)
Annual conference		(145,061)	(155,923)
Australian federation dues		(134,829)	(127,878)
Motor vehicle expenses		(36,819)	(37,492)
Branch expenses		(22,374)	(24,713)
Travel expenses		(35,190)	(20,255)
Finance costs		(6,235)	(7,402)
Surplus for the year		1,076,600	1,294,689
Other comprehensive income		-	-
Total comprehensive income for the year		1,076,600	1,294,689

The accompanying notes form part of these financial statements.

**WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**ABN 11 005 082 386**

**STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2023**

	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	11,001,847	9,982,785
Trade and other receivables	270,616	268,605
Financial assets	333,802	-
<b>Total current assets</b>	<b>11,606,265</b>	<b>10,251,390</b>
<b>Non-current assets</b>		
Property, plant and equipment	3,698,435	4,018,156
Right-of-use asset	15,584	32,223
<b>Total non-current assets</b>	<b>3,714,019</b>	<b>4,050,379</b>
<b>Total assets</b>	<b>15,320,284</b>	<b>14,301,769</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	613,840	520,464
Lease liabilities	17,000	16,304
Provision for employee benefits	205,574	335,915
<b>Total current liabilities</b>	<b>836,414</b>	<b>872,683</b>
<b>Non-current liabilities</b>		
Lease liabilities	3,640	22,009
Provision for employee benefits	36,537	39,984
<b>Total non-current liabilities</b>	<b>40,177</b>	<b>61,993</b>
<b>Total liabilities</b>	<b>876,591</b>	<b>934,676</b>
<b>Net assets</b>	<b>14,443,693</b>	<b>13,367,093</b>
<b>EQUITY</b>		
Reserves	1,456,386	1,456,386
Retained Earnings	12,987,307	11,910,707
<b>Total equity</b>	<b>14,443,693</b>	<b>13,367,093</b>

The accompanying notes form part of these financial statements.

**WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**ABN 11 005 082 386**

**STATEMENT OF CHANGES OF EQUITY  
FOR THE YEAR ENDED 30 JUNE 2023**

	Accumulated Surplus	Asset Revaluation Surplus	Asset Realisation Reserve	Capital Profits Reserve	Total
	\$	\$	\$		\$
<b>Balance at 1 July 2021</b>	<b>10,616,018</b>	<b>73,000</b>	<b>419,135</b>	<b>964,251</b>	<b>12,072,404</b>
Surplus for the year	1,294,689	-	-	-	1,294,689
Other comprehensive income	-	-	-	-	-
Total comprehensive income for the year	1,294,689	-	-	-	1,294,689
<b>Balance at 30 June 2022</b>	<b>11,910,707</b>	<b>73,000</b>	<b>419,135</b>	<b>964,251</b>	<b>13,367,093</b>
Surplus for the year	1,076,600	-	-	-	1,076,600
Other comprehensive income	-	-	-	-	-
Total comprehensive income for the year	1,076,600	-	-	-	1,076,600
<b>Balance at 30 June 2023</b>	<b>12,987,307</b>	<b>73,000</b>	<b>419,135</b>	<b>964,251</b>	<b>14,443,693</b>

The accompanying notes form part of these financial statements.

**WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**ABN 11 005 082 386**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2023**

	2023	2022
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Member's income and other receipts	7,136,934	7,238,636
Payments to suppliers and employees	(5,846,995)	(5,563,169)
Interest received	200,201	29,556
Finance costs	(6,235)	(7,402)
Net cash generated from operating activities	<u>1,483,905</u>	<u>1,697,621</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from sale of property, plant and equipment	50,005	91,818
Purchase of property, plant and equipment	(163,373)	(116,297)
Purchase of financial assets	(333,802)	-
Cash used in investing activities	<u>(447,170)</u>	<u>(24,479)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Repayment of lease liabilities	(17,673)	(19,018)
Cash used in financing activities	<u>(17,673)</u>	<u>(19,018)</u>
Net increase in cash held	1,019,062	1,654,124
Cash and cash equivalents at the beginning of the year	9,982,785	8,328,661
Cash and cash equivalents at the end of the year	<u>11,001,847</u>	<u>9,982,785</u>

The accompanying notes form part of these financial statements

# WESTERN AUSTRALIAN POLICE UNION OF WORKERS

ABN 11 005 082 386

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

### NOTE 1: BASIS OF PREPARATION OF THE SUMMARY FINANCIAL STATEMENTS

The summary financial statements, specific disclosures and other information included in the summary financial statements are derived and are consistent with the full financial statements of the Union for the year ended 30 June 2023 and are presented in Australian Dollars. The summary financial statements cannot be expected to provide as detailed an understanding of the financial performance, financial position, operating, financing and investing activities of the Union as the full financial statements from which it is derived. For a better understanding of the Union's financial activities and position and accounting policies, reference should be made to the full audited financial statements.

	2023	2022
	\$	\$
<b>NOTE 2: REVENUE AND OTHER INCOME</b>		
(i) Operating activities		
– Member subscriptions	6,663,032	6,826,236
– Member promotions	113,491	110,108
– Rental income	297,716	301,507
– Other operating income	64,706	92,983
	<u>7,138,945</u>	<u>7,330,834</u>
(ii) Non-operating activities		
– Interest received	200,201	29,556
– Gain on sale of assets	19,085	67,538
	<u>219,286</u>	<u>97,094</u>
<b>Total revenue and other income</b>	<u><u>7,358,231</u></u>	<u><u>7,427,928</u></u>

### NOTE 3: TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL

During the financial year, the Board directs that the remuneration paid to the President and the Senior Vice President be available in the summary financial report as follows:

<b>President</b>		
– Wages and salaries	188,139	232,506
– Superannuation	17,126	23,251
– FBT – motor vehicles	11,892	13,878
	<u>217,157</u>	<u>269,635</u>
<b>Senior Vice President</b>		
– Wages and salaries (includes higher duties)	184,654	87,092
– Superannuation	19,389	8,709
– FBT – motor vehicles	20,099	7,650
	<u>224,142</u>	<u>103,451</u>

# WESTERN AUSTRALIAN POLICE UNION OF WORKERS

ABN 11 005 082 386

## DISCUSSION AND ANALYSIS OF THE FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2023

The Directors set out below the following discussion and analysis of the performance and state of affairs of the Western Australian Police Union of Workers (the "Union") for the year ended 30 June 2023.

### ***Summary Statement of Financial Position***

The Union has continued its positive performance into 2022-2023 financial year with another increase in net assets taking this end of year balance to \$14.4million. The Union's cash holdings have increased from nearly \$10 million to \$11 million due to the operation cash surplus generated for this financial year.

The majority of funds are still held in short term investment accounts between 3 to 6 months as these offer the best interest rates. Interest rates on the Union's investment accounts held with P&N Bank are ranging from 2.60% to 4.25% (2022: 0.4% to 1.0%) with higher interest rates being offered to longer term deposits. There is \$1.3 million allocated to the Death Benefit Fund which is held (3 months) to cover the long term liability in death benefits payable to the Members.

Two vehicles were replaced during the year coupled with some additions of plant and equipment, the total property, plant & equipment across all categories decreased by \$0.3 million mainly due to the annual depreciation of the assets and disposal.

The Union has invested \$0.3 million in shares portfolio with Morgan Stanley during the year. The portfolio included investments in domestic and international shares. The Union has an intention to increase the investments to \$1 million by September 2023.

The Union's only liabilities are with end of year creditors which were substantially cleared by the following month and the employees leave entitlements for annual leave and long service leave.

### ***Summary Statement of Profit or Loss and Other Comprehensive Income***

Overall revenue was \$7.36 million with the majority of income generated from membership subscriptions, which is accounted for 88% (2022: 90%) of the total revenue. The demand for Holiday Homes remained strong and consistent with prior year.

The majority of expenses were once again well below budget, in particular legal, salaries, industrial, Branch associated expenses and travel expenses.

### ***Summary Statement of Changes in Equity***

Equity movements comprise the surplus for the year of \$1,076,600 (2022: \$1,294,689).

### ***Summary Statement of Cash Flow***

With no significant changes to revenue this year, as the Union's income still covers all of expenditure a positive net cash flow was recorded. There was an increase in cash flow of \$1,019,062 mainly contributed from the operation surplus for the year, offsetting with investments in domestic and international shares, capital expenditures on motor vehicles, and repayment of leases.

### ***Overall comment***

The Union is pleased to report that the management of finances has again resulted in a surplus for this financial year. The Union continues to be in a sound financial position with a strong assets base and the Union is confident of meeting all of liabilities in the future.



**AUDITORS' INDEPENDENCE DECLARATION  
TO THE MEMBERS OF  
THE WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

As auditor for the audit of the Western Australian Police Union of Workers for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023 there has been:

- i. No contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink that reads 'AMW Audit'.

**AMW AUDIT**  
Chartered Accountants

A handwritten signature in black ink, appearing to be 'M Shone'.

**MARTIN SHONE**  
Principal & Registered Company Auditor

Dated at Perth, Western Australia this 2<sup>nd</sup> day of November 2023



**INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF THE WESTERN AUSTRALIAN POLICE UNION OF WORKERS**

**Report on the Summary Financial Report**

**Opinion**

The summary financial report, which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity, the statement of cash flows for the year then ended 30 June 2023, and related notes to the financial statements, are derived from the audited financial report of the of the Western Australian Police Union of Workers (the "Union") for the year ended 30 June 2023.

In my opinion, the accompanying summary financial report are consistent, in all material aspects, with the audited financial report, on the basis described in Note 1.

**Summary Financial Report**

The summary financial report does not contain all the disclosures required by Australian Accounting Standards – Simplified Disclosures and the Industrial Relations Act 1979 (WA). Reading the summary financial report and the auditors' report thereon, therefore, is not substitute for reading the audited financial report and the auditors' report thereon.

**Responsibilities of the Board for the Summary Financial Report**

The Board of Director is responsible for the preparation of a summary of the audited financial report of the Western Australian Police Union of Workers, on the basis described in Note 1.

**Auditor's Responsibilities for the Audit of the Summary Financial Report**

Our responsibility is to express an opinion on whether the summary financial report is consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

A handwritten signature in blue ink that reads 'AMW Audit'.

**AMW AUDIT**

Chartered Accountants

Address: Unit 8, 210 Winton Road, Joondalup, Western Australia

A handwritten signature in blue ink, appearing to be 'M Shone'.

**MARTIN SHONE**

Principal & Registered Company Auditor

RO Registration Number AA2017/8

Dated at Perth, Western Australia this 2<sup>nd</sup> day of November 2023

# MOTIONS ON NOTICE

## 87TH ANNUAL CONFERENCE 2023

*The outcomes of last year's motions can be found on our website.*

### 1.0 EXECUTIVE

#### MAJOR CRIME BRANCH

##### 1.1 MOTION: Exemption from State Wages Policy

Conference directs the Board of Directors to urgently lobby the State Government to exempt first responders from the State Public Sector Wage Policy.

#### EXPLANATION:

By including first responders in the State Public Sector Wage Policy, it is unfair and does not reflect the unique and high-risk nature of the work. Action should urgently be taken by WAPU in pursuit of this change, including an aggressive media campaign putting our plight in the spotlight, especially through the lens of the upcoming State Election and new Premier.

1. Despite a well-documented hesitancy for first responders to speak openly about psychological injury, the statistics reflect what we already know.

Police are, by nature of our work, significantly more likely to be psychologically impacted negatively, as evidenced below:

- 11 per cent of Police probably have Post Traumatic Stress Disorder:
  - Compared to 4 per cent of the public (275 per cent difference)
  - Compared to 8 per cent of the Australian Defence Force (ADF) (135 per cent difference)
- 21 per cent of first responders currently experience psychological distress:
  - Compared to 8 per cent of the public (260 per cent difference)
  - Compared to 4 per cent of the ADF (525 per cent difference)
- 39 per cent of first responders report having been diagnosed with a mental health condition:
  - Compared to 20 per cent of the public (195 per cent difference)
- First responders experience suicidal thoughts at twice the rate than the general public.
- First responders are three times more likely to have a suicide plan.
- 28 per cent (1 in 4) former employees have thought about taking their own lives.
- 25 per cent of Police are physically attacked or assaulted.
- 50 per cent of first responders were involved in an incident that was subject to intense scrutiny.
- 14 per cent of first responders will make a stress / trauma related mental health claim:
  - 75 per cent of those will feel it had a negative impact on their recovery.
- 23 per cent of former first responders have probable PTSD (32 per cent have high or very high psychological distress)

(Source: [Answering the Call, Beyond Blue](#))

- 1 per cent of all serious claims submitted to Safe Work are from first responders (claiming a mental disorder) yet:
  - Mental Disorder claims per million hours worked - first responders 4.6
  - Mental Disorder claims per million hours worked - All 0.4 (1,150 per cent difference)
  - Serious Claims per 1,000 employees – first responders 8.2
  - Serious Claims per 1,000 employees – All 0.7 (1,170 per cent difference)
  - Median Weeks off Work (Mental Disorder) – first responders 26.4 weeks
  - Median Weeks off Work (Mental Disorder) – All 5.4 weeks

(Source: [The People Behind 000, Senate Hearing](#))

## **MOTIONS ON NOTICE**

### **87TH ANNUAL CONFERENCE 2023**

2. Police salary is not commensurate to the risk of physical or psychological injury. It is not commensurate to our public standing or community expectations.

This has led to enormous attrition and attraction issues, impacting recruiting and training standards.

This affects everyone, the community of Western Australia and the Agency's service delivery, the safety of our colleagues and the perception of policing as a whole.

Entry level jobs earning more than junior Police Constables WA Police:

- Warehouse Packer
- Medical Admin Assistant
- University Admin Officer
- Casual School Shop Assistant
- Customer Service Manager Zambrero
- Patient Transport Officer
- Waste Management Admin Officer
- Medical Receptionist
- Fruit Packer
- Construction Admin Assistance
- Housekeeping role
- Personal Assistant
- Executive Assistant
- Contact Centre Operator
- Product Labelling
- Parcel Handler
- Accounts Admin Officer
- Court Transcriber
- Receptionist
- Sales Consultant
- Deliver Driver
- Storeman
- Council Ranger
- Librarian

(Source: [Seek June 2023](#))

The frequency, incidence, and impact of physical injury to Police Officers is higher than that of the public sector workforce.

This is particularly relevant considering the recent murder of PC Anthony WOODS whilst on duty.

Police do not get paid one dollar extra for working a weekday dayshift on Christmas Day, or any other public holidays. In lieu we have two extra weeks leave - however, this is fast becoming the new standard for private sector. This is far outside of public expectations.

Policing is an occupation where members are routinely required to work far outside of the scope of employment undertaken by other state public sector employees.

For example: Work rosters requiring 24/7 coverage, length of shifts incurring overtime, regional deployments (often at short notice), involuntary secondments, our duty to obey lawful orders, interaction with aggressive and violent offenders etc.

If this clause was implemented, the next wage negotiations may be more favourable. Conversely, the Industrial Relations Commission maybe predisposed to give Police more latitude in providing members with a fairer deal.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**FINANCIAL CRIMES BRANCH**

**1.2 MOTION: 38-hour Working Week for Sworn Members**

Conference directs the Board of Directors to pursue changing the Police Industrial Agreement Hours of Duty to be prescribed to 38 hours per week or 76 hours per fortnight. This is to be at the same pay rate as currently set for normal salary, i.e. there is to be no loss of pay. Any hours outside of the prescribed amount is to be paid at overtime.

**EXPLANATION:**

Life should not be all about work. Working hours are not set in stone and should change with the times. Technology has created vast changes in how we work and the change technology has created should provide workers with improved work-life balance. With the introduction of “Paperwork Reduction Efficiencies” that are designed to increase efficiency and/or save frontline officers time and effort we can complete more jobs in less time. The time we save goes into taking on more jobs during that shift. We are doing more work for the same pay. Historically, labour saving technical devices have released people from long hours of work, meaning that those saved hours could be spent on family and recreation. Technology was marketed to have a better work-life balance. Recent trials of a six hour working day in Sweden have demonstrated an increase in staff wellbeing, standard of care and efficiency in the workplace. There was less absenteeism and higher staff retention, showing that savings outweigh the cost. A 2017 study conducted by the Australian National University found working long hours led to burnout, stress, mental health issues and fatigue. The study noted that anything over 39 hours resulted in higher mental health issues for workers. Statistics and trends have identified that Police Officers are faced with an increase in violent crime over the preceding years – the operational need for Regional Shield responding to youths engaging in Tik Tok challenges to target Police Officers is an example. The Australian Bureau of Statistics have recorded an increase in robbery, assault, blackmail/extortion, and theft in Western Australia in 2022. Sexual assault has increased steadily in the last 10 years. To protect mental health and foster a healthy work-life balance Police Officers must be given time away from these scenarios. More workplaces are moving to four day working weeks using the 100:80:100 Model. This model supersedes the 888 Model and is more appropriate for modern workplaces. The Western Australia Police Force needs to keep pace with current workplace trends to be a competitive employer, attract new recruits and retain current officers. Changing the prescribed amount to 38 hours per week or 76 hours per fortnight for the same pay will allow better retention and productivity of the workforce, while providing a more equitable work-life balance that updates in workplace technology has provided.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

## **MOTIONS ON NOTICE**

### **87TH ANNUAL CONFERENCE 2023**

#### **PAO PROPERTY BRANCH**

##### **1.3 MOTION: 37.5-hour Working Week for PAO Members**

Conference directs the Board of Directors to pursue changing the Police Auxiliary Officer (PAO) Industrial Agreement Hours of Duty to be prescribed to 37.5 hours per week or 75 hours per fortnight. This is to be at the same pay rate as currently set for normal salary, i.e. there is to be no loss of pay. Any hours outside of the prescribed amount is to be paid at overtime.

#### **EXPLANATION:**

Life should not be all about work. Working hours are not set in stone and should change with the times. Technology has created vast changes in how we work. The change that technology has created should provide workers with improved work-life balance. Instead, it has compressed tasks into needing less time to complete, which leads to taking on more tasks over the same time span of a shift – i.e. more work in the same time for the same pay. Recent trials of a 6-hour working day in Sweden have demonstrated an increase in staff wellbeing, standard of care and efficiency in the workplace. There was less absenteeism and higher staff retention, showing that savings outweigh the cost. A 2017 study conducted by the Australian National University found working long hours led to burnout, stress, mental health issues and fatigue. The study noted that anything over 39 hours resulted in higher mental health issues for workers. Changing the prescribed amount to 37.5 hours per week or 75 hours per fortnight for the same pay will allow better retention and productivity of the workforce, while providing a more equitable work-life balance that updates in workplace technology has provided.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **MIDLAND WORKSHOPS BRANCH**

##### **1.4 MOTION: Presumptive Disease Legislation**

Midland Workshop Branch directs conference to seek work related cancer presumption legislation/cover afforded to Firefighters to be extended to WA Police Officers and PAOs.

#### **EXPLANATION:**

The current State Labor Government has increased the number of cancers which its presumptive legislation covers for Firefighters from 12 to 20 reversing the onus of proof for them when one of the listed cancers is detected. The cover is also granted to retired Firefighters and both current and volunteer Firefighters.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **MIDLAND WORKSHOPS BRANCH**

##### **1.5 MOTION: Presumptive Disease Legislation**

Midland Workshop Branch directs conference to seek work related PTSD presumption afforded to ambulance workers to be extended to WA Police Officers and PAOs as it has for career Firefighters.

#### **EXPLANATION:**

The current State Labor Government has reversed the onus of proof for both ambulance and career Firefighters. For Ambulance Officers that occurred as of 1 February 2022 and for Firefighters as of April

2023. The government explained “like ambulance workers, Firefighters may experience mental trauma over a prolonged period of time as a result of experiencing or witnessing traumatic events.”

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**TRAFFIC ENFORCEMENT GROUP SOUTH BRANCH**

**1.6 MOTION: Exclusion of Entitlements from Criminal Injuries Claims**

Conference directs the WA Police Union Board of Directors to actively lobby the government for necessary amendments to the Criminal Injuries Compensation Act 2003, along with the Motor Vehicle (Third Party Insurance) Act 1943 and the Motor Vehicle (Catastrophic Injuries) Act 2016.

**EXPLANATION:**

The objective is to ensure that medical expenses covered under the WA Police Industrial Agreement are not deducted from the total entitlement available to Police Officers who receive compensation, thereby addressing the unfair reduction in compensation for officers who suffer physical and psychological injuries while on duty.

The protection and wellbeing of Police Officers is paramount, and it is imperative that our officers receive just and appropriate compensation when they sustain injuries in the line of duty. The current practice of subtracting medical expenses covered by the WA Police Industrial Agreement from the compensation entitlement significantly reduces the overall compensation received by officers who have experienced physical and psychological harm. This practice fails to account for the long-term impact of injuries, which often lead to permanent disabilities, scarring, loss of function, and lasting psychological trauma.

There have been instances of officers receiving zero compensation due to the nature of their injury and related expenses when they are providing a service to the state. Likewise, there are many instances of known prolific criminals receiving significant compensation despite their relentless and on-going harm to the community.

*Similar motions submitted by MAYLANDS COMPLEX and PROSECUTING Branches.*

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**EXECUTIVE**

**1.7 MOTION: Increase to Injuries Claim Caps**

Conference directs the WAPU Board of Directors to actively lobby the government for necessary amendments to the legislation and related regulations to increase the amount claimable and to index it appropriately for the future.

**EXPLANATION:**

For example, the medical component cap for compensation was set in 2006 and has not changed since. The amount set \$75,000 was proposed during the drafting of the legislation and has been eroded significantly with cost of living and especially medical related costs since then. In real terms the value of the amount has reduced to only 63 per cent of its real value (2023 should be \$118,000 to keep pace with base inflation). Likewise, the cap for medical retired costs has not increased and neither has the cap for compensations at separation.

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## **MOTIONS ON NOTICE**

### **87TH ANNUAL CONFERENCE 2023**

#### **CENTRAL GREAT SOUTHERN BRANCH**

##### **1.8 MOTION: Police Pension Scheme**

Conference directs the Board of Directors to lobby WA Police to review the implementation of an indexed pension scheme for access after fixed periods of service (20, 25, 30+ years), prior to their reaching the prerequisite age for the federal aged pension/superannuation withdrawal.

##### **EXPLANATION:**

The government is facing severe issues in terms of staff retention and satisfaction. As a part of a multi-faceted approach to increasing staff retention and employee self-value, the implementation of an indexed pension scheme would fit in with many international policing jurisdictions whereby the job is viewed as a career, with a secure financial incentive after a significant period of service. It allows for the release of staff after these milestones without further expenses such as severance bonuses or wages for staff otherwise holding out on sick leave and allows for those able to move on to other careers without the risk of being able to afford basic bills.

*Similar motions submitted by FINANCIAL CRIMES and SOUTHERN ROG Branches.*

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **MANDURAH BRANCH**

##### **1.9 MOTION: Minimum Staffing**

Conference directs the Board of Directors to lobby the Commissioner of Police to establish minimum staffing levels at all major stations to ensure adequate resource to respond across 24-hours seven days a week.

##### **EXPLANATION:**

Frequently response tasking levels within Mandurah District are reduced to provide only two cars to respond to public emergency. By experience this equates to the same tasking levels provided in 1990. This experience is shared across all metro Districts. Despite numerous instructions for supplementary resources to assist, the reality is that Detectives, Family Violence Units, Traffic are rarely available to task due to their own core business commitments with ROG shared across all districts depending operational needs. This has led to issues in regard to:

- Officer safety with no available for back up.
- Delays in emergency response towards public safety.
- Reduced service towards the community through lack of officers to assist with non-urgent priority 3 and 4 tasking.

It appears through current practices that the resource allocation model considers all officers working at a station without consideration as to how many are actually available to respond during the 24-hour period seven days a week. For safety and public confidence, it would be prudent to base the minimum staffing levels based individually on front line response to ensure adequate numbers. These numbers should also include office staff for 24-hour stations along and maintain mandated staff levels within station lock up facilities. This would be enabled by ensuring minimum staffing levels are maintained at the frontline as the FIRST PRIORITY, prior to committing to secondments, etc. Any unplanned shortages could be resources through recalls financed out of the vast numbers of vacancy positions.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**NORTH PILBARA BRANCH**

**1.10 MOTION: Minimum PAO Staffing**

Conference directs the Board of Directors to lobby the Commissioner to implement a policy to place a minimum of one Police Auxiliary Officer (PAO) to any 24-hour Police Station that runs a lockup for custodial duties.

**EXPLANATION:**

Country police stations that run lockups in smaller centres do not currently have PAOs allocated to their business areas. This then requires frontline officers at these stations to provide custodial services and manage the lockups taking them away from frontline duties and impacting on community safety. PAOs stationed to specific country areas should receive the same benefits as frontline officers, for example, housing and trip to the coast concessions.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**GREAT SOUTHERN BRANCH**

**1.11 MOTION: Minimum On Call Staffing**

Conference directs WAPU to lobby the CoP to include a second officer (other than OIC) to receive On Call Allowance (in accordance with the IA) at smaller Regional WA stations.

**EXPLANATION:**

Officers in Regional WA are regularly advised during inductions that they are required to be available for recall to duty without notice. This has progressed to the point where stations are recording on the Teams First Contact app who to contact. This is effectively and by definition 'On Call' under the Industrial Agreement however this allowance is not being paid. Recently as the result of lobbying by WAPU: Regional WA stations that are no staffed 24-hours and with eight or more staff and detective offices have been approved for 'On Call' arrangements and payments. Often due to distances these stations are unable to respond to incidents in smaller stations. If the expectation for staff to be available for responding to incidents is present, then these staff ARE entitled to the 'On Call' payments and it is unacceptable that they are not being compensated for their being available to protect the community at all hours.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**MANDURAH BRANCH**

**1.12 MOTION: State Election Candidate**

Conference directs the Board of Directors to canvas Delegates at Conference as to the merits of endorsing a candidate(s) being a Police Officer or committed family member thereof, to run at the next State Election.

**EXPLANATION:**

The Australian Nursing Federation are fielding candidates in the next State Election in the Upper House with the specific intention to champion the cause of Nurses regarding increased wages, greater nurse to patient staffing ratios and improved working conditions. WAPU must look at every avenue to improve members pay and conditions, which have been greatly eroded over the past six years.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## **MOTIONS ON NOTICE**

### **87TH ANNUAL CONFERENCE 2023**

#### **EXECUTIVE**

##### **1.13 MOTION: Review Board of Directors 2016 to 2022**

Conference directs the Board of Directors to rescind *motion 3*, passed at the Special General Meeting held at Parmelia Hilton Hotel on 19 January 2023.

#### **EXPLANATION:**

Pursuant to the resolution of the Special General Meeting 19 January 2023 calling for a review.

#### **Minutes of WA Police Union Special General Meeting – 19 January 2023.**

...

3.3 A full independent, external review be immediately conducted into the operations of the WA Police Union over the last seven years, with full disclosure made available to all members. An essential component of this review must include interviews with all former Directors and Staff since 2015.

...

A thorough review will be expensive and may not even be possible in a timely manner, which is required if it is to be of real value to the members.

The motion as it stands makes no attempt to frame the review or set a definable scope or timeframe. Thus, allows for something that may not be appropriate or completed in a timely manner. The motion should be properly defined or if not rescinded, as the full Conference resolves.

A proper scoping may be akin to:

Conference directs the Board of Directors to facilitate and contract an independent review of the Board of Directors of the WA Police Union for the period of January 2016 through to January 2023, inclusive. The scope shall include consultation with all staff employed by and Directors appointed to the WA Police Union from January 2015 until January 2023. The review shall have a scope of examining the composition, conduct and performance of the Board of Directors, within the set timeframe and the report of the review shall be distributed by the Secretary along with the three-month notice to the 2024 conference for caveated (non-disclosure) discussion by members within the Branches, that they may consider motions for that 2024 conference.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## 2.0 CORPORATE

### AVON BRANCH

#### 2.1 MOTION: Metropolitan Directorial Regions

Pursuant to Rule 14(a) of the WA Police Union (of Workers) Constitution Rules & By-Laws, Conference directs that Rule 6.1(b) be amended as follows:

“The Board shall comprise 15 Directors, of which 11 who hold the office shall be from the Metropolitan Region and one each from the Northern (Kimberley/Pilbara) Region, Central (Mid-West-Gascoyne/Wheatbelt) Region, Eastern (Goldfields-Esperance) Region and Southern (South West/Great Southern) Region. with one Director elected respectively for each of the 15 geographical Police Districts, namely: Armadale, Cannington, Fremantle, Goldfields Esperance, Great Southern, Joondalup, Kimberley, Mandurah, Mid-West Gascoyne, Midland, Mirrabooka, Perth, Pilbara, Southwest, and Wheatbelt.”

#### EXPLANATION:

Presently, the WAPU Board of Directors comprises 11 Metropolitan-based Directors and just four RWA-based Directors. Of note, the 11 Metro-based Directors represent just eight geographical Metro Districts, whilst the four RWA-based Directors represent seven geographical Police Districts. It frequently occurs that several Metro Directors can be based within a single Metro District, and it has also occurred that all Metro-based Directors were based ‘North of the River’. The present distribution of WAPU Director positions has resulted in a great inequity with regards to the direct representation of WAPU members. The moto of WAPU is “Strength in Unity”. Part of unity is that every member is afforded the same equal rights and representation, both at the local/district level and the state/federal level. The above amendment is fair, equitable, proportionate, justified, and long overdue. All WAPU Members/Branches are strongly encouraged to support this amendment/motion. WA Police Union Constitution Rules & By-Laws.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

### GERALDTON BRANCH

#### 2.2 MOTION: Increase Directors to 19

Conference directs the Board of Directors to amend Rule 6 of the Western Australian Police Union of Workers Constitution, Rules & By-Laws, specifically amending Rule 6.1 (b) as follows: Current Rule 6.1 (b): The Board shall comprise 15 Directors, of which 11 who hold office shall be from the Metropolitan Region and one each from the Northern (Kimberley/Pilbara) Region, Central (Mid-West-Gascoyne/Wheatbelt) Region, Eastern (Goldfields-Esperance) Region and Southern (South West/Great Southern) Region. Proposed new Rule 6.1(b) The Board shall comprise 19 Directors, of which 11 who hold office shall be from the Metropolitan Region and one each from the Kimberly District, Pilbara District, Mid-West-Gascoyne District, Wheatbelt District, Goldfields-Esperance District, Great Southern District, Southwest District, and a designated Police Auxiliary Officer.

#### EXPLANATION:

Regional WA is significantly under-represented by the Board of Directors. With the inclusion of a PAO Director (as carried at the 2022 Conference) RWA is represented by only a quarter of the Board of Directors, resulting in significant RWA specific issues not being addressed, such as three consecutive years of 1,000 pay rises and \$1,500 GROH rent increases at the same time resulting in RWA coppers getting a pay rise of \$500 over five years. Further, the membership of the WAPU has nearly doubled however the number of directors has remained the same. As a result, at Annual Conference 2021, Murchison Branch proposed “Conference directs the Board of Directors to conduct a review of and consideration to amending the WAPU Constitution to increase the number of Director positions and their areas of responsibility.” This motion was carried. A sub-committee was created, and discussions were subsequently held at the workshop at the 2022 Annual Conference. Information was provided it would cost the WA Police Union approximately \$10,000 extra per additional RWA Director, totalling approximately \$30,000 extra. It was emphasised that this would cost members nothing extra as the member fees are set in the constitution.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## MOTIONS ON NOTICE

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#### GERALDTON BRANCH

##### 2.3 MOTION: Disaffiliate with UnionsWA

Conference directs the Board of Directors to immediately disaffiliate WA Police Union from UnionsWA. Our apolitical status is invaluable and must be restored.

##### EXPLANATION:

This Branch rejects the assertion by WAPU President Paul Gale that affiliation with UnionsWA has benefited our members through forcing a change in the State Wages Policy. It is inconceivable that the State Government could impose the previous wages policy for a single public sector agency (WA Police) while at the same time increasing it for every other state public sector agency. Also, the 3 per cent new wage rise policy falls well short of the pay rise sought in our log of claims and it misrepresents that claim by stating members are in a significantly better financial position with the third offer.

WAPU has rejected numerous approaches to affiliate with UnionsWA over the years because of its partisan political foundation, activities, and inherent danger to compromise Police duties. UnionsWA advocates and runs political campaigns that, on account of WAPU's affiliation, diminishes the neutrality of WAPU, its apolitical status and compromises its ability to negotiate with all political parties and Members of Parliament. A recent example of this, was the 'Yes' Campaign, which was a political issue that divided the community. Members of this Branch opposed to the Voice, vehemently object to this association. This presented conflicts of interests for WA Police Union members performing their duties at Voice rallies, demonstrations, and other events.

On the UnionsWA website, the WA Police Union is listed alongside other affiliated Unions, such as, the Construction Forestry Mining Energy Union (CFMEU), which has an extensive state and national record of lawbreaking in the construction industry, including criminal convictions of its officials in WA and other states. It is inappropriate for our members, as serving Police Officers, affiliate with a union that has an appalling record and reputation of criminal offending. There are many examples of abhorrent behaviour by their officials and here are just a few:

- A CFMEU official and former member of the notorious Sword Boys street gang Edmond "Monty" Margjini has been granted access to building sites despite extensive criminal convictions over two decades, including assault, trespass and property damage, Mr Margjini was a member of Perth's Middle Eastern gang the Sword Boys in the 2000s and between 2004 and 2017. 14 June 2023 - Australian Financial Review - Luke Collier, one of CFMEU's most militant officials, was convicted of multiple offences including stealing, criminal damage and four charges of assault, resulting in a term of imprisonment. This includes a record of violence against women. 14 October 2017 - The West Australian
- CFMEU Queensland President David Arthur Hanna 54, has been jailed for at least three years after being found guilty of the penile and digital rapes of a younger woman. 22 February 2019 - nine.com.au: "The Union cracked the \$15 million mark today when the Federal Court fined the WA CFMEU, [and] its official, Brad Upton, a combined \$51,300 for a threatening and abusive rant against employees at the Gorgon LNG plant in 2015". A total of \$15,002,125 in fines have been imposed against the CFMEU since 2005, with around 80 officials still facing courts on some 44 matters. 14 June 2018 - Sydney Morning Herald.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## 3.0 INDUSTRIAL

### AIR WING BRANCH

#### 3.1 MOTION: Additional Annual Leave

Conference directs the Board of Directors to lobby the Commissioner for an additional week of paid annual leave in line with recommendations from the Fair Work Ombudsman for shift workers.

#### EXPLANATION:

According to the Fair Work Ombudsman a shift worker is defined as:

- 1) Employed in an enterprise where shifts are continuously rostered 24-hours a day for seven days a week
- 2) Regularly rostered to work those shifts
- 3) Regularly work on Sundays and public holidays

Recommends shift workers are entitled to five weeks of paid annual leave. Police are clearly shift workers regularly working excessive and unsocial hours both on normal and overtime. Although officers currently have six weeks of annual leave this is the culmination of 160 hours annual leave with the additional 80-hours to compensate for working public holidays (currently 11 days) and not being paid commensurate shift penalties.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

### MIDLAND WORKSHOPS BRANCH

#### 3.2 MOTION Specialist Allowance for Police Air Wing

Conference directs the Board of Directors to direct the Commissioner of Police to implement a Specialist Allowance for Police Air Wing Officers based on competency and qualifications held by officers to fulfil their duties.

#### EXPLANATION:

PAW successfully had a motion pass at the 2019 WAPU Conference for a specialist allowance to be paid to recognise the skillset required for the various roles undertaken at the unit and assist in retention of highly qualified staff who have stated loss of monies were a contributing factor for moving out of the unit. However, the motion has been lost throughout the previous negotiations. The below motion is for consideration and movement.

An allowance of 10 per cent is sought for Air Wing Officers to remunerate them for conducting their unique and specialised role. Air Wing Officers are required to undertake a stringent training package to allow them to conduct the aviation duties expected of their position description. These include getting and maintaining Aviation Medical Clearance, completing and renewing Helicopter Underwater Egress Training, maintaining a high level of physical fitness to complete the role which is assessed biannually.

The expertise and level of risk associated with the various tasks undertaken require officers to be placed in high-risk situations such as low-level water operations conducting Marine Search and Rescue searches along with the associated recovery techniques, Helocasting (Rescue Crewmember deployment from the helicopter overwater), winching operations over land and sea up to heights of 250 feet, remote low level NVG operations looking for missing persons.

The training burden on officers is intense and continual and is now mandated by CASA (Civil Aviation Safety Authority) to be of a Certificate IV level which officers now must complete as part of being operational. We are the only government asset in Western Australia that conducts Aerial Fire Support operations, provides officer deployment around the state, provides a resolution strategy within the Evade Police policy, conducts land and marine aerial search, and provides back-up to DFES for fire mapping and aerial logistics.

Officers are also penalised financially on the decision to join Air Wing as there is a significant reduction in shift allowances and overtime as there is restrictions placed upon Flight Duty Periods by CASA regulations which they must adhere to or face scrutiny and penalty from that authority. This has been a motivating factor in some transfers out of the unit. Sworn Pilots, Tactical Flight Officers and RPAS Pilots are all restricted by these fatigue practices and earning restrictions whilst holding nationally recognised, transferable skills

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where industry earning capacity is greater. Conversely, the lack of earning potential whilst attached to Air Wing has deterred excellent candidates from applying to the unit as they require the extra shift penalties and overtime, they generally incur with their work to maintain their standard of living.

The cost to train an officer from initial transfer to a fully qualified Tactical Flight Officer at Air Wing is a sizeable amount, as are the Pilot qualifications and recurrent training for CPL and RPL requirements. The Specialist Allowance would alleviate some pressures regarding staff turnover and loss of experience.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

#### **ARMADALE BRANCH**

##### **3.3 MOTION: Minimum Pay Rise Considerations**

Conference directs the Board of Directors to lobby government to enforce future Industrial Agreement negotiations includes a minimum pay increase of CPI plus 2 per cent amongst all pay scales.

##### **EXPLANATION:**

In recent negotiations, pay increases have been restricted to the state wages policy. As such, wage increases have been minimal and this has begun to influence morale within the Agency.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

#### **ARMADALE BRANCH**

##### **3.4 MOTION: Increased Pay Rise for Sergeant and Senior Sergeant**

Conference directs the Board of Directors to lobby the government to increase the base rate for Sergeants and Senior Sergeants by 2 per cent.

##### **EXPLANATION:**

Currently the difference between the pay rate for the highest increment Senior Constable or Sergeant to the next respective ranks is insignificant compared to the greater level of responsibility and does not encourage people to seek promotion.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

#### **ARMADALE BRANCH**

##### **3.5 MOTION: Standardise LSL Across Workforce**

Conference directs the Board of Directors to lobby government to amend Long Service Leave Entitlements to begin at seven years of service and every seven years thereafter.

##### **EXPLANATION:**

Currently employees receive their first long service leave entitlements after 10 years of service. Given the highly demanding and stressful nature of policing, officers would benefit from receiving long service leave after seven years service.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**ARMADALE BRANCH**

**3.6 MOTION: Retention Bonus for Sworn Members**

Conference directs the Board of Directors to lobby the government for a retention bonus to be included in future Industrial Agreements. The retention bonus would be \$10,000 for 10 years' service, \$15,000 for 15 years' service and \$20,000 for 20 years' service.

**EXPLANATION:**

WA Police Force have had ongoing problems with retention over the past few years. Things need to be put in place to maintain experienced Police Officers. A retention bonus is one act that would encourage officers to commit to longer periods of service.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**PAO PROPERTY BRANCH**

**3.7 MOTION: Retention Bonus for PAO Members**

Conference directs the Board of Directors to pursue a Recognition of Employees' Services Policy to apply to all Police Auxiliary Officers (PAOs). This formally recognises length of service and loyalty of employees with a tangible expression of appreciation in the form of a gross monetary payment in the year the employee reaches a milestone: 10 years continuous service: \$500 15 years continuous service: \$750 20 years continuous service: \$1,000 25 years continuous service: \$1,250 and every 5-year increment thereafter to increase in \$250 amounts. This amount is to be reviewed every five years and increased to be kept in line with the Consumer Price Index. It shall not be decreased below the above stated amounts.

**EXPLANATION:**

A worker should be recognised for significant efforts made towards an Agency's day to day running. A worker with 10 years' experience in an Agency provides expertise and skills that are important to the success of an Agency. Meaningful recognition promotes a good working culture and environment. It helps workers see that they are valued. A worker who feels that their contribution is valued is less likely to seek employment elsewhere – meaning the agency retains seasoned and knowledgeable staff who stabilise the workforce and provide mentorship for future employees. Currently there is a dearth of recognition and career pathways for PAOs. PAOs provide important support roles for the WA Police Force and those that have performed these roles for an extended period should be recognised in other forms beside the Service Medal.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**ARMADALE BRANCH**

**3.8 MOTION: Increase Superannuation Payment to 24 per cent**

Conference directs the Board of Directors to lobby the government to seek an increase in Employer Contributions to Superannuation to 24 per cent.

**EXPLANATION:**

WAPF has struggled with retention in recent years. Paying higher amounts of employer contributions towards Superannuation would encourage Police Officers to commit to longer periods of service.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**TRAFFIC ENFORCEMENT GROUP SOUTH BRANCH**

**3.9 MOTION: Increase Superannuation Payments by 8 per cent**

Conference directs the WA Police Union Board of Directors to include in all future industrial negotiations a provision to lobby for a retirement package that accounts for the unique challenges faced by Police Officers. Specifically, the Board shall advocate for a retirement benefit equivalent to 8 per cent above the "Super Guarantee Rate" to acknowledge the increased risk of post-traumatic stress disorder (PTSD), injuries,

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shortened lifespan due to shift work, and exposure to horrifying situations. This proposed benefit aims to enable Police Officers to retire with dignity and financial security.

#### EXPLANATION:

Police Officers undertake physically and emotionally demanding roles, confronting difficult and hazardous situations daily. The nature of our profession exposes us to trauma, which can lead to long-term consequences such as PTSD and injuries that may affect our overall health and wellbeing. Additionally, the irregular and demanding work schedule, particularly in shift work, can have adverse effects on our health and lifespan. Recognising these unique challenges, it is crucial for our union to advocate for a retirement package that provides financial support and ensures that officers can retire with dignity and financial security.

#### Implementation:

##### 1. Retirement Package Negotiations:

- a) During future industrial negotiations, the Board shall prioritise advocating for a retirement benefit that is 8 per cent above the current “Super Guarantee Rate” set by the government.
- b) The proposed benefit shall apply to all active Police Officers and be inclusive of current and future members of the Union.

##### 2. Awareness and Advocacy:

- a) The Board shall actively raise awareness about the challenges faced by Police Officers and the need for a retirement package that acknowledges and compensates for these challenges.
- b) Engage with government officials, stakeholders, and the community to garner support and understanding for the proposed retirement benefit.

##### 3. Expert Consultation:

- a) Seek consultation with experts in the fields of occupational health, psychology, and financial planning to present evidence-based arguments in support of the retirement package during negotiations.
- b) Utilise data and research to emphasise the financial implications of prolonged exposure to traumatic situations, injuries, and shift work on Police Officers’ wellbeing and ability to retire with dignity.

##### 4. Member Support and Input:

- a) Engage with members to gather input on their retirement needs, preferences, and concerns to ensure that the retirement package aligns with the interests of the membership.
- b) Hold member forums, surveys, and focus groups to facilitate open dialogue and feedback.

##### 5. Collaboration with Allied Organisations:

- a) Collaborate with other law enforcement organisations, Unions, and relevant advocacy groups to build collective support for the retirement package and strengthen the voice of Police Officers in the negotiation process. For example, Queensland Police already receive 18 per cent Superannuation

<https://www.forgov.qld.gov.au/employment-policy-career-and-wellbeing/pay-benefits-and-leave/superannuation#:~:text=Queensland Government's superannuation contributions are,employees under 75 years old.>

#### Benefits:

1. **Acknowledgment of Challenges:** Including the “8 per cent above the Super Guarantee Rate” in future industrial negotiations acknowledges and recognises the unique challenges faced by Police Officers in the line of duty.
2. **Financial Security:** The proposed retirement package will offer financial security and peace of mind for Police Officers as they plan for their future after dedicated service.

3. **Improved Wellbeing:** The retirement benefit considers the toll that the profession can take on officers' health, promoting overall wellbeing and support during retirement.
4. **Strengthened Advocacy:** By collaborating with allied organisations and gathering member input, the Union's advocacy efforts will be amplified, increasing the likelihood of achieving the proposed retirement benefit.

We firmly believe that the inclusion of the "8 per cent above the Super Guarantee Rate" in future industrial negotiations will demonstrate our commitment to supporting Police Officers and ensuring they retire with dignity and financial stability.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

### SEX CRIMES BRANCH

#### 3.10 MOTION Increase Superannuation Payments to 16 per cent

Conference directs the Board of Directors to include in the next Industrial Agreement bargaining, an increase in employer superannuation contributions to 16 per cent for all serving police.

#### EXPLANATION:

WA Police is struggling with retaining members and losing many experienced officers due to more attractive entitlements offered by State and Federal Government Departments as well as the private sector. The WA Police Force is now more than ever, in direct competition with other state and federal law enforcement agencies to attract and retain recruits and experienced Police Officers.

The rate of attrition is still extremely high in WA Police and in addition to the loss of numbers on the ground, the operational experience being lost is incalculable. Attrition is negatively impacting morale, is adding to frontline pressures caused by vacancies, rostering pressure, fatigue, reduced guidance for inexperienced officers and ultimately exacerbates attrition.

Offering financial incentives such as increased superannuation will encourage longevity of employment, is critical to stem attrition, rewards continuous service, and helps ensure WA Police Force stays competitive in the employment market.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

### FINANCIAL CRIMES BRANCH

#### 3.11 MOTION: Include Overtime and Penalties for Superannuation Payments

Conference directs the Board of Directors to pursue the inclusion of overtime and shift penalty rates in the calculation of superannuation payments for Police and Police Auxiliary Officers.

#### EXPLANATION:

As it presently stands, it seems funds intended for the base wages for vacant positions is being redirected into overtime to cover the staff shortfalls. Overtime (and shift penalties) are not used for superannuation calculations, though if the funds being used for overtime were paid as normal wages, they would trigger the corresponding superannuation contribution. Presumably this is a matter already budget for. By including overtime in superannuation calculations, WA Police increases the standard of living for officers in retirement, creates more incentive for officers to work overtime (incl. Regional Shield deployments) in a time when overtime seems to be the new norm. Presumably WA Police won't have to find extra funds as a superannuation component would be factored in as part of the normal wages of the vacant positions. This also encourages operational policing in the Agency.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## MOTIONS ON NOTICE

### 87TH ANNUAL CONFERENCE 2023

#### AVON BRANCH

##### 3.12 MOTION: Establish Police Veterans Covenant

Conference directs the Board of Directors to provide all members with a detailed update regarding what actions the Board has taken on behalf of members with the: Commissioner of Police, WA Government, and other stakeholders; to achieve the implementation of a “Police Veterans Covenant” that recognises the unique role, commitment, and sacrifice of WA Police Officers.

##### EXPLANATION:

At the July 2020 WAPU Board of Directors Meeting, the Board carried a motion seeking to establish a “Police Veterans Covenant” for current, retired, and resigned Police Officers/APLOs etc (subject to qualifying criteria). This resolution formed part of WAPUs 2021 Pre-Election Submissions – 10 “Priorities for Police”. Since these announcements, there has been no update on progress achieved provided to members. Motions tabled and passed either at Board or Conference form part of the ‘To Do List’ of the Board of Directors. Achievement of these Motions are the measure by which members may legitimately judge the Board of Directors performance. Conference directs that the Board of Directors provide a detailed update to all members as a matter of priority via a Members Newsletter report.

[https://www.wapu.org.au/images/BoardMinutes/07\\_2020-BOD-Minutes---Published-Version.pdf](https://www.wapu.org.au/images/BoardMinutes/07_2020-BOD-Minutes---Published-Version.pdf)

[https://www.wapu.org.au/images/ReportsSubmissions/WAPU\\_PreElectionSubmission2021.pdf](https://www.wapu.org.au/images/ReportsSubmissions/WAPU_PreElectionSubmission2021.pdf)

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

#### BUNBURY AUSTRALIND BRANCH

##### 3.13 MOTION: HDA Payments to Include Increment Scale

Branch directs conference to seek an amendment to the Industrial Agreement so that officers doing higher duties are remunerated the increment of their substantive rank. i.e., second increment Senior Constable acts as second increment Sergeant.

##### EXPLANATION:

Currently, an officer could possess weeks, months or in some case years of acting experience before being promoted to the higher rank. This experience currently goes unrecognised and should be considered when calculating an officers pay increment post promotion.

*Similar motions submitted by BUNBURY AUSTRALIND and CENTRAL GREAT SOUTHERN branches.*

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

#### CENTRAL GREAT SOUTHERN BRANCH

##### 3.14 MOTION: Free Housing for Regional Detective OIC

Conference directs the Board of Directors to lobby the Commissioner of Police to consider the provision of addressing the issue of country Detective OIC’s not receiving free GROH housing.

##### EXPLANATION:

Country Detective OIC’s do not currently receive free GROH housing, even in areas which provides free housing. Instead, Country Detective OIC’s are given the choice of receiving a country allowance or paid

overtime. Staff at Katanning have expressed the provision for any country Detective OIC to receive free GROH housing in areas where free housing is offered to uniformed Police.

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**CENTRAL GREAT SOUTHERN BRANCH**

**3.15 MOTION: Subsidised Utilities for Katanning and Kojonup Police Members**

Conference directs the Board of Directors to lobby the Commissioner of Police to consider the provision of subsidised utility bills to sworn officers at Katanning and Kojonup Police Stations.

**EXPLANATION:**

During the winter months, Katanning and the surrounding area has an average low temperature of six degrees. There has been a combined 20 per cent increase in Synergy electricity rates, which is the supplier to the Katanning and surrounding area GROH properties. Staff at Katanning and Kojonup have expressed the provision of subsidised utility bills over the winter period to assist them in meeting the high cost of living whilst being stationed in these areas. This would bring these stations in-line with aircon subsidies that are granted to areas that suffer from high temperatures during the summer months.

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**CENTRAL GREAT SOUTHERN BRANCH**

**3.16 MOTION: Retrospective Application of Costs Recovery for Recruits**

Conference directs the Board of Directors lobby WA Police to extend the reimbursement of costs associated with application to the WA Police to current employees, in line with the recent offer afforded to new recruits.

**EXPLANATION:**

WA Police recently placed the below advertisement on the letsjoinforces.com website. WA Police should extend the reimbursement of costs to current employees who are able to provide proof of expenses during the application process. Current employees should be awarded the same benefits as new applicants.

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**SERIOUS & ORGANISED CRIME BRANCH**

**3.17 MOTION: Increase Fatigue Break to 12-hours**

Conference directs the Board of Directors to pursue a Mandatory 12-hour Break Between Police Officer shifts, replacing the current 10-hour break period.

**EXPLANATION:**

Given the average commute time of 30 minutes reduces actual rest time, making the recommended eight hours of sleep difficult to achieve. A 12-hour break would allow for travel, personal activities, and sufficient sleep, ensuring our officers are well-rested and prepared for duty. Adequate rest is crucial for optimal performance, decision-making, and safety. This change aligns with international best practices, considering the demanding nature of Policing duties.

*Similar motion submitted by CENTRAL GREAT SOUTHERN Branch.*

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## **MOTIONS ON NOTICE**

### **87TH ANNUAL CONFERENCE 2023**

#### **FINANCIAL CRIMES BRANCH**

##### **3.18 MOTION: Individual Parental Claim Ability for State Government Employees**

Conference directs the Board of Directors, in conjunction with UnionsWA/Public Sector Alliance to remove the restriction on all Public Sector Industrial Agreement Parental Leave clauses which prevents expectant parent couples who are both public sector employees from taking concurrent paid parental leave. This means that both parents employed in the public sector are eligible for 14 weeks paid parental leave. Further, the 'primary caregiver' requirement is to be removed.

#### **EXPLANATION:**

The birth of a child is a momentous occasion that both parents should be able to be present for. Baby's first months at home require much adjustment and support. Not only does the baby require attention, but so does the mother, father, and siblings, as well as the household duties. Changing familial structures in modern times means that many different relatives may live under one roof. These relatives may also require care and attention. Parenthood is a shared responsibility. Contemporary families do not have a clear cut 'primary caregiver' as both parents assume an equal caregiver role. If both parents are public sector employees, they are only eligible for one parent to receive 14 weeks paid parental leave; the other parent must take unpaid leave. Compare this to NSW public sector workers, where both parents employed by the government are both able to receive paid parental leave. Why is only one person, designated as the primary caregiver, be permitted to be paid during this time? Utilising one partner's annual leave to ensure both can be paid during this time is not a palatable alternative. A couple whose occupations are between the private and public sectors are not constrained by these restrictions. Both parents should be able to take paid time off at the birth of a baby to experience this important time and support each other and their family.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **GERALDTON BRANCH**

##### **3.19 MOTION: Increase Number of Rank Increments**

Conference directs the Board of Directors to immediately pursue additional salary increments for all ranks.

#### **EXPLANATION:**

Additional salary increments have not been added for many years. Members who opt to stay at a particular rank should be rewarded for their commitment and dedication to the Agency and not feel obligated to seek promotion just to get a decent pay rise. Retention of our people should be a priority, and this is one way the State Government and the WA Police Force can demonstrate they value their people, who are rewarded for their service and time at rank. As additional salary increments have not been varied for some time, modifications would likely see many long-serving Police Officers rewarded and recognised by progressing further up the scale, compensating them accordingly and providing additional job satisfaction.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**GERALDTON BRANCH**

**3.20 MOTION: Deployment Allowance to Include Deployment of Regional to Metropolitan**

Conference directs the Board of Directors to immediately pursue expansion of the Deployment Allowance to include the requirement for members who are sent from Regional WA to the Metropolitan Region.

**EXPLANATION:**

Deployment Allowance is currently paid for members who are deployed from the Metropolitan Region to Regional WA and from Regional WA to another Regional WA location. Members who are currently based in Regional WA that are deployed to the Metropolitan Region, involving overnight stays, do not qualify for Deployment Allowance. This anomaly needs to be addressed so that all members, regardless of where they are deployed in the state overnight, qualify for Deployment Allowance.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**GERALDTON BRANCH**

**3.21 MOTION: Retention Bonus Payment**

Service Increment Conference directs the Board of Directors to include in the Log of Claims for the next IA negotiations a lump sum biannual increment payment of \$500 for each year of service in WA Police, that continues throughout your career and is not capped.

**EXPLANATION:**

For example: Year 2 service - \$1,000 Year 4 Service - \$2,000 Year 6 Service - \$3,000 Year 8 Service - \$4,000 Year 10 Service - \$5,000 Year 12 Service - \$6,000 Year 14 Service - \$7,000, etc. This would complement the rank related increments and would form part of officers' salaries so it would be a component that super would be paid upon. It would form a loyalty payment and possibly help with retention.

This is not a pay increase but a service increment, much along the lines of "re-banding" as Prison Guards did. Officers would be eligible whatever rank. If I was for example a second increment Sergeant with 10 years with WA Police, I would receive an additional \$5,000 as my service increment, if I had chosen to remain a Senior Constable with 10 years service, I would still receive the \$5,000 service increment, just not the Rank increment. Year 11, no service increment, then again in year 12 of service, \$6,000.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**GERALDTON BRANCH**

**3.22 MOTION: 10 per cent Pay Increase**

Conference directs the Board of Directors to seek a 10 per cent pay rise at the next IA negotiations.

**EXPLANATION:**

No explanation required.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**TRAFFIC ENFORCEMENT GROUP SOUTH BRANCH**

**3.23 MOTION: Accelerate Increment Scale at Rank**

Conference directs the WA Police Union Board of Directors to pursue necessary amendments to the salary increment schedule as outlined in the WA Police Industrial Agreement. The proposed amendments seek to redefine the criteria for incremental progression, revise the timing of increments, and introduce a fair and calculated approach to salary adjustments.

## MOTIONS ON NOTICE 87TH ANNUAL CONFERENCE 2023

### EXPLANATION:

Recognising the importance of fair and equitable salary progression for Police Officers, it is crucial to revisit the current salary increment schedule. The proposed amendments aim to ensure that officers' dedication and service are appropriately rewarded while maintaining a clear and calculated approach to salary adjustments. In addition, acknowledging comparable situations, such as the recent 12 per cent pay rise for Banksia Hill staff, underscores the need for equitable recognition and compensation for Police Officers.

It is very important to note we have not received any substantial pay rise for many years, this will seek to equalise that:

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Constable (1st year)</b>	\$45,988	\$48,562	\$51,401	\$54,381	\$56,556	\$58,818	\$61,318	\$64,077	\$66,960	\$68,801	\$70,521	\$72,284	\$73,284	\$74,284	\$75,284	\$76,284	\$77,284
Hourly Rate	\$22.04	\$23.27	\$24.63	\$26.06	\$27.10	\$28.19	\$29.39	\$30.71	\$32.09	\$32.97	\$33.80	\$34.64	\$35.12	\$35.60	\$36.08	\$36.56	\$37.04
% Increase		5.60%	5.85%	5.80%	4.00%	4.00%	4.25%	4.50%	4.50%	2.75%	2.50%	2.50%	1.38%	1.36%	1.35%	1.33%	1.31%
<b>Senior Constable Base</b>	\$57,550	\$60,924	\$64,533	\$68,371	\$71,106	\$73,950	\$77,093	\$80,562	\$84,187	\$86,502	\$88,665	\$90,882	\$91,882	\$92,882	\$93,882	\$94,882	\$95,882
Hourly Rate	\$27.58	\$29.20	\$30.94	\$32.77	\$34.08	\$35.44	\$36.95	\$38.61	\$40.35	\$41.45	\$42.49	\$43.55	\$44.03	\$44.51	\$44.99	\$45.47	\$45.95
% Increase		5.86%	5.96%	5.91%	4.00%	4.00%	4.25%	4.50%	4.50%	2.75%	2.50%	2.50%	1.10%	1.09%	1.08%	1.07%	1.05%
<b>Sergeant Base</b>	\$63,715	\$67,599	\$71,745	\$76,116	\$79,161	\$82,327	\$85,826	\$89,688	\$93,724	\$96,301	\$98,709	\$101,177	\$102,177	\$103,177	\$104,177	\$105,177	\$106,177
Hourly Rate	\$30.53	\$32.40	\$34.38	\$36.48	\$37.94	\$39.45	\$41.13	\$42.98	\$44.92	\$46.15	\$47.30	\$48.49	\$48.97	\$49.45	\$49.93	\$50.40	\$50.88
% Increase		6.10%	6.13%	6.09%	4.00%	4.00%	4.25%	4.50%	4.50%	2.75%	2.50%	2.50%	0.99%	0.98%	0.97%	0.96%	0.95%

### Example Proposed Wording

#### (10)Salaries

##### (2) Incremental Progression

- Employees at a rank that has salary increments will progress an increment after six months satisfactory service. (For example, a Sergeant being paid the base rate will progress to the Sergeant Base Increment I after six months satisfactory service, the Sergeant Base Increment II after one-year satisfactory service, the Sergeant Base Increment III after one year and six months satisfactory service and the Sergeant Base Increment IV after two years satisfactory service.)
- A Constable shall proceed to the third year of service salary increment on the satisfactory completion of the probationary period as stipulated in the Employee's instrument of appointment. Constables who complete probation in less than two years and progress to third year will not progress to fourth year increment until three years satisfactory service has been completed.
- Increments will occur every six months, calculated at 1.4 per cent on top of the previous increment rate.
- At the time of registration of this agreement, officers correct rate of pay will be calculated based on time served at rank and adjusted accordingly.
- Upon promotion to the next rank, or when undertaking higher duties, if the pay applicable to the increment at the lower rank is higher than the base salary of the rank promoted to, the officer shall proceed to the next increment that is at least 2 per cent higher than their former rank

**Original Wording:**

**(10)Salaries**

**(2) Incremental Progression**

- (a) Employees at a rank that has salary increments will progress an increment after two years' satisfactory service. (For example, a Sergeant being paid the base rate will progress to the Sergeant Base Increment I after two years' satisfactory service, the Sergeant Base Increment II after four years' satisfactory service, the Sergeant Base Increment III after six years' satisfactory service and the Sergeant Base Increment IV after eight years' satisfactory service.)
- (b) A Constable shall proceed to the third year of service salary increment on the satisfactory completion of the probationary period as stipulated in the Employee's instrument of appointment. Constables who complete probation in less than two years and progress to third year will not progress to fourth year increment until three years satisfactory service has been completed.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**GERALDTON BRANCH**

**3.24 MOTION: 2 per cent High Risk Occupation Allowance**

High Risk Occupation allowance Conference directs the Board of Directors to include in the Log of Claims for the next IA negotiations a High-Risk Occupation Allowance of 2 per cent payable to every Police Officer and Police Auxiliary Officer.

**EXPLANATION:**

This is not a specialist or a frontline allowance, this is an allowance paid to every person covered by the Police and PAO Industrial Agreements. The State Labor Government wages policy has every union running scared and reluctant to challenge the policy in the Industrial Relations Commission due to the overall cost factor. An allowance for being a police officer or a PAO recognises the difference between ordinary low risk public employment and the overall work we do in totality. Any wages policy imposed would also subsequently increase the percentage paid through this allowance. Example 1: \$100,000 with a 3 per cent wages policy plus 2 per cent allowance = \$105,060 (instead of \$103,000) Example 2: \$100,000 with a \$1,000 wages Policy plus 2 per cent allowance = \$103,020 (instead of \$101,000) An allowance such as this would provide an ongoing pay increase allowing the government of the day to pay us extra without committing to the whole of government approach, this would have cost the government less than \$20 million as opposed to potentially over \$5 billion. This allowance would be included in the calculations towards superannuation payments.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**TRAFFIC ENFORCEMENT GROUP SOUTH BRANCH**

**3.25 MOTION: Operational Shift Allowance**

Conference directs the WA Police Union Board of Directors to include the introduction of Operational Shift Allowances in all future industrial negotiations.

**EXPLANATION:**

As dedicated Union members and advocates for the rights and wellbeing of our fellow Police Officers, it is our responsibility to address the pressing concerns faced by frontline Police Officers. While recognising the valuable contributions of all officers in the policing ecosystem, it is crucial to differentiate the challenges and risks faced by frontline staff, particularly General Duties and Traffic officers who are dispatched first and foremost in the vast majority of situations.

## **MOTIONS ON NOTICE**

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#### **Compelling Arguments:**

1. **Role of First Responders:** Frontline Police Officers, including General Duties and Traffic staff, are the true first responders who play a pivotal role in ensuring public safety and security. They are the ones dispatched to critical incidents, emergencies, and urgent situations that require immediate action. Without their prompt response and expertise, the entire policing system would falter, rendering all support roles ineffective. The introduction of an equitable Operational Shift Allowance system would recognise the pivotal role of first responders and provide appropriate compensation for the unique challenges they face.
2. **Value of Support Roles:** While acknowledging the importance of all roles within the policing ecosystem, it is crucial to recognise that the support functions, administrative roles, and office-based staff would have no purpose without the frontline staff attending to the initial tasks. The Operational Shift Allowance system would ensure a fair distinction between the different responsibilities and risks faced by frontline officers versus those in support roles, appreciating their distinct contributions while addressing their distinct challenges.
3. **Addressing Inequality:** The current lack of differentiation in shift allowances fails to address the inequality between frontline officers and support staff in terms of the risks, demands, and immediate response required. The introduction of Operational Shift Allowances would rectify this disparity, ensuring that frontline officers are appropriately compensated for their critical roles and the additional burdens they carry.
4. **Maintaining a Highly Skilled Frontline Workforce:** By implementing an Operational Shift Allowance system, we can create a more attractive and competitive compensation package for frontline officers, aiding in the recruitment and retention of highly skilled personnel. In a time of increased attrition and challenges in attracting new talent, it is crucial to demonstrate that frontline roles are valued and recognised, motivating officers to continue serving in these demanding positions.
5. **Percentage Based Shift Allowance:** More recognition for time served, responsibility and experience is offered by paying a percentage based shift allowance rather than a fixed rate as is applicable in other states.

#### **Proposed Operational Shift Allowance:**

Queensland Police currently offer an Operational Shift Allowance, this motion proposes to be similar in nature, however recognising the difference conditions in Western Australia and the increased attrition due to the high incomes available in other sectors. WAPU industrial team would be required to integrate the wording to meld appropriately with other clauses of the Industrial Agreement.

*Note: Overtime is still payable on all shift types.*

**Part 1:** Maintain or enhance the current shift allowance system for officers who work regular shifts, however, are not required to respond to tasks, such as SOCC, POC, Detective offices who occasionally work shift work but predominantly work Monday-Friday.

**Part 2:** Introduce a 'General Operational Shift Allowance' payable to officers who are required to respond to tasks on shift work, however primarily in a secondary response capacity such as Detective Offices, provided the officers carry accoutrements and have some capacity to respond to incidents, face danger with the public or respond to back-up calls. Also provided shift work other than dayshift is worked 50 per cent of the time or more in a calendar year.

General Operational Shift Allowance should be 21 per cent of an employee’s base salary, similar to *clause 45 QUEENSLAND POLICE SERVICE CERTIFIED AGREEMENT 2022*

**Part 3:** Introduce a First Responder Operational Shift Allowance’ payable to officers whose role is primarily focused at first response to CAD tasks such as Family Violence, Disturbances, Welfare Checks, Traffic Crashes, Traffic Complaints – Such as General Duties and Traffic Offices, who’s officers work shifts other than dayshift 50 per cent of the time or more in a calendar year.

First Responder Operational Shift Allowance should be 31 per cent of an employee’s base salary, the wording will be like the above, delineating the different roles who receive the allowance.

**Part 4:** Provide additional allowance for frontline shifts worked during hours which have significant impact on staff health and lifestyle – predominantly night shift, which have increased safety risks associated with responding to tasks whilst fatigued. Called Night Operational Shift Allowance and Late-Night Operational Shift Allowance, payable on top of other allowances.

**Night Operational Shift Allowance (NOSA)**

A NOSA of 15 per cent of the employee’s base rate per shift in addition to the OSA, will be paid to non-commissioned officers on OSA for the duration of each shift worked commencing on or between the hours of 6pm and 2am. For ordinary shifts greater than eight hours where eight ordinary hours are worked after 6pm, the NOSA will be paid for the hours worked after 6pm. NOSA is payable for ordinary shifts worked Monday to Sunday, including public holidays. There will not be regular rostering of shifts commencing at 3am or 4am.

*\*Explanatory note. This is a % payment per shift. Calculation would be (Hourly Rate x 15% x hours worked)*  
 Example: \$40/h x 15% x 10 hours = \$60

NOSA 10-hour = shifts commencing between 1600 and 1900

NOSA 8-hour = shifts commenced between 1800 and 2100

**Late Night Operational Shift Allowance (LNOSA)**

As from date of certification of this Agreement, a LNOSA of 20 per cent of the employee’s base rate per shift in addition to the OSA, will be paid to non-commissioned officers on OSA where four ordinary hours or more are worked between 2 am and 6 am. Provided that payment of this allowance is in lieu of payment of NOSA prescribed at clause ‘*Night Operational Shift Allowance (NOSA)*’

Explanatory Note: *\*Explanatory note. This is a % payment per shift. Calculation would be (Hourly Rate x 20% x hours worked)* Example: \$40/h x 20% x 10 hours = \$80

LNOSA 10-hour = shifts commencing between 2000 and 0500

LNOSA 8-hour = shifts commenced between 2200 and 0500

**Appendix: Comparison of Shift Allowances**

To illustrate the disparity in current shift allowances, I have conducted calculations comparing the shift allowances received by Constables and Senior Constables, taking into account their respective experience levels. The calculations below demonstrate the difference in compensation between frontline officers of varying experience and the general shift allowance that pays the same regardless of experience:

**4 Panel based on working 1x block of nights in 4-week cycle**

Shift	# Shifts/week	Over 13 cycles	10h penalty	Total
D	4	52	0	\$0.00
A	4	52	72.375	\$3,763.50
W	2	26	63.5875	\$1,653.28
N	4	52	108.5875	\$5,646.55
<b>Total</b>				\$11,063.33
<b>Leave Loading (avg)</b>				\$1,800.00
<b>Total + leave loading</b>				\$12,863.33

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### 6 panel based on regular cycle

Shift	# Shifts/week	Over 8.6 cycles	10h penalty	Total
D	4	34.64	0	\$0.00
A	5	43.3	72.375	\$3,133.84
N	4	34.64	63.5875	\$2,202.67
W	2	17.32	108.5875	\$1,880.74
A	4	34.64	72.375	\$2,507.07
N	4	34.64	108.5875	\$3,761.47
<b>Total</b>				\$13,485.79
<b>Leave Loading (avg)</b>				\$1,800.00
<b>Total + leave loading</b>				\$15,285.79

	Base Salary	GOSA 21% New Base	FROSA 31% New Base	NOSA (10h shift)	LNOSA (10h shift)	With shifts (4 panel)	With shifts (6 panel)
Constable 1st year	\$83,544.00	\$101,088.24	\$109,442.64	\$60.06	\$80.07	\$96,407.33	\$98,829.79
1/C Constable	\$95,306.00	\$115,320.26	\$124,850.86	\$68.51	\$91.35	\$108,169.33	\$110,591.79
Senior Constable	\$102,142.00	\$123,591.82	\$133,806.02	\$73.42	\$97.90	\$115,005.33	\$117,427.79
Sergeant	\$112,643.00	\$136,298.03	\$147,562.33	\$80.97	\$107.96	\$125,506.33	\$127,928.79
Senior Sergeant	\$125,490.00	\$151,842.90	N/A	N/A	N/A	N/A	N/A

### Example Proposed Wording

#### (10) Salaries

#### (2) Incremental Progression

- Employees at a rank that has salary increments will progress an increment after six months satisfactory service. (For example, a Sergeant being paid the base rate will progress to the Sergeant Base Increment I after six months satisfactory service, the Sergeant Base Increment II after one-year satisfactory service, the Sergeant Base Increment III after one year and six months satisfactory service and the Sergeant Base Increment IV after two years satisfactory service.)
- A Constable shall proceed to the third year of service salary increment on the satisfactory completion of the probationary period as stipulated in the Employee's instrument of appointment. Constables who complete probation in less than two years and progress to third year will not progress to fourth year increment until three years satisfactory service has been completed.
- Increments will occur every six months, calculated at 1.4 per cent on top of the previous increment rate.
- At the time of registration of this agreement, officers correct rate of pay will be calculated based on time served at rank and adjusted accordingly.
- Upon promotion to the next rank, or when undertaking higher duties, if the pay applicable to the increment at the lower rank is higher than the base salary of the rank promoted to, the officer shall proceed to the next increment that is at least 2 per cent higher than their former rank

**Original Wording:**

**(10) Salaries**

**(2) Incremental Progression**

- (a) Employees at a rank that has salary increments will progress an increment after two years' satisfactory service. (For Example, a Sergeant being paid the base rate will progress to the Sergeant Base Increment I after two years' satisfactory service, the Sergeant Base Increment II after four years' satisfactory service, the Sergeant Base Increment III after six years' satisfactory service and the Sergeant Base Increment IV after eight years' satisfactory service.)
- (b) A Constable shall proceed to the third year of service salary increment on the satisfactory completion of the probationary period as stipulated in the Employee's instrument of appointment. Constables who complete probation in less than two years and progress to third year will not progress to fourth year increment until three years satisfactory service has been completed.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**GERALDTON BRANCH**

**3.26 MOTION: GROH Home Ownership Scheme**

Conference directs the Board of Directors to request the Commissioner of Police to expedite WA Police acceptance into the GROH Home Ownership Subsidy scheme.

**EXPLANATION:**

In response to the branches question on notice at the 2022 Annual Conference the Commissioner responded as follows:

- o Only became aware of the scheme a few days ago
- o He is committed to looking into it
- o Gave a commitment to review and implement if possible.
- o Finally stated if he is the only thing standing in the way of RWA getting these benefits, he will approve the scheme.

There are currently vacancies within Regional WA which cannot be advertised due to no available housing, leaving other staff under immense pressure. This is a cost neutral scheme to WA Police and would work to address the housing crisis in RWA.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**GREAT SOUTHERN BRANCH**

**3.27 MOTION: PFAC and Legacy Payments**

Conference directs WAPU to include in the 2024 IA log of claims the provision for Police Family Advisory (PFAC) and Police Legacy membership payments to be an industrial provision and paid for by WA Police.

**EXPLANATION:**

With increased emphasis on health and welfare coupled with the important work that these organisations do in support of police members and their families in an ongoing manner including post separation, membership to these organisations cannot be over emphasised. Currently members contribute to these organisations on an 'Opt-in' basis, with many members not realising the importance until it is often too late. These payments are tax-deductible to individual members. Which often equates back to approximately 30 per cent in the dollar. If these payments were part of the IA and payable by WA Police, all members and families would be covered.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

## MOTIONS ON NOTICE

### 87TH ANNUAL CONFERENCE 2023

#### MAJOR CRIME BRANCH

##### 3.28 MOTION: MCIS Specialist Allowance

Conference directs the Board of Directors to lobby the Commissioner of Police to seek an amendment to Clause 17.14 of the Western Australian Police Force Industrial Agreement 2022, to include Major Crash Investigation Section.

##### EXPLANATION:

Clause 17.14 of the Western Australian Police Force Industrial Agreement provides that investigators attached to the Internal Affairs Unit will be paid an allowance of 10 per cent of the base salary rate of the employee's substantive rank. Major Crash Investigation Section comprise of 24 Investigators, responsible for the investigation of every Western Australian road fatality and serious injury sustained through a culpable act on a road. An average of 250 jobs are attended each year with the majority being in Regional WA. Major Crash Investigators are more frequently subjected to catastrophic crash scenes, mutilated bodies and associated trauma when dealing with victims and their loved ones. Major Crash Investigators are more frequently displaced from their own families due to the requirement to attend remote locations at short notice. The Major Crash Investigations business unit continues to be a hard to fill position due to the nature of work being conducted. Where other business units experience similar displacement and deployment and are subjected to traumatic scenes as frequently as Major Crash Investigators, consideration should be given to also include those sections under section 17.14 of the Western Australian Police Force Industrial Agreement.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

#### SOUTHERN ROG BRANCH

##### 3.29 MOTION: Increase Meal Allowance

Conference directs the Board of Directors to lobby the government to increase meal allowances in line with the ATO reasonable travel and overtime meal allowance expense amounts and:

- a. To include significant increases in missed meal allowances, and;
- b. to include annual CPI increases for all meal allowances.

##### EXPLANATION:

The current allowances set down in the Industrial Agreement have not increased since 2010, are limited, and often insufficient to cover the cost of a reasonable meal and refreshment. With increasing costs and officers being far more conscious of healthy eating, the allowances are not sufficient to cover the cost of a healthy meal and drink. The department has a policy where officers must make purchases on corporate card when travelling for work and these allowances should reflect those costs.

The Australian Taxation Office sets out a table of reasonable allowances and our IA should reflect this.

Extract of ATO Table below

Perth	Food and drink (\$)	Incidentals (\$) 21.30
	breakfast 28.75	
	lunch 32.80	
	dinner 56.60	
	Overtime Meal \$35.65	

**WA Police Industrial Agreement**

Travel not Involving an Overnight Stay or Travel Involving an Overnight Stay Where F11 Accommodation Only is Provided:

WA - South of 26' South Latitude

Breakfast 16.30

Lunch 16.30

Dinner 46.50

Supper 26.36

WA - North of 26' South Latitude

Breakfast 21.20

Lunch 33.20

Dinner 52.20

Supper 35.53

*Similar motion submitted by MANDURAH Branch.*

**SOUTHERN ROG BRANCH**

**3.30 MOTION: Operational Allowance**

Conference directs the board of Directors to lobby the Commissioner of Police for the introduction of a police competency/operational payment available for all officers once they have become operational from the Police Academy.

**EXPLANATION:**

Recently the government dramatically increased the pay of all Prison Officers by reassessing their positions, so the pay was outside of the State Wages Policy. It is proposed that WAPU lobby the government for an annual payment of X% to be paid to all officers once they have completed their basic training to recognise the unique role of a Police Officer. This payment would be in addition to the annual increase in pay and would bring officer pay back in line with inflation after the last few years.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**NORTH PILBARA BRANCH**

**3.31 MOTION: Career Break for Senior Sergeants**

Conference directs the Board of Directors to lobby the Commissioner to implement the career break for Police Officers who are of the rank of Senior Sergeant, to bring it in line with other non-commissioned ranks.

**EXPLANATION:**

The current system only allows for Sergeants and Constables who have 12 years of service to access a 12-month career break at their request. Given that Senior Sergeants who have provided quality service to the Agency for this period, who work under immense stress would also benefit from this opportunity, it should be available to them as well, should they wish to take it.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**PROSECUTING BRANCH**

**3.32 MOTION: Prosecutors Investigator Allowance**

Conference directs the Board of Directors to Lobby the Commissioner of Police within the next six months to declare Police prosecutors to be entitled to the investigative skills allowance per clause 17.3 of the Industrial Agreement 2022, or in the alternative, implement a separate role specific allowance, namely a prosecutor's allowance.

## **MOTIONS ON NOTICE**

### **87TH ANNUAL CONFERENCE 2023**

#### **EXPLANATION:**

Prosecutors perform a very specific and skilled role in representing WA, before the criminal courts in an adversarial role against fully trained legal practitioners. This includes the assessment of evidence for charges preferred by police. Often the correction of charges on the available evidence; liaising with investigators to request further investigative action taken with the view of ascertaining or obtaining further evidence to support charges.

Prosecutors are also responsible for dealing with the result for victims of crime and witnesses. The preparation and prosecution of criminal trials require a high level of skill and of the law and investigative practices all of which are challenged at trial which includes legislation and policy.

Furthermore, Police Prosecutors are responsible for substitution and discontinuance of charges that have been laid without appropriate evidentiary foundation or have become a later stage not in the public interest to proceed or have no real prospect of conviction.

Prosecutors do not have the same access to shift penalties and allowances as most other Police Officers on frontline do and often transferring into prosecution results in a decrease in remuneration and there is no incentive to transfer into the role which requires quite an upskill of knowledge on arrival.

As a Police Prosecutor they are often dealing with matters subject to high community and media interest and scrutiny, which requires strong advocacy skills in court as well as the pressures of making spur of the moment decisions on information given by defence without notice.

It takes a number of years to become proficient as a prosecutor and there is no incentive to remain after the completion of the minimum two-year tenure.

Due to the ongoing vacancies across the prosecuting role an allowance will attract dedicated officers with appropriate skill levels required for the demanding role.

It will assist in retention and upskilling of prosecutors to the benefit of the Agency in line with the Commissioner's fundamental of accountable prosecutions.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **SEX CRIMES BRANCH**

##### **3.33 MOTION: Parking Allowance**

Conference directs the Board of Directors to include in the next Industrial Agreement Log of Claims, a parking allowance (re-imbusement for parking fee) for officers assigned to duties in the Perth CBD.

#### **EXPLANATION:**

The high cost of parking is effectively a 4 per cent wage reduction for officers transferring to Perth (Minimum parking costs are \$3,000 per annum or more)

Free parking is a positive attraction/retention incentive.

Police Officers are actively avoiding transferring to Perth and vacancies are often filled with graduating recruits with no policing experience.

Police Officers are looking to transfer out of Perth as soon as they have completed minimum tenure.

Police Officers often have limited parking options and face lengthy dangerous late night/early morning walks to get to their private vehicle either when commencing or ceasing duty.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**STATE TRAFFIC OPERATIONS BRANCH**

**3.34 MOTION: Remove Meal Claim Cap**

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the Industrial Agreement to allow for additional metro meals beyond the maximum of five per pay period to be claimed for each shift worked each week.

**EXPLANATION:**

The existing limitation of five metro meals per pay period within the Industrial Agreement leads to confusion and unnecessary administrative tasks, as supervisors/employees are required to track their metro meal claims to ensure they do not exceed the prescribed limit. This process can be time-consuming and prone to errors and scrutiny from Management Audit Unit, causing frustration for all. Staff are deployed on the road to conduct patrols/investigations across the metropolitan area, are often a significant distance from the workplace and do not return to the office for their meals. Whether they work four or five days a week, due to their duties they may purchase a meal on each day. This restriction of five meals per pay period is not reasonable today where the metropolitan area has expanded so much, and the distances covered by staff are so much greater. By allowing additional metro meals beyond the maximum limit and for each day calculated on its own merits, based on the employer's assessment of such claims, we can simplify the process and remove the need for meticulous counting. It will provide greater clarity, remove any ambiguity, and bring it in line with the conditions already in place for continuous meals.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**CENTRAL GREAT SOUTHERN BRANCH**

**3.35 MOTIONS: Loading Penalties for Public Holidays**

Conference directs the Board of Directors to lobby the WA Police to implement double pay rates for working public holidays.

**EXPLANATION:**

This motion will bring WA Police Force in line with every other policing jurisdiction in Australia. Members are expected to work all public holidays and are not currently being recognised for their efforts and the impost on their personal lives. Changing the pay rates to double pay will have a small overall impact on budgets but will have a massive impact on overall morale of the members.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

# MOTIONS ON NOTICE

## 87TH ANNUAL CONFERENCE 2023

### 4.0 LEGAL

#### FREMANTLE BRANCH

##### 4.1 MOTION: Salary Sacrifice Mortgage Payments

Conference directs the Board of Directors to negotiate for officers to salary sacrifice their mortgage repayments to attract applicants and help with retention of staff.

##### EXPLANATION:

Being able to salary sacrifice house repayments is a provision for benovolent organisations, such as, the Health and Education Department, and some not-for-profits. If legislation was amended to include WA Police, this would enable us to access this benefit. If we accept the government will not budge on the pay increase amount and with the current Industrial Agreement up for re-negotiation next year, it would be beneficial for officers to be able to salary sacrifice their mortgage repayments. This would be a good condition to fight for other than a percentage pay increase. It would be another benefit of being a police officer and helps out those with high mortgages due to the cost-of-living crisis.

*Similar motion submitted by SEX CRIMES Branch.*

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

#### CENTRAL GREAT SOUTHERN BRANCH

##### 4.2 MOTION: Court Orderly Requirement

Conference directs the Board of Directors to lobby the WA Police and Department of Justice (DOJ) to modify the standing direction for Police Officers to act as Court Security and Court Orderly in Regional WA.

##### EXPLANATION:

Currently in Regional WA stations are required to provide staff to act as Court Security and Court Orderly in Regional Courts on circuit, examples are Katanning, Narrogin, Harvey, Collie and similar. These periods severely effect the rostering in the area causing stations to attend and leave their sub-districts vacant for up to a week at a time. It further impacts stations budgets paying unnecessary overtime and meal claims for travelling officers. The requirement for staff to be engaged in this type of security goes against the Commissioners policing fundamentals of, timely and quality investigations – as officers are called away from their sub-districts, and are unable to actions required investigations whilst attending court high visibility policing – officers are not in their sub-districts and are unable to actively patrol targeting high harm offenders timely and quality calls for help and victim safety – stations are unable to attend priority CAD tasks and rely on neighbouring stations to attend these tasks potentially putting victims at risk. The Central Great Southern Branch has two options that could be considered below:

Identify the Courts that require staffing and create a voluntary recall to duty which is disseminated amongst the neighbouring stations to fill the required spots.

Request DOJ provide their own staff for duties as they already do in Metropolitan and larger Regional Courts i.e., Albany, Bunbury and Kalgoorlie.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## **SOUTHERN ROG BRANCH**

### **4.3 MOTION: Body Worn Camera (BWC) as Police Evidence in Chief**

Conference directs the board of directors to lobby the Commissioner of Police in relation to Body Worn Camera (BWC) Footage to have this viewed as primary evidence by prosecution and the courts.

#### **EXPLANATION:**

Body Worn Camera (BWC) footage is referred to by prosecutors as e-notes and referred to only when officers' memory has been exhausted, however if a member of the public makes a recording of an incident via their mobile phone, then the recording is primary evidence. There are daily interactions by officers where offences are recorded in their entirety on BWC, yet we waste countless man hours having officers transcribe the contents of their BWC into statements and then giving evidence in the courts, only to then present a BWC recording that accurately depicts the actions of the accused, the manner of interaction and the responses from the accused when questions are asked. If through our prosecutors the courts would accept BWC as an accurate recording of the interaction with police, then additional evidence adduced by prosecutors from the police witness, this could reduce the administrative demand on police whilst providing the courts with a more realistic account of police interaction with the accused.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

## **TRAFFIC ENFORCEMENT GROUP SOUTH BRANCH**

### **4.4 MOTION: FBT Exemption**

Conference directs the WA Police Union Board of Directors to engage with all other Police Unions, state, territory and federal, to lobby Federal Government to extend Fringe Benefits Tax Free exemptions to Police Officers in line with health sector employees. Regardless of engagement from other Unions, WA Police Union are to commence a lobbying effort for WA Police Union members.

#### **EXPLANATION:**

Recognising the need to advocate for fair compensation and benefits for Police Officers, it is crucial to unite with other Police Unions across Australia. By joining forces and leveraging collective bargaining power, we can pursue the extension of salary package benefits available to health sector employees under the Fringe Benefits Tax Assessment Act 1986 (FBT Act) to include Police Officers. This will provide an opportunity to enhance the financial wellbeing of Police Officers and recognise their dedicated service to the community.

Specifically, we aim to extend the exemptions from Fringe Benefits Tax up to a threshold cap of \$17,000, as outlined in the FBT Act.

#### **Implementation Strategies:**

1. Collaborative Engagement:
  - a) Initiate communication and establish dialogue with all other Police Unions in Australia.
  - b) Share the objective of extending salary package benefits for Police Officers and seek their support in forming a unified front.
2. Formation of an Adequate Union:
  - a) Work towards the formation of a strong and representative Union comprising Police Unions from various jurisdictions across Australia.
  - b) Collaborate on a common strategy and set clear goals to achieve the desired outcome.
3. Lobbying the Federal Government:
  - a) Utilise the collective bargaining power of the unified Police Union to lobby the Federal Government for the amendment of the FBT Act.
  - b) Engage in direct discussions, presentations, and negotiations with relevant government stakeholders and policymakers.
  - c) Emphasise the importance of extending salary package benefits to Police Officers to promote fair compensation and recognise their invaluable service to the community.

## **MOTIONS ON NOTICE**

### **87TH ANNUAL CONFERENCE 2023**

4. Advocacy and Awareness:

- a) Launch a comprehensive advocacy campaign to raise public awareness about the issue and garner support from the community.
- b) Utilise various communication channels, including social media, press releases, and public events, to educate the public about the need for equitable compensation for Police Officers.

**Benefits:**

1. Fair Compensation: Extending salary package benefits to Police Officers will provide them with financial advantages similar to those enjoyed by health sector employees, recognizing their dedication and service to society.
2. Improved Financial Wellbeing: Access to fringe benefit tax exemptions will enhance the overall financial wellbeing of Police Officers, supporting their families and enabling them to better manage their personal finances.
3. Retention and Recruitment: The availability of attractive benefits will help attract and retain talented individuals in the police force, ensuring the maintenance of a highly skilled and motivated workforce.
4. Solidarity and Collective Strength: Unifying with other Police Unions in Australia will strengthen our collective bargaining power and enhance our ability to advocate effectively for the rights and interests of Police Officers.

We believe that by joining forces, we can effectively lobby the Federal Government and achieve a positive outcome that benefits all Police Officers.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

## 5.0 OPERATIONAL

### GERALDTON BRANCH

#### 5.1 MOTION: Fit For Purpose Vehicles

Conference directs the Board of Directors to approach the Police Federation of Australia to lobby other states to get agreement as to a joint approach for purpose-built police vehicle, namely the Ford Explorer Police edition.

#### EXPLANATION:

This is a vehicle developed in the USA purposely built for police duties. It is the vehicle which is accepted by just about every Police jurisdiction in every State of the USA. Safety features include better brakes, side intrusion and push bars security departments, weapon security measures, areas for iPads, computers equipment and hosts of other features. It makes sense that all police train using the same vehicle knowing where everything is including radios, light switches various buttons for driving the vehicle.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

### SOUTHERN ROG BRANCH

#### 5.2 MOTION: Fit For Purpose Vehicles

Conference directs the Board of Directors to lobby the Commissioner of Police to review the vehicle fleet and prioritise replacement with vehicles that are fit for purpose.

#### EXPLANATION:

The majority or the existing fleet of Police Vehicles are modified to be fit for purpose (most of our secure vehicles), however there are a significant number of units that the supplied vehicles are completely unfit for purpose. Vehicles being loaded beyond maximum payloads, fitted with equipment that unbalances the weight distribution of the vehicle and compounded by supplying front wheel drive only vehicles, where all wheel drive options are available. Vehicles are modified with immense additional payload and loads on electrical circuits, by fitting aftermarket lighting, communications, and other equipment. There are manufacturers that can supply fit for purpose vehicles that include police specification requirements and at a leasing cost likely to be a lot less than attempt to modify vehicles from the existing suppliers. The Commissioner and Executive can announce to the public our fleet options have changed and are supplying vehicles that are fit for purpose, keep our officers safe and ensure our fleet delivers officers and equipment to where they are needed.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

### MANDURAH BRANCH

#### 5.3 MOTION: Country Service to Include hard to Fill Placings

Conference directs the Board of Directors to lobby the Commissioner of Police to provide added incentives specifically "Country Service Status" to officers who transfer to Metropolitan Police Stations, particularly 24-hour Police Station, to attract more staff other than Probationers.

#### EXPLANATION:

Large Metropolitan Stations are well below authorised strength and are getting topped up by probationers from the Academy. Giving "Country Service Status" to all other constable ranks will add an incentive to have more experienced staff transfer to designated stations. These stations can be determined by a working party from the Board of Directors and the incentive can be discontinued once the designated station achieves 95 per cent operation strength.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

## **MOTIONS ON NOTICE**

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#### **MANDURAH BRANCH**

##### **5.4 MOTION: Overtime Allocation to Reflect Vacancies**

Conference directs the Board of Directors to lobby the Commissioner of Police to increase the overtime funding to each station the dollar value of each sworn officer, PAO's included, for each vacancy at that station but not due to genuine transfer displacement.

##### **EXPLANATION:**

Most stations and in particular major stations/districts are running at below 70 per cent authorised strength. This continuous lack of resourcing is contributing to constant strain on members and their families. This funding can be financed out of the vast numbers of vacancy positions.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **NORTH PILBARA BRANCH**

##### **5.5 MOTION: IAU to Conduct All Regional Internal Files**

Conference directs the Board of Directors to lobby the Commissioner to have all internal investigations in country areas conducted by Internal Affairs Unit (IAU).

##### **EXPLANATION:**

Presently, internal investigations in country areas routinely fall to local detective's offices to investigate. There is a dedicated body of specialised investigators attached to the Internal Affairs Division who receive an allowance to conduct these investigations. Having these investigations conducted by IAU will decrease any impact on local cohesiveness of country offices, who rely on each other. It will also ensure a consistent approach to internal investigations and decrease the resources drain on relatively small local detective offices.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **PROSECUTING BRANCH**

##### **5.6 MOTION: Prosecuting to be Specialised Positions**

Conference directs the Board of Directors to lobby the Commissioner of Police within the next six months to declare Prosecution Services (Metropolitan and Regional) a specialist area, with a suitable specialist allowance and removal of tenure restrictions for prosecutors performing the role to the required level.

##### **EXPLANATION:**

Prosecution Services Division are experiencing a large percentage of vacancies impacting on the courts and current prosecutors. Perth Central alone has seven vacancies at Sergeant rank for the last six months that have had limited applicants. East Kimberley Prosecution Services similarly has had a vacancy for over six months, in a location that only has two prosecutors.

In the past the tenure policy has resulted in the loss of knowledgeable and experienced prosecutors to the detriment of the Division.

As a current Tier 4 position (proposed new tenure policy) the current vacancies and foreseeable loss of expert prosecutors has/will place significant strain on the capabilities of the Agency to provide positive and accountable outcomes for the community.

As a declared specialist area, the new tenure policy should not apply to suitably experienced prosecutors. By supporting the retainment of expertise developed in the Division it will be more fully aligned with the Commissioner of Police's corporate strategy.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**SOUTHERN ROG BRANCH**

**5.7 MOTION: Consultation of Dash Cameras**

Conference directs the Board of Directors to lobby the Commissioner of Police to consult with members prior to the introduction of dash cameras being fitted to police vehicles and for front line officers to have input into the policies relating to these cameras.

**EXPLANATION:**

Announcements have already been made that dash cams have been trialled and will be fitted to police vehicles. What vehicles will the cameras be fitted into, or will it be the whole fleet? With the introduction of yet another recording device how this information will be managed through good governance and will there be safeguards put in place to prevent the mismanagement of this information to prevent a repetition of reviewing onerous amounts of video to identify minor infractions, breaches of Policy or other minor offences that defeat the evidence gathering purpose of the equipment. The cameras will likely record inside the police vehicles recording private conversations that should have no impact or offer evidentiary value, but again provide an opportunity for mismanagement, if protections are not written in policy. The good governance component need only ensure that video is categorised and review only necessary for where serious offences are identified by independent sources.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**SOUTHERN ROG BRANCH**

**5.8 MOTION: Consultation of Breath Testing Equipment**

Conference directs the Board of Directors to lobby the Commissioner of Police to change Breath Testing Procedures relating to the use of single use straws.

**EXPLANATION:**

The Alcolizer LE5 units that are in use can perform tests in three functions, "Standard – mouthpiece test. passive standard – If alcohol is present use mouthpiece, passive only – no mouthpiece if no alcohol present." This type of testing is common practice in other states and procedures easily introduced, will dramatically reduce the number of single use straws used, reduce the risk of disease contamination for members and the environment.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**SOUTHERN ROG BRANCH**

**5.9 MOTION: Weapon Mounted Light Sources**

Conference directs the Board of Directors to lobby the Commissioner of Police to accelerate the introduction of weapon mounted light sources.

**EXPLANATION:**

As a progression in weapons use and tactics, the risks associated with the likely use of firearms increases daily. When factual consideration is given to weapon mounted lights for use in contemporary police work; combined with the appropriate training standards, this technology will allow officers to make better decisions under stress, specifically in diminished light environments. Recent studies on weapon mounted light sources identify that over 51 per cent of police shootings worldwide take place in low light. Members are confronting issues where the likelihood of drawing their firearm during the hours of darkness continues

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to increase and equipment is available, being able to apply light to accurately identify potential threats to solve problems serves to reduce the risk to the public, officers and offenders. If the core purpose of a Police Officer is to defend life and protect property, then they must be able to accurately identify persons in low-light settings.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **SOUTHERN ROG BRANCH**

##### **5.10 MOTION: Inappropriate Badging**

Conference directs the Board of Directors to lobby the Commissioner of Police to have the current Shoulder Badge redesigned to conform with recognised protocols.

##### **EXPLANATION:**

Our current Shoulder Badge has the words Western Australia above the crown – a breach of protocol. The Badge also has Western Australia above “WA” then follows on with Police followed by POLICE. Effectively we are displaying we are the Western Australia, WA, Police, Police. This is amateur, unprofessional, and embarrassing to display.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

#### **STATE TRAFFIC OPERATIONS BRANCH**

##### **5.11 MOTION: CS Training Moratorium**

Conference directs the Board of Directors to lobby the Commissioner of Police to provide a three-month grace period for CS training considering the difficulties in booking in for such training.

##### **EXPLANATION:**

A significant delay in booking in for CS 1, 2 and 3 training is being experienced due to increased recruit training. At present, officers must book in up to two months or more in advance trying to balance the booking against changing shift patterns and hours of duty, court, leave, work pressures, operational requirements, leave as well as the range being out of commission. When the later has occurred, officers' book in for training have been advised they have been given an exemption and their qualifications will be extended for up to three months, so they retain their operational status. In some places, due to the current rostering practice with more afternoon/evening shifts worked, officers have minimal day shifts they work when they can book in for training. It is becoming increasingly difficult to plan and book training so as not to conflict with officer's personal lives and plans as well as work requirements. In providing a grace period, it would enable training to spread across a broader date range and could make it easier for officers to book in for training. As exemptions are being provided as it is, it would not diminish an officer's qualifications and make his or her any less qualified.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**STATE TRAFFIC OPERATIONS BRANCH**

**5.12 MOTION: Body Armour Choice**

Conference directs the Board of Directors to lobby the Commissioner of Police to permit officer to select what option of body armour – overt or covert – they wish to wear and provide each officer with both types of carriers.

**EXPLANATION:**

It's rumoured and the uniforms/Body Armour Team seem to indicate the executive do not like the 'tactical' look of the overt carrier and want to remove it in favour of the discreet carrier. WA Police uniform in general is behind the rest of the country and the world, not adapting fit for purpose materials and navy colouring. Requests for uniform upgrades are a regular talking point and often raised at conference but nothing seems to change. Removing the overt option would be a massive step backwards, replacing the hybrid undershirt with the old blue button up shirt which is not fit for purpose in modern policing (jumping fences, wrestling with violent offenders, abrasive collars and having a very limited range of movement etc), leaving the frontline officer uncomfortable for hours on end. Other law enforcement agencies in Australia and internationally, wear overt armour, which not only protects the user but provides instant recognition as a Police Officer. Accoutrements worn across the body (previously on the load bearing vests) reduce issues with officers' wellbeing and health, such as their hip, knees, and other joints. With the equipment being worn in the modern policing environment, some officers will not be able to attach all required accoutrements on the belts. Officers should be able to wear the vest which best suits them which they have been using to access accoutrements and have developed muscle memory around this. Police stations made significant investment to facilitate the hanging of overt carriers and their removal would see no use for the hangers as discreet carriers are required to be store flat. This would incur additional costs to reconfigure storage.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

**STATE TRAFFIC OPERATIONS BRANCH**

**5.13 MOTION: Trauma Kit Carriage**

Conference directs the Board of Directors to lobby the Commissioner of Police to consider alternative carry methods for the medical kit and consider splitting it into two pouches to enable officers to spread the load across their vest and/or belt.

**EXPLANATION:**

The first aid kits provided are bulky when attached to the vest or belt, causing issues when sitting or exiting vehicles being trapped between the person and the seat and catching on the seat belt when trying to get out of the car. Smaller officers at times find it difficult to place the kit on the vest or belt which is comfortable and does not impeded access to accoutrements. It is an important piece of equipment that should be always carried to enable prompt aid to be given to injured persons. It would be desirable for all officers to have the first aid kit on their person and not in the vehicle in case there is an immediate use for it. Staff at CS Training are encouraging officers to carry the tourniquet separately and to purchase separate carriers to attach to their vests. The Agency does not approve officers using items not approved by the Agency. In providing two smaller pouches, officers would be able to spread the load across their vest/belt, have easier access to them and provide a level of comfort.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

**CARRIED / LOST / WITHDRAWN**

# MOTIONS ON NOTICE

## 87TH ANNUAL CONFERENCE 2023

### 6.0 WELFARE

#### ACADEMY BRANCH

##### 6.1 MOTION: Separation Processes and Aftercare Wellbeing

Conference directs the Board of Directors to lobby the Commissioner of Police to review and implement improvements to the current resignation process with particular focus on officer wellbeing, transition support, honouring experience, and administrative efficiency.

#### EXPLANATION:

The wellbeing and professional satisfaction of our dedicated WA Police Force Officers should be paramount, and this should also be reflected through the resignation process in a supportive and thoughtful manner. An improved process designed around the WA Police Forces' current values and priorities could have a significant impact on the morale and long-term welfare of officers transitioning from the WA Police Force. This could be achieved by;

1. Officer Wellbeing:
  - Prioritise the mental and emotional health of resigning officers by offering access to confidential counselling services and resources to navigate the complexities of career transitions.
  - Promote an environment that encourages officers to openly discuss their concerns and challenges during the resignation process.
2. Tailored Career Transition Support:
  - Establish a dedicated support program or guide that recognises the unique needs of departing officers, providing personalised guidance, job placement assistance, and information on relevant skills and qualifications, like what is offered by VICPOL in their Career Transition Guide (2021).
  - Ensure officers are equipped with the necessary tools and resources to make informed decisions about their future careers.
3. Honouring Experience:
  - The WA Police values and priorities mention 'care for our people', care should be of utmost importance regardless of an officer making the difficult decision to resign, their experience and dedication should be recognised. Recently, some resigning officers have not even received their certificates of service even when they are entitled to get one.
4. Administrative Efficiency and Respect:
  - Streamline administrative procedures related to resignation, such as paperwork and equipment return, to minimise bureaucracy and reduce the administrative burden on departing officers.
  - Communicate all necessary administrative requirements clearly and respectfully to departing officers. Currently, some officers don't get any communication after submitting their Notice of Cessation, not even confirming that the notice has been received officially or confirmation of their resignation date.
5. Transparency and Accountability:
  - Establish a transparent system for monitoring and reporting on improvements made in the resignation process and officers' overall wellbeing.
  - Hold the Executive accountable for the implementation and continuous improvement of these initiatives.

Passed by \_\_\_\_\_ Seconded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**CENTRAL GREAT SOUTHERN BRANCH**

**6.2 MOTION: MFPF Award**

Conference directs the Board of Directors to lobby WA Police for the creation of an award to recognise service at Remote Multi-Functional Police Facility's.

**EXPLANATION:**

There are 11 MFPF's in Western Australia and one in the Northern Territory manned jointly by a WA officer and an NT officer. The officers at these MFPF's are the frontline representatives of the WA Police Force forging relationships and strengthening ties with Aboriginal Communities in arguably some of the most remote places in this state and perhaps the country while delivering high quality police services and community leadership that most police will never experience. Such an award would not only go a long way towards appreciating the great work done by our members in trying conditions in often dysfunctional communities with limited resources. Currently the Northern Territory Police have a service ribbon for staff who have served in remote communities. As the WA Police Force does not have service ribbons it is our submission that a service medal could be created in this situation. The awarding of a service medal would also assist in attracting and retaining staff, particularly in the hard to fill MFPF positions.

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

**ARMADALE BRANCH**

**6.3 MOTION: Staggered Starts in ESP Rosters**

Conference directs the Board of Directors to lobby the Commissioner of Police to remove staggered start times within teams for all Extended Settlement Rosters.

**EXPLANATION:**

The WHS Act states that employers are responsible for the safety of staff. Part of a sound safety plan is to have a handover at the beginning of each shift and therefore a briefing to commencing staff.

Passed by \_\_\_\_\_ Secoded by \_\_\_\_\_

CARRIED / LOST / WITHDRAWN

# The team behind the team that helped WA Police make history.

At the recent National Police Championships held at Leederville Oval in Perth, WA Police wrote their names in history as they claimed both the men's and women's titles for the first time.

A proud moment for both teams and for all of us at Fleet Network, as main sponsors of the women's team, the Quokkas. The title-winning Quokkas also received the 2023 Sports Team of the Year award at the AGM Awards Night, with captain Trisha Stjepic named Sports Person of the Year.

*Fleet Network have been fantastic supporters of the team for the last three years and integral to the success of the competition. Their support on and off the field has been immense through the sponsorship and coaching of the teams.*

- Trisha Stjepic

The awards capped off a memorable month for the teams and for our very own Director Frank Agostino (Managing Director of Paywise), General Manager Garrick Ibbotson and National Operations Manager Adam Pickering who together form the coaching staff for the Quokkas.

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To arrange a preliminary in-person or phone appointment contact us on (08) 9211 5800

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- Children's issues
- Child Support matters
- Property settlements
- "Pre-nuptial" style agreements

### PERSONAL INJURY

- Motor accident injury compensation
- Workers compensation
- Public liability
- Superannuation claims (TPD)

### WILLS AND ESTATES

- Wills and Testamentary Trusts
- Enduring Powers of Attorney
- Enduring Guardians
- Advice to executors of deceased estates
- Obtaining Grants of Probate
- Estate disputes



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Tim White



Renee Sapelli



Jon Redman



Ariane Owen



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The WA Police Union would like to thank our 2023 Annual Conference Sponsors for their support of our event.



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