



Fair Work
Commission

19 February 2025

David Flaherty
Branch President
Police Federation of Australia-Western Australia Police Branch
Sent via email: admin@wapu.org.au
Rozanne.byass@wapu.org.au

Dear David Flaherty

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 2024 (FR2024/160)

I refer to the application lodged pursuant to section 269 of the *Fair Work (Registered Organisations) Act 2009* in respect of the Police Federation of Australia-Western Australia Police Branch (the reporting unit) for the financial year ended 30 June 2024. The application was lodged with the Fair Work Commission on 12 December 2024.

I also acknowledge receipt of the amended section 269 application and the operating report of the reporting unit which were provided to the Commission on 5 February and 6 of February 2025 respectively.

I have granted the application. The certificate is attached.

If you have any queries regarding this letter, please call 1300 341 665 or email 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

FR2024/160

CHRIS ENRIGHT

MELBOURNE, 19 FEBRUARY 2025

Reporting unit's financial affairs encompassed by associated State body

[1] On 12 December 2024 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 2024. An amended application and operating report of the reporting unit were also provided on 5 February and 6 February 2025 respectively.

[2] On 12 December 2024, 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 2024, 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

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Fair Work
Commission

Application Form AF006 | 6 March 2023



Application for a certificate under section 269 – Reduced reporting requirements

Section 269 of the *Fair Work (Registered Organisations) Act 2009* (RO Act)

Purpose of this form

This form is for use by reporting units which are seeking a certificate from the General Manager of the Fair Work Commission (the General Manager) stating that a reporting unit's financial affairs are encompassed by an associated State Body.

Your answers to the following questions will help the General Manager to make an informed decision on whether the reporting unit satisfies the requirements under Part 3 Chapter 8 of the RO Act. Part 3 of Chapter 8 sets out the requirements in relation to financial records, accounting, and auditing.

Eligibility

This form can be completed by a reporting unit where:

- the financial affairs of the reporting unit are encompassed by an associated State body; and
- the associated State body of the reporting unit is registered or recognised under a prescribed State Act; and
- the members of the reporting unit and the associated State body are substantially the same; and



Fair Work
Commission

- the officers of the associated State body are substantially the same as the designated officers of the reporting unit.



Before granting the certificate, the General Manager must be satisfied that the reporting unit's financial affairs were encompassed by the financial affairs of the associated State body in a financial year. A certificate only applies to a financial year and if applicable, a new application must be made for any subsequent years.

Instructions for completing this form

Please read each part of the application carefully, fully answer all the questions, sign where indicated and attach the required documentation.

You must complete and submit:

- **Part A:** Reporting unit details
- **Part B:** Grounds, reasons and requirements for application
- **Part C:** Declaration and signature

Help filling in this form

The fact sheet Reduced reporting requirements under Part 3 of Chapter 8 may help you interpret the eligibility criteria set out in the RO Act. Please note that the fact sheet does not constitute legal advice. Reporting units are encouraged to seek independent advice on how the relevant legislation applies to their particular circumstances.

The terms used in this application form are further defined in the RO Act and the Regulations. The legislation can be found at www.legislation.gov.au.

If you require assistance or have any questions regarding this application process, please contact the Fair Work Commission general enquiries line on **1300 341 665** or email regorgs@fwc.gov.au.



Part A: Reporting unit details

1. Details of the reporting unit making the application

Reporting unit	Police Federation of Australia Western Australian Branch	Financial year ending	June 2024
Name of authorised person signing on behalf of the reporting unit	Peter McGee		
Position of authorised person	Senior Vice President		
Contact person	[REDACTED]		
Contact details	[REDACTED]	Telephone	[REDACTED]

Part B: Grounds, reasons, and requirements for application

2. Does the reporting unit have an industrial association (the associated State body)?

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	Provide name of the associated State body in the textbox below

Name of the associated State body	Western Australian Police Union of Workers
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3. Is the associated State body registered or recognised as such an association under a prescribed State Act?

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	Identify the applicable prescribed State Act below

Prescribed State Act	Industrial Relations Act 1979 (WA)
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4. Is the associated State body composed of substantially the same members as the reporting unit?



Fair Work Commission

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	

5. Are the associated State body’s officers substantially the same as designated officers in relation to the reporting unit?

No	<input type="checkbox"/>	Reporting unit is unable to apply for a section 269 certificate
Yes	<input checked="" type="checkbox"/>	

6. Has the associated State body:

Prepared accounts in accordance with prescribed State Legislation?	Yes
Had those accounts audited?	Yes
Provided a copy of the audited accounts to its members?	Yes
Provided a copy of the audited accounts to any members of the reporting unit who <u>are not</u> also members of the associated State body?	Yes
Lodged the accounts with the relevant State authority?	Yes

A copy of the associated State body’s audited accounts must be lodged with this application form.

7. Has the reporting unit

Prepared an Operating report under section 254 of the RO Act?	Yes
Provided a copy of the Operating report to members?	Yes

A copy of the Operating report must be lodged with this application form.



Part C: Declaration and signature

Under the Act, the General Manager can only grant a certificate when satisfied that the reporting unit's financial affairs are encompassed by the financial affairs of the associated State body in a financial year.

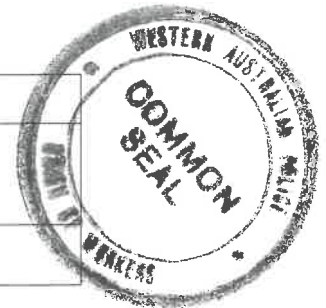
Declaration

In submitting this application on behalf of the reporting unit mentioned in Part A, I declare:

- that the financial affairs of the reporting unit are encompassed by the financial affairs of the above-mentioned associated State body.
- I am a designated officer of the reporting unit as per section 243 of the RO Act.
- the information that I have supplied in this application is complete and correct.
- I am aware that giving false or misleading information is a serious offence. A person who:
 - knowingly or recklessly makes a false or misleading statement in an application for registration; or
 - knowingly gives false or misleading information in an application for registration

is guilty of an offence, the punishment for which is imprisonment for up to 12 months (if a statement is made or information is provided knowingly) or up to 6 months (if a statement is made recklessly) – see Part 7.4, section 136 and 137.1 of the *Criminal Code*.

Printed name of designated officer	Peter McGee
Signature	
Signature date	05 Feb 2025



Please lodge the completed form (including the documents referred to in Part B) with the Fair Work Commission by email to: regorgs@fwc.gov.au.

POLICE FEDERATION OF AUSTRALIA WESTERN AUSTRALIA POLICE BRANCH

OPERATING REPORT

FOR THE YEAR ENDED 30 JUNE 2024

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 organisational 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 to the nature of the Branch's principal activities during the reporting period- s254(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 – s254(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 members, who at the time of reporting period ended, were recorded on the register of members of the Branch was 6,990.

Number of employees

The number of employees who were, at the end of the reporting period, employee of the Branch was nil.

POLICE FEDERATION OF AUSTRALIA WESTERN AUSTRALIA POLICE BRANCH

OPERATING REPORT

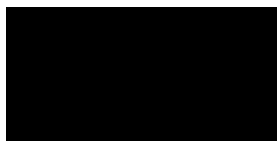
FOR THE YEAR ENDED 30 JUNE 2024

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

Members of committee management

The persons who held office as members of the committee of management of the Branch during the reporting period are:

Branch President	GALE	Paul
Branch Senior Vice President	FLAHERTY	David
Branch Treasurer	VOYEZ	Martin
Branch Vice President	ROBINSON	Todd
Branch Executive	BIRD	Bradley
Branch Executive	GARRETT	Lindsay
Branch Executive	LEWIS	GARY
Branch Executive	SULLEY	Scott
Branch Executive	POW	Matthew
Branch Executive	KIDDEY	Narelle
Branch Executive	MCDONALD	David
Branch Executive	CROWIE	Russell
Branch Executive	HICKEY	Aaron
Branch Executive	RIGOIR	Dayna
Branch Executive	PAPALIA	Bryn



Peter McGee

Senior Vice President

Dated 05 February 2025



2024 Annual Report



**WA POLICE
UNION**

An exclusive offer for WA Police

Purchase or refinance your home with P&N Bank, and you could get

\$1,500 CASHBACK*



Eligibility criteria apply.

Why P&N Bank?

With a range of award-winning banking products and inclusive services, we've made it easy for all Western Australians to bank with us. Our aim is to help every individual reach their financial goals and give a hand when it's needed.

Everyday banking

Bank on your terms with fee-free transaction accounts.

Grow your money

Save the way you want to with competitive saving and term deposit rates.

Feel at home

Achieve your home ownership dreams with a P&N Bank home loan.

Choose convenience

Digital banking, a Perth-based call centre, 12 metro branches, mobile and virtual home loan specialists: it's banking your way.



To find out more:

 Visit pnbank.com.au/police

 Call 13 25 77

 Find your nearest branch

*Minimum new money loans of \$250,000 and LVR of 80% or less. Other eligibility and lending criteria and terms and conditions apply. Offer not available with any other offer. P&N Bank reserves the right to withdraw the offer at its discretion. Banking and Credit products issued by Police & Nurses Limited (P&N Bank) ABN 69 087 651 876 AFSL/Australian Credit Licence 240701.



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Note: The outcome of the 2023 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



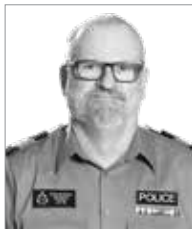
AARON HICKEY
Director



NARELLE KIDZEY
Director



GARY LEWIS
Director



DAVID McDONALD
Director



BRYN PAPALIA
Director



MATTHEW POW
Director



DAYNA RIGOIR
Director



SCOTT SULLEY
Director

**WA POLICE
UNION
STAFF**



TARA DOYLE
Chief Executive Officer



PETER ROGERS
Secretary



LEECA SMITH
Operations Manager



HILDA JANZEN
Finance Manager



RENEY NAIRN
Corporate Communications
Manager



MATTHEW PAYNE
Research Officer



JOSHUA BRINKMAN
Industrial Officer



MATT HUDSON
Field Officer
Work Health and Safety



KEVIN McDONALD
Field Officer



GARY KEENAN
Field Officer



MARTINA MALEY
Corporate Affairs
Officer



TARRYN SMITH
Finance Officer



BRAD SINCLAIR
Finance Officer



PENNY BROWN
Member Services
Officer



ANGELA NAUMOSKI
Receptionist



LEESA CAVANAGH
Temporary Member
Services Officer

DELEGATES **88TH ANNUAL CONFERENCE 2024**

AIR WING BRANCH	Joshua Gammon-Carson	15618
ARMADALE GOSNELLS BRANCH	Warren Dowbysch	12119
AVON BRANCH	Kristi McEvoy	11753
BUNBURY AUSTRALIND BRANCH	Barry Turner	13277
CANNINGTON BRANCH	Mark Nickolson	10680
CENTRAL GREAT SOUTHERN BRANCH	Antony Caracatsanis	14316
CENTRAL MIDLANDS BRANCH	Michael Paterson	11623
EAST KIMBERLEY BRANCH	Adam Simmons	15164
EASTERN GOLDFIELDS BRANCH	Luke Mayhew	16001
FINANCIAL CRIMES BRANCH	Tash Lee	99906
FREMANTLE BRANCH	Rosanna McKee	15491
GERALDTON BRANCH	Peter Gerada	9421
GREAT SOUTHERN BRANCH	Stuart Rogers	12754
MAJOR CRIME BRANCH	Steven Maybury	9241
MANDURAH BRANCH	Kurt Weedon	13850
MFPF BRANCH	Michael Sedgman	8240
MIDLAND BRANCH	Michael Ruffell	14729
MIDLAND WORKSHOPS BRANCH	Jeanette Maddison	8310
MIRRABOOKA BRANCH	Tom Mirco	15884
MURCHISON BRANCH	Adrian McKeown	15933
NORTH PILBARA BRANCH	Emily Gilbert	16320
PROSECUTING BRANCH	Ruban Birch	16566
SEX CRIMES BRANCH	Victoria Southam	12046
SOUTHERN ROG	Alexander Wright	16038
STATE OPERATIONS COMMAND	Craig Anderson	8131
STATE TRAFFIC OPERATIONS BRANCH	Anthony Pymm	10671
UPPER GREAT SOUTHERN BRANCH	Neil Bohnen	13782
WATER POLICE BRANCH	Steven Bradley	16824
WESTRALIA SQUARE BRANCH	Glen Dinsdale	11921

OFFICIAL ORDER OF PROCEEDINGS – DAY ONE

88TH ANNUAL CONFERENCE 2024

Monday 25 November 2024

Argyle Room

Parmelia Hilton Perth

TIME	EVENT	SPEAKER/ROOM/SPONSOR
0830–0900	Branch Official Briefing and Credentialing	Peter Rogers <i>WAPU Secretary</i>
0900	88th Annual Conference	<i>Sponsored by P&N Bank</i>
0900–0910	Welcome to Country	Sharon Wood-Kenney
0910–0920	Official Opening President’s Address	Paul Gale <i>WAPU President</i>
0920–0930	Premier’s address	Hon Roger Cook MLA <i>Premier of WA</i>
0930–0940	Police Minister’s Address	Hon Paul Papalia CSC MLA <i>Police Minister</i>
0940–1020	Morning Tea	Stirling Room
1020–1035	Guest Speaker	Col Blanch APM <i>Commissioner of Police</i>
1035–1205	Panel Session (WA Police Force Executives)	WA Police Force Senior Executive
1205–1235	Executive, Committee and Financial Reports	WAPU Executives, Directors and staff
1235–1345	Lunch	Stirling Room
1345–1355	Guest Speaker	Mr. Shane Love MLA <i>Leader of the Opposition</i>
1355–1405	Guest Speaker	Hon Peter Collier MLC <i>Shadow Minister for Police</i>
1405–1420	Official Photograph	Jody D’Arcy
1420–1500	Motions – Session One	WAPU Annual Conference delegates
1500–1530	Afternoon Tea	Stirling Room
1530–1540	Sponsor Address	Scott Williams <i>CEO</i> <i>Police Health</i>
1540–1630	Motions – Session Two	WAPU Annual Conference delegates
1630	Close	<i>Sponsored by P&N Bank</i>
1630–1700	WAPU DIRECTORS ONLY 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 TWO

88TH ANNUAL CONFERENCE 2024

Tuesday 26 November 2024
 Argyle Room
 Parmelia Hilton Perth

TIME	EVENT	SPEAKER/ROOM/SPONSOR
0900	88th Annual Conference	<i>Sponsored by P&N Bank</i>
0900-1020	Interstate/International Union Delegate addresses	Delegates
1020-1150	Guest Speaker	Dr William Lewinski Dr John Black Lewis Von Kliem <i>US Zoom Call-in</i>
1150-1200	Morning Tea	Stirling Room
1200-1230	Guest Speaker	Scott Weber <i>CEO</i> <i>Police Federation of Australia</i>
1230-1330	Lunch	Stirling Room
1330-1430	Guest Speaker	Bec Worthington <i>Deloitte</i>
1430-1500	Motions – Session Three	WAPU Annual Conference Delegates
1500-1530	Afternoon Tea	Stirling Room
1530-1615	Constitutional Review – Project Update 2025	Peter Rogers <i>WAPU Secretary</i>
1615-1630	Official Closing	Paul Gale <i>WAPU President</i>
1700	Close	<i>Sponsored by P&N Bank</i>
1900-2230	Dinner at Parmelia Hilton Perth	<i>Sponsored by Paywise</i>



PRESIDENT'S REPORT PAUL GALE

NEW ORGANISATIONAL MODEL – IMPLEMENTATION OF THE CEO

At the 2022 WA Police Union Annual Conference, the delegation representing Members voted in favour of implementing a Chief Executive Officer (CEO) to support the Board of Directors in achieving their strategic goals.

In 2023, the Board of Directors commenced an implementation program consisting of constitutional and policy changes, along with a review of the Union's internal structure.

In April 2024, we welcomed Tara Doyle to the team as CEO. Tara, a former commissioned officer with nearly 22 years in the job has led a number of other areas in not-for-profit organisations including St John Ambulance. We look forward to her continued leadership and contributions in advancing our mission and serving our Members with excellence.

The addition of the CEO has ensured the Union's service delivery and growth are at the forefront of our existence, allowing the Board and I to operate at a strategic level knowing the operations of the organisation are being well catered for.

This appointment marked the beginning of our organisational restructure, with most initiatives now implemented. The growth of our Membership requires our Union to grow to ensure our services are maintained but are also improved and enhanced based on Members' needs.

WESTERN AUSTRALIA POLICE FORCE INDUSTRIAL AGREEMENT 2024

You've seen and heard our message "How Much Will We Cop Before We Stop?" on TV, radio, billboards, and social media. We have been commended from all corners of the globe for our strong message. We know we are not alone with the challenges of policing; attrition is a worldwide concern for our industry, and our employers need to turn that around. Our message is clear, policing is important to our community but what we are doing to ensure we serve the community is not sustainable.

Our exceptionally skilled and in-demand police officers are exploring opportunities beyond our agency due to a lack of adequate compensation and work-life balance within WA Police.

We all know policing requires people that will step up for their community and endure the challenges presented to them. We also know that policing cannot provide the work-life balance that most other jobs offer and for that reason alone, police officers must be acknowledged and recognised for that. Considering a career in policing has become more difficult over time. Facing the rise in violent crime, the relentless FDV incident attendance, the intense scrutiny from all corners, and resourcing challenges all contribute to the question of doing this job for a long time. And with the remuneration we receive, given the opportunities on the other side of the fence offered to our skilled people, our government need to put their hand deeper into their pockets and properly remunerate our workforce.

Earlier this year, we presented the Log of Claims for the forthcoming Police Officer Industrial Agreement 2024 to the Commissioner of Police. Among the claims, three stand out as particularly significant: salary enhancement, shift allowances, and enhanced staffing levels.

Our call for increased remuneration stems from years of stringent wage policies. Additionally, we advocate for a significant raise in allowances, not just to incentivise officers to work in the front-facing of policing, but to have parity with other policing jurisdictions in Australia, who receive substantially more to do the same job during the same hours. By enhancing these incentives, it may dissuade officers from leaving, thus reducing the attrition rate and maintaining the experience. At this time, we have rejected two offers from government and are now continuing to ramp up our campaign against WA Police and State Government.

POLICE AUXILIARY OFFICER (PAO) INDUSTRIAL AGREEMENT

In late July 2024, the PAO Log of Claims was lodged with the Commissioner of Police, with the lodgement occurring four months prior to the expiration of this agreement.

WAPU engaged with Members, seeking what was widely felt and most important to our PAO Members, with the focus of attracting and retaining more into the role. PAOs are an integral component of the success of our Police Force, supporting police officers in their duties on the frontline. For this reason, many of the items simply seek parity with fellow police officers, to show recognition and acknowledgement for the role.

INCREASED SERVICES AT WAPU

Over the last year, WAPU has worked toward increasing and enhancing the range of Member services.

As of April 2024, Members now benefit from an increase to the standard life insurance coverage changing as follows:

- Base amount of insurance has increased from \$100,000 to \$145,000. A Member can still purchase additional units for higher coverage at an additional cost.
- The age limit, provided a Member is currently covered within the terms and conditions of the insurance policy, has increased to 70 years from the previous 65 years for automatic coverage with no medical assessment required.

- The increase to this service has been provided at no further cost you as a Member.

We have enhanced our legal support, sought new benefits. Additionally, we continue to maintain and improve our holiday home accommodation. We have received your feedback and are committed to the ongoing refurbishment of our holiday homes to improve user satisfaction.

In the last year we have secured a range of new Member benefits including significant discounts with The West Australian, Audika, Hilton, Accor Group, Adora Fertility, Garmin and more.

We recently upgraded our website retiring the old one after more than 10 years of service. We understand, at first, change is difficult, however in the long-term this website will perform as a user-friendly platform where Members are able to access information in a simpler and faster manner.

ENERGY EFFICIENCY

WAPU has taken responsibility for its own energy use and has worked toward a cleaner and sustainable energy footprint. We are undertaking a major energy efficiency project to meet our current and future electricity needs.

Vista Energy was contracted in September last year to conduct an energy efficiency audit of WAPU HQ. The audit proposed four interrelated improvements that would reduce electricity costs and boost interior comfort within the building:

- Thermoshield thermal installation
- LED lighting upgrade
- Natural blended refrigerant
- Solar panels

Overall, these energy efficiency improvements will save WAPU up to \$23,000 annually in electricity costs.

WAPU is confident that this project will bring lasting benefits to the whole organisation.

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

WINS ALONG THE WAY

It has been a pleasure and privilege to serve as President, representing the dedicated Members of our Union. Over the years, I've witnessed the unwavering commitment and resilience of our Members, and I am incredibly proud of what we have achieved together.

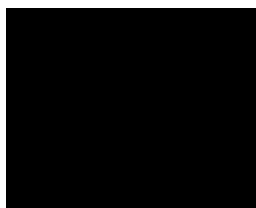
As with any negotiation whether it be with the State Government or WA Police, we will have positive and negative outcomes and of course, not all outcomes satisfy every Member. I am proud of the achievements that we have secured over the past three years including:

- A comprehensive review of the Emergency Driving Policy working towards more flexibility to remain in policy and greater criminal and civil protection for our officers.
- A never-before 'Greenfields' approach to reviewing the agency's Tenure Policy. Although it hasn't satisfied every Member, it has been significantly improved to create better stability for officers.
- The recognition of the 'Goodwill' of Members by paying them 'On-Call allowances', an allowance that Members have always been entitled to but never obliged by the agency. There is still work to do, but it should only be improved from here.
- With the introduction of Police Specific Compensation in 2022, it took time to embed it and understand the complexity of the legislation. Unfortunately, it left Members extended periods of time between being medically retired for a work-related injury and being paid the compensation. Through negotiation with the agency, they have now committed to aligning the two processes to reduce the lag in Members receiving the compensable component of a work-injury related retirement.

- The State Government's commitment to introducing Presumptive post-traumatic stress disorder (PTSD) for police officers ensuring our people are treated equally with our first responder colleagues in fire and ambulance.

Along with the change to WAPU's organisation structure, our alignment of staff roles has greatly improved our service focus and our internal and external communication. Our social media platform has grown ten-fold over this time and it is always comforting that we have the support of our community.

I remain fully committed to supporting this transition and the important work that lies ahead. Congratulations once again to our newly elected Board of Directors. As always, there is much work ahead of us all.



Paul Gale
President



CHIEF EXECUTIVE OFFICER'S REPORT TARA DOYLE

It has been a transformative year for WA Police Union as I stepped into the role of the inaugural Chief Executive Officer (CEO) in April 2024.

This milestone for the Union marked a shift towards operational modernisation and strategic growth, with a primary focus on implementing a new organisational structure, and enhancing our internal capabilities. Our journey over the past months, has been guided by a commitment to improving efficiency, enhancing Member services, and fostering a culture of professional development and accountability within the organisation.

1. OPERATIONAL ORGANISATIONAL STRUCTURE, RECRUITMENT, AND TRANSITION

Upon joining the WA Police Union, my first priority was to begin implementing an operational structure that aligns with our strategic goals. This included commencing the transition of key operational responsibilities from the President and Senior Vice President to the CEO, enabling a clear separation of strategic governance and day-to-day operations, benefitting both the WAPU Board and Membership.

I have been busy recruiting staff to achieve this in both newly created and existing roles. In the last 12 months, WAPU has onboarded Finance Manager Hilda Janzen, Secretary Peter Rogers, and Operations Manager Leeca Smith. Additionally, we welcomed Temporary Admin Officer Leesa Cavanagh, Industrial Officer Leah Keegan, and Communications Officer Asher Bloom.

The restructuring is designed to better serve our Members, increasing efficiency across all operational areas. We welcome these talented individuals into critical positions that will support the Union's ongoing growth.

2. FIELD TEAM AND INDUSTRIAL TEAM – OPERATIONS

I would like to acknowledge the incredible work of our Field and Industrial Team, who have been supporting our Members throughout the year.

The Field Team has worked tirelessly to engage with Members in their workplaces, assisting with grievances, ensuring that Member issues are heard and addressed. Their presence, across the state, has strengthened our Union's connection with Members, enhancing our ability to respond to local concerns. The team has played a crucial role in delivering training to Branch Officials, and our Members.

Our Industrial Team has been instrumental in representing Members during crucial negotiations, ensuring their voices are heard in the pursuit of a fair Industrial Agreement. Their expertise and dedication in supporting Members through industrial challenges has been invaluable.

3. CORPORATE AFFAIRS AND COMMUNICATIONS

The Corporate Affairs and Communications Team has been instrumental in delivering a range of projects, and events that have significantly enhanced the Union's visibility, and engagement with Members and the community.

Their work was pivotal in the award winning Industrial Agreement Campaign, where they coordinated a powerful communication strategy, *How much will they Cop Before they Stop*. Through targeted messaging, and compelling content, the team ensured our Members' concerns were heard.

CHIEF EXECUTIVE OFFICER'S REPORT CONT.

TARA DOYLE

The Corporate Affairs team delivered a successful recognition dinner in April 2024, this is the first year that retired, and resigned Members were acknowledged in one event. The feedback we received around the event was positive, with the Union receiving resounding responses from Members.

4. WAPU RESEARCH EFFORTS

Our research focus remains crucial in driving evidence-based decision-making. This year, we maintained our research lens to better understand the challenges our Members face, anticipating emerging issues in the policing profession. By leveraging data and research insights, we are better positioned to advocate for our Members in negotiations, public discourse, and policy development. Our commitment to research, ensures that we remain at the forefront of industrial relations and provide our Members with the support and representation they need.

5. FINANCE AND ADMINISTRATION

The Finance and Administration Team are the unsung heroes of the Union, providing exceptional service to our Members, ensuring the seamless operation of our business. Their unwavering commitment to supporting our Membership is evident in everything they do, from managing the financial processes that keep the Union running smoothly, to handling the day-to-day administrative tasks that allow us to deliver services effectively.

6. FINANCE AND GOVERNANCE IMPROVEMENTS

Improving our financial governance has been a key focus. This year, we implemented a new payroll system. Alongside this, we upgraded our Member database system, to ensure secure management of Member information. Additionally, we improved the functionality of our accounting system, making our financial reporting more robust and transparent.

7. RISK AND COMPLIANCE PROJECT

Recognising the importance of proactive risk management, we commenced a comprehensive risk and compliance project. This initiative aligns with best practices, designed to ensure that WAPU operates within a robust risk management framework. It will help us better identify, assess, and mitigate risks that could impact the Union, our Members, and its operations. I have been working closely with the Secretary, to improve how we provide operational information to Committees and the Board, ensuring our Directors are better placed to make informed decisions on behalf of the Membership.

8. NEW WAPU WEBSITE LAUNCH

A significant milestone was the launch of our new WAPU website. The updated platform now offers Members easier access to critical information and resources, enhances our public communications, and provides a user-friendly interface to better engage with Members and stakeholders. The website also serves as a portal for our Members, to stay informed on the latest developments and Union activities.

9. MEDIA MONITORING IMPLEMENTATION

To enhance our responsiveness and strategic communication, we introduced media monitoring capabilities. This allows us to track and respond to issues affecting our Members and the policing profession in real-time, ensuring that we remain agile and proactive in our public relations efforts. Media monitoring has already improved our capacity, allowing us to stay ahead of emerging trends and address concerns effectively.

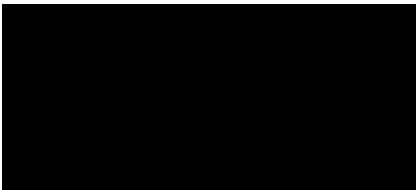
10. TRAINING AND PROFESSIONAL DEVELOPMENT FOR WAPU STAFF

The success of any organisation lies in the development of its people. This year, we commenced a focus on training and professional development program for WAPU staff. The program aims to upskill our workforce, enhance leadership capabilities, and ensure that our staff are equipped to deliver the highest quality of service to our Members. It is an investment in the long-term sustainability and success of the Union.

CONCLUSION

The past year has been one of growth, development, and change at WAPU. We have taken bold steps to modernise our operations, improve our services, and ensure that the Union is well-positioned to meet the needs of our Members. I am proud of the progress we have made in a short time and look forward to continuing to build on these foundations to deliver long-term success for our Members and the Union.

Thank you to the Board of Directors, staff, and Members for your ongoing support and dedication. Together, we are shaping a stronger future for our Union.



Tara Doyle
Chief Executive Officer



LEGAL COMMITTEE REPORT

DAVE FLAHERTY
SENIOR VICE PRESIDENT

Firstly, I must thank the WAPU Legal Committee, it is never lost on me and should not be forgotten by all, these Members give up their own time to fulfill the obligations of this committee as volunteers. Volunteers who have the best interests of Members and WAPU at heart.

In the last financial year, WA Police Union (WAPU) has endured a fair share of legal challenges. As I engage with Members across the state, it's evident that your Union Membership serves as a legal insurance policy, providing essential protection if or when things go awry. Despite the increasing and inherent challenges, our commitment to defending our Members' rights, remains steadfast.

For the financial year ending July 2024, WAPU has expended a significant amount of funds to represent and defend our Members. The expenses incurred have been substantial, reflecting a broad spectrum of legal issues faced by our Members. These include but are not limited to, variations on untested Family Violence Restraining Orders (FVROs), defending criminal and traffic matters, challenging unjust or harsh penalties from court outcomes or the internal discipline process, challenging the Insurance Commission of Western Australia's (ICWA) adverse decisions, as well as defending and pursuing common law claims. The commitment of funds towards legal matters is carefully considered on a case-by-case basis, by your legal committee and whilst it is often individual Members in the firing line there is generally a roll on benefit for the greater Membership with each matter defended or challenged.

Financial expenditure of \$674,678.38 this year demonstrates the commitment and the growing complexity and demand placed upon our Members. It also underscores how as a collective, standing together we can look after and support each other during difficult times. For the same period, we were able to recover \$50,542.28 by way of awarded costs.

The largest proportion of the legal expenditure relates to defending or representing Members subject to criminal allegations, as well as commitments to supporting Members dealing with common law matters.

Society's trend toward increased litigation, undeniably impacts police officers, who often find themselves entangled in legal battles simply for performing their duties. Recognising this, WAPU will raise our call for better civil protection for officers into 2025 and beyond. The assurance that WAPU stands ready to protect its Members remains essential, particularly as the landscape of legal challenges continue to evolve.

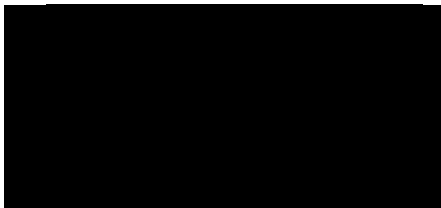
A significant area of concern has emerged throughout this year involving Members having to give evidence in coronial inquests. Despite long-standing guiding principles and ongoing amendments made as recently as 2022, the State Solicitors Office's (SSO) new position on representing WA Police (the Agency) rather than the officers who make up WA Police, has left many officers without any institutional legal support. In many cases, officers are finding themselves having to secure their legal representation and funding without any assistance from the SSO, especially when WA Police managerial investigations result in a sustained outcome, regardless of how minor any issue of breach may have been. Officers will be advised of a likely "potential adverse finding". Such outcomes often highlight an officer's honest mistake or oversight due to their increasing work expectations and demands. Yet, they face these challenges alone unless they concede to the managerial findings.

An ironic twist exists in that the Commissioner, upon his assessment of a recent matter, overturned the outcomes of managerial inquiries, recognising the legitimacy of the actions taken by our Members. Coroner Urquart recently handed down his findings on a coronial matter where he made it quite clear that he in no way agreed with the outcomes and sanctions imposed as a result of the WA Police internal investigation. So, we have the ludicrous situation where the Commissioner can disagree,

the Judiciary can disagree but if our Member disagrees your set free, to look after yourself. This inconsistency only highlights the need for a unified and supportive approach from both the Commissioner and the State Solicitor's Office when officers perform their duties in good faith.

The Commissioner and WA Police have unequivocally stated their stance against any form of domestic violence, inappropriate behaviour or language in any context, including racism, sexual content, etc., within the force. It's absolutely imperative for Members to continually reflect on their own behaviour, ensuring it aligns with the expended standards. Unfortunately, we have seen some exceptional Members fall afoul of this stance, resulting in their separation from WA Police. Again, we cannot stress enough to protect you, it's absolutely crucial to consider how your actions or comments might be received, rather than just the intention behind them, regardless of how innocent or innocuous you may think they are.

In an era marked by increasing legal options and access, the role of WAPU has never been more critical to our Members. As we navigate through these times, WAPU's unwavering commitment to defending the rights and integrity of Members remains a cornerstone of our service. We will continue to adapt, support, and ensure that every Member knows they have robust support in WAPU, prepared to stand and challenge any injustice.



Dave Flaherty
Senior Vice President
Legal Committee Chair



SECRETARY'S REPORT PETER ROGERS

I am pleased to present my first Secretary's Report for the financial year ended June 2024. This report summarises the key governance activities undertaken during the year, ensuring the Union's compliance with legal and regulatory requirements, as well as striving for best practice in corporate governance.

I would like to take the time to commend the great work of all the staff in WAPU HQ – from our hardworking and committed Board of Directors; our unsung administration, communications, finance and research staff led by the CEO and the dedicated Field Officers and Industrial Officers who ably serve our Members.

In particular, I would like to extend my heartfelt appreciation to Peter McGee for filling the role of Secretary after the departure of the WAPU's previous long-serving Secretary. I extend my gratitude to him for the work he did over this time and assisting me with my onboarding.

MY BACKGROUND

I come to the role of Secretary from a background outside of policing, with over a decade of legal, governance, and strategic leadership experience in the not-for-profit, government, and university sectors.

I completed my education as an undergraduate with Murdoch University in 2012, obtaining a Bachelor of Laws; Bachelor of Mass Communication (Journalism); Bachelor of Arts (Politics and International Studies); and Bachelor of Arts (Public Policy and Management). Additionally, I completed postgraduate study at the University of Western Australia, obtaining a Graduate Certificate in Business.

I am a graduate of the Australian Institute of Company Directors (AICD), have completed my Certificate in Governance Risk Management from the Governance Institute of Australia (GIA) where I am a Fellow, and am a Member of the Australian Institute of Management (AIM), the Institute of Public Policy Australia (IPPA), and the Institute of Community Directors Australia (ICDA).

I have a history of commitment to the labour movement, and have strong drivers and motivation to work for values-driven organisations seeking to achieve justice, equity, and fairness.

BOARD GOVERNANCE, REPORTING AND ADMINISTRATION

Throughout the year, the Union has maintained a flexible and agile approach to governance during the implementation of the CEO Model, which remains aligned with the requirements of applicable laws, regulations, and the objectives and requirements of the Constitution.

WAPU's Board of Directors comprises of 15 board Members – 11 from the Metropolitan Region, and one each from the Northern, Central, Eastern and Southern Regions. The Board of Directors meets monthly to discuss strategic issues, operational performance, monitor the finances of the Union, and ensure the compliance and good functioning of the Union's affairs.

The composition of the board reflects a balance of skills and experience, which lead to robust conversations in the boardroom. WAPU is in the closing stages of implementing the CEO Model, with a separation of the functions of the President and CEO to enhance accountability and ensure independent oversight.

Additionally, I extend my appreciation to the following Officer Bearers, who have taken on additional functions and responsibilities throughout the year:

- Paul Gale – President;
- Dave Flaherty – Senior Vice President;
- Todd Robinson – Vice President; and
- Martin Voyez – Treasurer.

Your commitment to good corporate governance and continuous improvement is often unseen, and I value the work you have undertaken in discharging your obligations.

After the results of Stage 1, and 2 of WAPU's Election at the end of 2024, I look forward to working with the new Board of Directors over three years to deliver better pay and working conditions for our men and women in blue.

STRATEGIC PLANNING

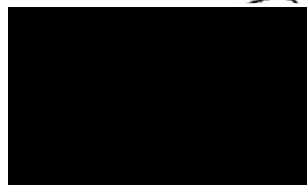
As the current Strategic Plan for the Union comes to its conclusion, one of the first key priorities for the newly elected Board of Directors in 2025 will be the development of key strategic priorities. I look forward to working with Directors in developing the new strategic plan.

In addition, the Board of Directors will be working on a contemporary approach to corporate governance and will undertake an uplift in a number of key areas, including, but not limited to:

- Risk Management – through the development of a tailored, robust, and integrated Risk Management Framework to ensure risk does not adversely impact that strategic goals of the Union;
- Policy and Compliance Development – through a thorough review of all Union policies to ensure that our operations and activities are legally compliant, provide guidance to our staff, and meet our Member's expectations; and
- Constitutional Review – through a staged review of our constitutional document in 2025 to ensure that the governing document of the Union is contemporary, consistent, and fit-for-purpose to allow for excellence in corporate governance.

DECLARATION

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



Peter Rogers
Secretary



TREASURER'S REPORT MARTIN VOYEZ

WAPU MAKE FAIR AND CONSISTENT FUNDING DECISIONS

As Treasurer, I am proud to announce that the Union has had another financially successful year, producing yet again, another surplus.

The Union has spent almost half a million dollars in legal costs, its largest single expenditure. However, this was only 60 per cent of the originally budgeted amount.

We continue to invest more money in growth accounts for use in ever-increasing legal costs, as more Members require more support from their Union. We project an upward trend, but it is a difficult area to predict costs in.

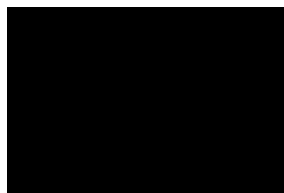
We are working hard to professionalise the Union, and through the establishment of the CEO Model, we have seen efficiency savings and a larger amount invested to future-proof the Union. Driving efficiency while maintaining high service levels for Members has been our focus. Every dollar we save is a dollar more to support Members.

A recently improved risk and audit process means it is more rigorous. To maintain high standards, we are operating to ensure greater and fairer internal oversight to achieve consistency.

Our regular surveys identify those issues facing the Membership, and we see the tangible benefits through increased service delivery. This just scratches the surface, as Union employees, Directors, and Branch Executives are working tirelessly to improve things for Members, but much of it goes unseen. It is an area that is vital to fund, therefore, we ensure we have the funds available.

The recent increase to subscription costs was inevitable. Decisions made by the Board on freezing subscriptions for nearly three years meant the rise was more significant as opposed to being more gradual. The Board, through careful financial management believed it was doing Members a favour – in all fairness, in the short term it probably was, but in the longer term, we were saving up that pain, so when a rise did come, it was higher rather than a smaller, incremental approach.

In conclusion, the Union works towards future-proofing the organisation and making it more fit for purpose. We have a duty to more than 7,000 Members, and we have a duty to make the future of our Members stronger, including those who haven't joined the Force yet.



Martin Voyez
Treasurer

WESTERN AUSTRALIAN POLICE UNION OF WORKERS

ABN 11 005 082 386

**SUMMARY FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2024**

WESTERN AUSTRALIAN POLICE UNION OF WORKERS

ABN 11 005 082 386

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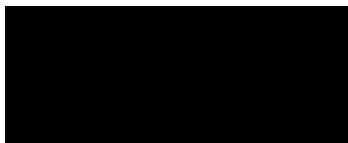
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WESTERN AUSTRALIAN POLICE UNION OF WORKERS

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 2024 and the results of its operations and its cash flows for the year then ended.



Peter Rogers *[Signature]*
Secretary

Dated this *24* day of October 2024

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 2024

	Note	2024	2023
		\$	\$
Revenue and other income	2	7,442,361	7,358,231
Employee benefit expenses		(2,419,528)	(1,900,936)
Member's insurance		(1,105,581)	(1,108,522)
Depreciation expense		(400,109)	(468,813)
Other member expenses		(638,132)	(633,958)
Legal expenses		(522,779)	(539,788)
Building expenses		(473,138)	(423,731)
Other expenses		(500,965)	(400,929)
Administrative expenses		(219,294)	(240,907)
Industrial expenses		(307,448)	(183,539)
Annual conference		(177,534)	(145,061)
Australian federation dues		(132,611)	(134,829)
Motor vehicle expenses		(45,074)	(36,819)
Branch expenses		(47,169)	(22,374)
Travel expenses		(60,616)	(35,190)
Finance costs		(7,439)	(6,235)
Surplus for the year		384,944	1,076,600
Other comprehensive income		-	-
Total comprehensive income for the year		384,944	1,076,600

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 2024

	2024	2023
	\$	\$
ASSETS		
Current assets		
Cash and cash equivalents	11,254,280	11,001,847
Trade and other receivables	271,728	270,616
Financial assets	1,107,907	333,802
Total current assets	12,633,915	11,606,265
Non-current assets		
Property, plant and equipment	3,380,906	3,698,435
Right-of-use asset	45,828	15,584
Total non-current assets	3,426,734	3,714,019
Total assets	16,060,649	15,320,284
LIABILITIES		
Current liabilities		
Trade and other payables	766,809	613,840
Lease liabilities	19,560	17,000
Provision for employee benefits	289,901	205,574
Total current liabilities	1,076,270	836,414
Non-current liabilities		
Lease liabilities	27,052	3,640
Provision for employee benefits	19,403	36,537
Total non-current liabilities	46,455	40,177
Total liabilities	1,122,725	876,591
Net assets	14,937,924	14,443,693
EQUITY		
Unrealised gain on investments	109,297	-
Reserves	1,383,386	1,456,386
Retained Earnings	13,445,251	12,987,307
Total equity	14,937,924	14,443,693

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 2024**

	Accumulated Surplus	Asset Revaluation Surplus	Asset Realisation Reserve	Capital Profits Reserve	Unrealized Gain on Investment	Total
	\$	\$	\$			\$
Balance at 1 July 2022	11,910,707	73,000	419,135	964,251	-	13,367,093
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
Balance at 30 June 2023	12,987,307	73,000	419,135	964,251	-	14,443,693
Transfer to reserve	73,000	(73,000)			-	-
	73,000	(73,000)			-	-
Surplus for the year	384,944	-	-	-	-	384,944
Other comprehensive income	-	-	-	-	109,287	109,287
Total comprehensive income for the year	384,944	-	-	-	109,287	494,231
Balance at 30 June 2024	13,445,251	-	419,135	964,251	109,287	14,937,924

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 2024**

	2024	2023
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Member's income and other receipts	7,044,683	7,136,934
Payments to suppliers and employees	(6,429,707)	(5,846,995)
Interest received	393,229	200,201
Finance costs	(7,439)	(6,235)
Net cash generated from operating activities	1,000,766	1,483,905
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of property, plant and equipment	39,049	50,005
Purchase of property, plant and equipment	(90,936)	(163,373)
Purchase of investments	(664,819)	(333,802)
Cash used in investing activities	(716,705)	(447,170)
CASH FLOWS FROM FINANCING ACTIVITIES		
Borrowing from lease liabilities	(57,600)	-
Repayment of lease liabilities	(25,972)	(17,673)
Cash used in financing activities	(31,628)	(17,673)
Net increase in cash held	252,433	1,019,062
Cash and cash equivalents at the beginning of the year	11,001,847	9,982,785
Cash and cash equivalents at the end of the year	11,254,280	11,001,847

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 2024

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 2024 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.

	2024	2023
	\$	\$
NOTE 2: REVENUE AND OTHER INCOME		
(i) Operating activities		
– Member subscriptions	6,537,346	6,663,032
– Member promotions	90,294	113,491
– Rental income	326,837	297,716
– Other operating income	91,318	64,706
	<u>7,045,795</u>	<u>7,138,945</u>
(ii) Non-operating activities		
– Interest received	393,229	200,201
– Gain on sale of assets	3,337	19,085
	<u>396,566</u>	<u>219,286</u>
Total revenue and other income	<u>7,442,361</u>	<u>7,358,231</u>

NOTE 3: TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL

The totals of remuneration paid to the key management personnel of Western Australian Police Union of Workers during the year are as follows

Key management personnel compensation

– Wages and salaries	390,905	435,032
– Superannuation	45,471	43,050
– FBT – motor vehicles	29,791	31,991
– Director fees	14,330	16,790
	<u>480,497</u>	<u>526,863</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 2024

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 2024.

Summary Statement of Financial Position

The Union has continued its positive performance into 2023-2024 financial year with another increase in net assets taking this end of year balance to \$15 million. The Union's cash holdings have slightly increased from \$11 million to \$11.2 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 3.25% to 4.90% (2023: 2.60% to 4.25%) 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.

One vehicle was 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 increased its shares with Morgan Stanley by \$0.77 million during the year. The portfolio included investments in domestic and international shares.

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 \$7.44 million with the majority of income generated from membership subscriptions, which is accounted for 86% (2023: 88%) of the total revenue. The demand for Holiday Homes remained strong and increased by 10% from prior year.

The majority of expenses were once again well below budget, in particular total staff costs, legal member costs, other head office expenses. The industrial expenses were higher than budget due to a new EBA campaign started during the year.

Summary Statement of Changes in Equity

Equity movements comprised the surplus for the year of \$384,944 (2023: \$1,076,600) and unrealised gain on investments of \$109,287 as a result of an increment of valuation during the year.

Summary Statement of Cash Flow

With no significant changes to revenue this year, as the Union's income still covered all of the expenditure with a positive net cash flow recorded. There was an increase in cash flow of \$252,433 mainly contributed from the operation surplus for the year, offsetting by additions of 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 2024, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there has been:

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

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

AMW AUDIT

Chartered Accountants

A solid black rectangular box redacting the signature of Martin Shone.

MARTIN SHONE

Director & Registered Company Auditor

Dated at Perth, Western Australia this 29th day of October 2024



**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 2024, 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 2024, 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 2024.

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 black rectangular redaction box covering the signature of Martin Shone.

MARTIN SHONE

Director & Registered Company Auditor

RO Registration Number AA2017/8

Dated at Perth, Western Australia this 29th day of October 2024

MOTIONS ON NOTICE

88TH ANNUAL CONFERENCE 2024

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

1.0 CORPORATE

1.1 MAJOR CRIME BRANCH

Conference directs the Board of Directors to immediately extend the WA Police Union's free simple will service to Members to also include a free Enduring Power of Attorney and a free Enduring Power of Guardianship.

EXPLANATION

WAPU currently provide a simple will service free to its Members.

WAPU currently additionally provides EPA and EPG services to its Members at a cost of \$88.00 for each document (for a total of \$176.00).

An Enduring Power of Attorney (EPA) is a legal document a person makes that appoints a nominated person or persons to have legal authority to manage their property and financial affairs in the event of incapacity.

An Enduring Power of Guardianship (EPG) is a legal document a person makes that appoints a nominated person or persons to have legal authority to manage their medical and lifestyle affairs in the event of incapacity.

\$176.00 is a significant cost of living impost on a Member to provide themselves with sensible legal coverage in the event of incapacity.

WAPU currently encourages all Members to obtain a free simple will as a minimum standard. Given the nature of Policing, the Major Crime Branch considers the minimum standard should be extended to make available free EPA and EPG to all Members.

Major Crime Branch highlight that this service would only apply to WAPU Members, NOT their partners or spouses (unless their partner or spouse is a WAPU Member).

On 21 December 2023, the WAPU Board of Directors refused to carry this motion citing considerable financial costs this service would incur, however they acknowledged that not all Members would avail themselves of this service.

On 03 June 2024 Paul GALE, WAPU President, advised the WAPU Board of Directors have retained its previous position dated 21 December 2023, and by extension have refused to place this motion of the 2024 Annual Conference Agenda. Mr GALE cited the existing subsidised service provided to Members. Mr GALE did not stipulate specific reasons for not permitting Conference Delegates (i.e. representatives of WAPU Membership) to debate and vote on this motion at Annual Conference.

Major Crime Branch disagrees with the position of the Board of Directors and re-submits this motion to be placed on the 2024 Annual Conference Agenda.

Major Crime Branch draws the attention of the Board of Directors to Rule 8.1 of the Western Australia Police Union of Workers Constitution, Rules and By-Laws:

“8.1 Annual Conference

(a) The Annual Conference of the Union shall be the supreme authority over all matters affecting the general management and policies of the Union.” (emphasis added).

Major Crime Branch question why the Board of Directors are refusing to permit Conference Delegates (i.e. representatives of WAPU Membership) to debate and vote on this motion at Annual Conference; especially given that individual Directors can argue against it at Conference if they are of the opinion it is not in the best interests of the WAPU.

Major Crime Branch asserts that the position of the Board of Directors is undemocratic and against the interests of the Membership and WAPU Constitution.

Major Crime Branch draws attention to the WAPU Financial Report for year ending 30 June 2023, which shows:

1. The Surplus for the year was \$1,076,600; &
2. The Current Assets – Cash & Cash Equivalents was \$11,001,847.

In refusing to place the current motion on the 2024 Annual Conference Agenda, the Major Crime Branch draws the Board of Directors attention to the following four motions (not verbatim) that were placed on the 2023 Annual Conference Agenda:

1. Lobby the Government for a retention bonus for sworn Members; i.e.: \$10,000 for 10 years' service, \$15,000 for 15 years' service, and \$20,000 for 20 years' service;
2. Lobby the CoP to have current shoulder badging redesigned to conform with recognised protocols.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

2.0 INDUSTRIAL

2.1 EASTERN GOLDFIELDS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police include in the Industrial Agreement to cover officers injured in the line of duty, the benefit of being paid all missed shift penalties during the time period of recuperation and/or light duties.

EXPLANATION

Many officers rely on shift penalties to get by financially and go to specific positions that enable them to earn them. When they are injured in the course of their duties and they are not eligible for criminal compensation, these officers undergo not only the stress of recovering from the injury but the financial stress and burden of dropping back to their base wage through no fault of their own.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

2.2 GREAT SOUTHERN BRANCH

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 amounts and include provision for those allowances to index each year, as per ATO rates.

EXPLANATION

The current allowances set down in the Industrial Agreement have not increased since 2010. As a result, they are outdated and insufficient to cover the current cost of a reasonable meal. The RBA puts the 'basket of goods' inflation over the same period at about 40%. Inflation is likely to be significantly above this number in many Western Australia localities.

The inadequacy of the current rates has forced a status quo whereby Members are routinely unable to source a meal within the allowances and are subsequently at the mercy of negotiation with their individual OIC as to whether the expenditure was reasonable. Begging for a meal they are entitled to, at the same time receiving no compensation for time away from their families, places unnecessary and undue stress on our many Members who are required to travel as a function of their role.

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For reference, the current ATO rates for domestic travel are:

- (a) Breakfast – \$32.10
- (b) Lunch – \$36.10
- (c) Dinner – \$61.50

WAPF rates South of 26 are:

- (a) Breakfast – \$16.30
- (b) Lunch – \$16.30
- (c) Dinner – \$46.50

Given it is now difficult to purchase a low quality, unhealthy meal from any of the major fast food chains in WA without exceeding our lunch allowance, these amounts are patently inadequate to cater for a healthy and productive workforce. Overtime and missed meal rates are similarly antiquated.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

3.0 LEGAL

3.1 EASTERN GOLDFIELDS BRANCH

Eastern Goldfields Branch through Conference directs the President to lobby the state government to make changes to the legislation regarding mandatory testing of suspected transferors in effort to change the wording of “may” use force and involved medical staff “may” use force to obtain a sample. This wording should be changed to “must, if required”.

EXPLANATION

If a suspected transferor refuses to allow mandatory testing, they are advised that they will receive a summons to appear at court for the offence of Failing to Comply with the requirement to submit to the taking of a sample (sec 13 MITD) and then release the suspect transferor immediately.

This is not acceptable. Although this piece of legislation was a big win for WAPU and the general Membership, we are finding that there is a lack of desire from medical staff to use force and suspects are inclined to refuse a sample as the punishment is not immediate and the prospect of another fine is no deterrent.

Relevant section.

9.4 Under ‘Part 4 – General’ of the Act, the taking of a blood sample under a disease test authorisation:

(a) states that ‘the doctor, nurse or qualified person may take a blood sample from the suspected transferor in accordance with the disease test authorisation. If help is needed for taking a blood sample, the doctor nurse or qualified person may ask another person to give any reasonably necessary help. The doctor, nurse or qualified person, and a person helping the doctor, nurse or qualified person may use any reasonably necessary force for taking the blood sample’.

(b) the Act does not specifically state that a doctor, nurse, or qualified person ‘must use necessary force’ for taking a blood sample

(c) In the case where a doctor, nurse or qualified person is uncertain about the 'use of necessary force,' or does not feel capable to apply 'necessary force,' they may seek advice from a senior staff Member

(d) the Act authorises penalties for non-compliance by the suspected transferor

(e) in the case the suspected transferor fails to comply, they may be charged with failure to comply if they do not provide a reasonable excuse, and he/she will be issued with a summons to appear in court.

Passed by _____ Secoded by _____

CARRIED / LOST / WITHDRAWN

4.0 OPERATIONAL

4.1 EASTERN GOLDFIELDS BRANCH

No Maximum Tenure in Regional Hubs:

Conference directs the board of Directors to lobby the Commissioner of Police for the re-establishment of no maximum tenure in the following stations:

- (a) Kalgoorlie Police Station
- (b) Geraldton Police Station
- (c) Albany Police Station
- (d) Bunbury Police Station

EXPLANATION

At present Kalgoorlie Police Station has an estimated 15 vacancies which are yet to be filled.

With the new tenure policy introduced this year any new officers who move to one of the stations listed above will now have a maximum tenure of 6 years if being in the role of Primary First Responders or a maximum of 4 years if being either an OIC of a station or detectives office or any other category that falls short of being a Primary first responder.

Officers do however under the new tenure policy have the option of being able to reapply for the position that they currently occupy, however the spot cannot be guaranteed.

With the new tenure policy for officers who have families and wish to set up a life in regional Western Australia at one of the above stations they now face the possibility of not being able to stay past their maximum tenure.

The agency at present are being criticised for the shortfall in retention to recruiting officers and with the above new tenure policy has only had a further impact on officers deciding whether to go country or stay metro.

If we were to remove the current maximum tenure conditions, it may entice people with families to transfer to not only Kalgoorlie but other main regional towns in WA and fill the vacancies that are unfortunately growing in number.

Furthermore, with children and schooling, people with children that are nearing to high school age would look to preferably stay in Metro as they do not want to later move their children out of school and disturb their education.

An example of this would be a family with multiple children i.e. three children and the age range is two – three years years between each child. When it comes to the four – six year tenure at least one of the children will possibly move during the high school years where NAPLAN and other relevant factors are in play. This could have a negative effect not only on the child's education but social wellbeing as well.

Passed by _____ Secoded by _____

CARRIED / LOST / WITHDRAWN

MOTIONS ON NOTICE

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4.2 PAO PROPERTY BRANCH

Conference directs the Board of Directors to instruct the Commissioner to offer fully funded scholarships to interested Police Auxiliary Officers (Property) to attain Certificate III in Supply Chain Operations (Warehousing Operations), and interested Police Auxiliary Officers (Custody) to attain Certificate III in Correctional Practice, on the proviso that they remain employed with Western Australia Police as a Police Auxiliary Officer for five years after completion of the qualification. If the person departs or ceases employment with WA Police Force before five years the cost of the scholarship is to be paid back on a pro rata basis.

EXPLANATION

Custodial Officers across Western Australia are commonly accredited with the Certificate III in Custodial Practice. The Western Australia government currently offer the certification to Youth Custodial Officers and Prison Officers, private agencies Serco and Ventia both offer the certification as part of their training. Police Auxiliary Officers (Custody) appear to be the only employees in a comparable role in Western Australia not receiving this accreditation.

Formal training for Property Auxiliary (Property) is currently lacking. By providing industry standard training for those working at the warehouse there will be improved efficiency, safety and enhance the capabilities and performance of how WA Police manages exhibits.

Retention of the Police Auxiliary Officers is beneficial for the agency. Less turnover reduces costs associated with hiring and training new officers. Currently there is little incentive for Auxiliary Officers to stay with the agency. Providing a scholarship and qualification will help to retain people in their roles. Experienced officers make better officers. Retaining officers by offering a recognised qualification will keep and build upon the knowledge base in the agency. Knowledgeable and experienced officers who are certified ensures they are better prepared to deliver high quality service to WA Police and our community.

While Custody Officers currently receive training at the Academy no certificate of this training is issued at completion. A Property Officer does not attend the Academy and receives on-the-job training from co-workers. Certification in Australia wide recognised industry practices promotes a higher standard of professionalism and accountability. Officers are better prepared to handle their responsibilities ethically and competently.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

4.3 ACADEMY BRANCH

(a) Conference Directs the Board of Directors to lobby the Commissioner of Police to recognise Driver Training Instructors as specialist trainers within WAPOL.

(b) Upon receipt of the recognition of Driver Training Instructors as specialist trainers within WAPOL, Conference Directs the Board of Directors to lobby the Commissioner of Police to award a specialist allowance equivalent to 3% of the base salary rate of the Employee's substantive rank.

EXPLANATION

Police Driver Training Instructors play a pivotal role in ensuring the safety and effectiveness of our officers on the road. The process of becoming a qualified Driving Instructor is rigorous, taking approximately four – six months months of intensive theoretical and practical driver training. This training involves a significant amount of on-road instruction under the mentorship of experienced instructors.

With the significant on road training time and presence also comes the responsibility for responding to priority calls. All officers are operationally ready, fully kitted up and available, where required to respond. This places additional pressure on the trainer to supervise, mentor and be responsible for the safety of multiple recruits in live real time operational policing situations.

Officers from the Driver Training Unit were among the first to be involved in a live Stationary Vehicle Containment (SVC).

Justification:

Extensive Training: The training for instructors is not only lengthy but also demands a high level of skill and attention, combining theoretical knowledge with practical, real-world application in the form of on road training.

Stress and Responsibility: Instructors are under constant mental stress, needing to identify and mitigate threats while training recruits in response driving. Daily exposure to high-risk situations requiring critical and decisive decision making to ensure safety. They are ultimately responsible for the safety of themselves, recruits and the wider public during response driving training sessions.

Physical and Mental Toll: The mental and physical demands of this role are substantial, with instructors undergoing up to three hours of on-road training per day during the two-week course, leading to considerable fatigue.

Specialised Skillset: The unique skills and responsibilities of Driver Training Instructors go beyond the standard policing duties, warranting recognition as a specialised role.

Proposal:

That Police Driver Training Instructors be officially recognised as specialists within our agency. This recognition should be accompanied by a specialist allowance, acknowledging the additional skills, risks, and responsibilities inherent in their role.

Conclusion:

Recognising and compensating our Driver Training Instructors appropriately will not only boost morale in this otherwise stressful environment but also encourage more officers to pursue this challenging and crucial specialisation.

A base rate Senior Constable would receive an allowance of \$3064.26 per annum based on 3 per cent. The allowance would only be paid to those trainers once all relevant agreed qualifications and standards were achieved.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

5.0 WELFARE

5.1 EASTERN GOLDFIELDS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police seek a Heating and Cooling Allowance, similar to the electricity subsidy given to staff above the 26th parallel, for Members in the Goldfields Region. This motion can be adapted to include Great Southern, Wheatbelt and South West districts.

EXPLANATION

Officers in the Goldfields-Esperance are spending an ever increasing amount on heating and cooling their homes. The increase in electricity and gas costs have resulted in regional WA officers spending inordinate amounts of money either cooling or heating their homes.

With electricity prices increasing by another seven per cent, officers with reverse cycle air conditioning are paying upwards of \$500 every eight weeks. The more common Evaporative Air-conditioning is even more expensive. Gas bottle prices cost on average \$140 per bottle and wood prices are \$650 per 7m x 5m trailer.

MOTIONS ON NOTICE

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This is significant cost for regional WA Members to bare when coupled with increasing rents, fuel and commodity prices. Regional WA Members in the north of State have enjoyed subsidised energy bills for a long time and it is time Members who are required to not only spend significant money cooling their homes in the summer months, but have to spend significant amounts in the winter months heating their homes, are compensated with an allowance.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

5.2 EASTERN GOLDFIELDS BRANCH

Conference directs the Board of Directors to liaise with Government Regional Officer Housing (GROH) to establish what rights a tenant has, in respect to maintenance timetables not being kept, to have emergency or urgent repairs carried out and reimbursed, and to discuss compensation if these maintenance timetables are not kept.

EXPLANATION

A normal public tenant has the rights under Section 43 of the Residential Tenancies Act to arrange repairs in the event they cannot contact the lessor, or repairs are not conducted in a timely fashion. Quite often in remote areas, it is not for urgent repairs to wait several days, if not weeks. This also occurs in major regional areas, despite the various trades being 'on tap'.

Section 43 in part provides a definition as:

urgent repairs, in relation to residential premises, means repairs to the premises that are necessary –

- (a) for the supply or restoration of a service prescribed in the regulations as an essential service; or*
- (b) to avoid –*
 - (i) exposing a person to the risk of injury; or*
 - (ii) exposing property to damage; or*
 - (iii) causing the tenant undue hardship or inconvenience*

The Department of Commerce website, when talking about rights of a tenant, mentions that a temporary rent reduction may be a means of compensating a tenant for undue delay in effecting repairs, and this should also be available to GROH tenants. If the government's aim is for GROH tenants to pay market/near market rents, then we should be getting the same benefits as private tenants can have.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

5.3 GREAT SOUTHERN BRANCH

That Conference directs the Board of Directors to urgently lobby the Commissioner of Police to immediately:

1. Install CCTV cameras at the residential premises of all Members serving in Regional WA.
2. Install secure firearm/accoutrement cabinets within Member residential properties, on application by Members serving in Regional WA.

3. Amend policy to enable all officers from Regional WA. to deploy direct to tasking from their home address.

EXPLANATION

Throughout the last four years within the Great Southern Policing District, three Officers-in-Charge have had Members of the public attend their private residences with the intention of committing a serious offence.

Other security incidents have and continue to occur at York, Beverly, Gnowangerup, Nannup and Katanning. Many officers within Regional WA have also had similar instances that have gone either unreported or nil incidents have occurred during their interactions.

Currently the only security arrangements approved by GROH are security screens and lighting around the exterior of the property. These security arrangements only provide a barrier and do not help to identify nor record incidents as they occur.

There is an urgent need for Members, particularly those stationed at two/three officer stations, to have the ability to safely store accoutrements and to deploy directly from home to incidents, including responding to security incidents at their home addresses and Police Station alarms outside of usual hours.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

5.4 **WATER POLICE BRANCH**

That Conference requests the Board of Directors to call for the immediate removal of the current tenure policy affecting Members of the West Australian Police Service.

EXPLANATION

The tenure policy must be reviewed and removed to promote a healthier work environment, improve officer retention, and enhance overall effectiveness in serving the community. We urge the union to advocate for this change in discussions with relevant stakeholders.

1. **Impact on Morale:** The existing tenure policy has been shown to negatively affect the morale of officers, creating a sense of insecurity and dissatisfaction within the ranks.
2. **Retention Issues:** The policy has contributed to increased turnover rates, as officers seek positions in other jurisdictions or sectors where job security is prioritised.
3. **Operational Effectiveness:** A rigid tenure policy undermines the ability of the police force to retain experienced personnel in critical roles, thereby impacting operational effectiveness and community safety.
4. **Equity and Fairness:** The current policy disproportionately affects certain demographics within the workforce, leading to concerns about fairness and equity in career progression.
5. **Best Practices:** Many successful police services have adopted more flexible tenure arrangements that promote stability and job satisfaction among their officers.

Passed by _____ Seconded by _____

CARRIED / LOST / WITHDRAWN

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WA POLICE UNION

639 Murray Street West Perth WA 6005
P (08) 9321 2155 E admin@wapu.org.au

www.wapu.org.au

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