



Australian Government
Australian Industrial Registry

Level 5, 11 Exhibition Street
Melbourne, VIC 3000
GPO Box 1994, Melbourne, VIC 3001
Telephone: (03) 8661 7767
Fax: (03) 9655 0410
Email: ailsa.carruthers@airc.gov.au

Mr Andrew Dunn
Secretary
South Australian Police Branch
Police Federation of Australia
27 Carrington Street
ADELAIDE SA 5000

Attention: Ms Lesley Dunstan

Dear Mr Dunn,

**Police Federation of Australia – South Australian Police Branch
Application for Certificate Stating that Financial Affairs of the Branch are Encompassed
by Financial Affairs of an Associated State Body
Financial Report for the Year Ended 30th June 2007 - FR2007/435**

I refer to my telephone conversation this afternoon with Ms Lesley Dunstan of your office requesting a copy of the certificate that was granted on 2 June 2008 to the Australian Police Branch of the Police Federation of Australia for the financial year ended 30 June 2007 under section 269 of Schedule 1 of the *Workplace Relations Act* 1996.

Unfortunately we are unable to locate the original certificate.

Enclosed is a new certificate that has been signed by the Deputy Industrial Registrar this afternoon.

I apologise for any inconvenience this may have caused. Please contact me by email at ailsa.carruthers@airc.gov.au or on (03) 8661 7767 if we can be of any further assistance.

Yours sincerely,

A handwritten signature in black ink that reads 'Ailsa Carruthers'.

Ailsa Carruthers
Team Manager
Statutory Services Branch
20 October 2008

WORKPLACE RELATIONS ACT 1996

s.269(2)(A) RAO Schedule

Reporting unit's financial affairs encompassed by associated State body

Police Federation of Australia
(FR2007/435)

CERTIFICATE

On 27 May 2008 an application was made under section 269(2)(a) of Schedule 1 of the *Workplace Relations Act 1996* (RAO Schedule) by the South Australia Police Branch (the Branch) of the abovenamed organisation for a certificate stating that the financial affairs of the Branch are encompassed by the financial affairs of the Police Association of South Australia (the Association), an associated State body, in respect of the financial year ended 30 June 2007.

On 27 May 2008 , the Branch lodged a copy of the audited accounts of the Association with the Industrial Registry.

I am satisfied that the Association:

- is registered under the *Fair Work Act 1994 (SA)*, a prescribed State Act; and
- is, or purports to be, composed of substantially the same members as the Branch; and
- has, or purports to have, officers who are substantially the same as designated officers in relation to the Branch; and
- is an associated State body.

I am further satisfied that:

- the Association has in accordance with prescribed State legislation, prepared accounts, had those accounts audited and provided a copy of the audited accounts to its members;
- there is no requirement to lodge the accounts with the relevant authority in South Australia; and
- any members of the Branch who are not also members of the Association have been provided with copies of the accounts at substantially the same time as members of the Branch who are members of the Association.

I am satisfied that the financial affairs of the Branch in respect of the financial year ending 30 June 2007 are encompassed by the financial affairs of the Association and I certify accordingly under section 269(2)(a) of the RAO Schedule.



T. Nassios
DEPUTY INDUSTRIAL REGISTRAR

20 October 2008





Mr Andrew Dunn
Secretary
South Australian Police Branch
Police Federation of Australia
27 Carrington Street
ADELAIDE SA 5000

Dear Mr Dunn,

**Police Federation of Australia – South Australian Police Branch
Application for Certificate Stating that Financial Affairs of the Branch are Encompassed
by Financial Affairs of an Associated State Body
Financial Report for the Year Ended 30th June 2007 - FR2007/435**

Receipt is acknowledged of an application pursuant to section 269 of Schedule 1 of the Workplace Relations Act 1996 (RAO Schedule) for a certificate stating that the financial affairs of the Branch are encompassed by the financial affairs of the associated State body. The documents were lodged in the Industrial Registry on 1 May 2008 and 27 May 2008.

The documents have been filed.

While you do not need to take any further action with respect to the documents that have been filed, I make the following comments to assist you in preparing documents in the future.

Operating Report

Regulation 159(c) of the Workplace Relations (Registration and Accountability of Organisations) Regulations 2003 (RAO Regulations) requires the Operating Report to state the 'period for which' each Committee of Management member has held office.

The Operating Report states that the listed individuals held office as members of the Committee of Management 'during the reporting period...'. This wording suggests that these individuals held office for the entire financial year but you are requested in future to state this more clearly. For instance, a simple change of wording could state that officers held office 'during the entire reporting period'. Alternatively, you may choose to state that all officers held office for the entire financial year 'except where otherwise stated' and then include in brackets after their names the dates upon which officers either assumed or left office.

Please contact me (except on Wednesdays) by email at ailsa.carruthers@air.gov.au or on (03) 8661 7767 if you have any questions.

Yours sincerely,

Ailsa Carruthers
Statutory Services Branch

2 June 2008



**Police Federation
of Australia**

South Australia Police Branch
ABN 73 802 822 770

27 Carrington Street
Adelaide SA 5000

Tel: (08) 8212 3055
Fax: (08) 8212 2002

Ref: AD:ld:1830/07

23 May 2008

The Industrial Registrar
Statutory Services Branch
Australian Industrial Registry
GPO Box 1994S
MELBOURNE VIC 3001



Dear Registrar

**APPLICATION PURSUANT TO s.269 of SCHEDULE 1B OF THE
*WORKPLACE RELATIONS ACT 1996***

The Police Federation of Australia, SA Police Branch makes application pursuant to s.269 of Schedule 1B of the Workplace Relations Act 1996, to be taken to have satisfied Part 3 of Schedule 1B.

RELIEF SOUGHT

- That the Registrar 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 Schedule 1B of the *Workplace Relations Act 1996*.

GROUNDINGS AND REASONS

S.269 of Schedule 1B applies to the PFA SA Police Branch (hereinafter referred to as "Reporting Unit") on the following basis:

1. The Police Association of SA (hereinafter referred to as the "associated State body") is registered as an industrial organisation under the *Fair Work Act 1994 (SA)*.
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 Schedule 1B on the following basis:

- a. The associated State body has prepared accounts, had those accounts audited and published;
- b. A copy of the audited accounts are attached hereto;
- c. There is no requirement to lodge the audited accounts with the relevant authority in South Australia.
- d. An operating report made pursuant to Section 254 of Schedule 1B of the *Workplace Relations Act 1996* has been completed; and
- e. A copy of the operating report of the Police Federation of Australia, South Australia Police Branch is attached.
- f. The audited accounts and operating report have been made available to Branch members.
- g. There are no Branch members who are not members of the Start registered body.

The Police Federation of Australia SA Police Branch submits that based on the grounds and reasons stated herein and the supporting documentation, the Branch satisfies s.269 of Schedule 1B and consequently seeks the relief as sought in this application.

If you have any queries with regard to this application or seek further supporting evidence, please contact the undersigned.

Yours faithfully



ANDREW DUNN
SECRETARY

**POLICE FEDERATION OF AUSTRALIA
SOUTH AUSTRALIA POLICE BRANCH**

**OPERATING REPORT FOR YEAR ENDED 30 JUNE 2007
made pursuant to Section 254 of the *Workplace Relations Act 1996***

PRINCIPAL ACTIVITIES

The principal activities of the Association during the reporting period were to provide industrial and organising services to the members consistent with the objects of the Association and particularly the object of protecting and improving the interests of the members.

The Association's principal activities resulted in maintaining and improving the wages and conditions of employment of the membership.

There were no significant changes in the nature of the Association's principal activities during the reporting period.

There were no significant changes in the Association's financial affairs.

MANNER OF RESIGNATION

Members may resign from the Association in accordance with rule 11(a)(i).

**TRUSTEE OR DIRECTOR OF TRUSTEE COMPANY OF SUPERANNUATION ENTITY
OR EXEMPT PUBLIC SECTOR SUPERANNUATION SCHEME**

The following officers of the Association held positions in the following entities;

Trevor Haskell (Deputy President) is a member of the Police Superannuation Board (SA) by appointment of the Governor.

Bernadette Zimmermann (Vice President) is a deputy member (to Trevor Haskell) of the Police Superannuation Board (SA) by appointment of the Governor.

Michael Standing (Treasurer) is a member of the Police Superannuation Board (SA) by appointment of the Governor.

James Tappin (committee member) is a deputy member (to Michael Standing) of the Police Superannuation Board (SA) by appointment of the Governor.

NUMBER OF MEMBERS

The number of persons who, at the end of the reporting period, were recorded on the Register of Members of the Association was 4,319.

NUMBER OF EMPLOYEES

The number of persons who were, at the end of the reporting period, employees of the Association was 10.

MEMBERS OF COMMITTEE OF MANAGEMENT

The persons who held office as members of the committee of management of the Association during the reporting period were:

- Peter Alexander (President)
- Andrew Dunn (Secretary)
- Trevor Haskell (Deputy President)
- Bernadette Zimmermann (Vice President)
- Michael Standing (Treasurer)
- Barbara Parfitt (committee member)
- David Reynolds (committee member)
- Trevor Milne (committee member)
- Rick Day (committee member)
- James Tappin (committee member)
- Elizabeth McGregor (committee member)
- Allan Cannon (committee member)

ANDREW DUNN
SECRETARY

11 October 2007

Copy 23.5.08
if



Mr Andrew Dunn
Secretary
South Australian Police Branch
Police Federation of Australia
27 Carrington Street
ADELAIDE SA 5000

Dear Mr Dunn,

**Police Federation of Australia – South Australian Police Branch
Application for Certificate Stating that Financial Affairs of the Branch are Encompassed
by Financial Affairs of an Associated State Body
Financial Report for the Year Ended 30th June 2007 - FR2007/435**

Receipt is acknowledged of an application pursuant to section 269 of Schedule 1 of the Workplace Relations Act 1996 (RAO Schedule) for a certificate stating that the financial affairs of the Branch are encompassed by the financial affairs of the associated State body. The documents were lodged in the Industrial Registry on 1 May 2008.

The documents have not been filed. As discussed below, it is not possible to file the documents until the Registry is in receipt of some further information.

As you know, section 269(2) of the RAO Schedule sets out a number of requirements with respect to the granting of a certificate. The section states as follows (emphases added):

- (2) A reporting unit is taken to have satisfied this Part if this section applies to the reporting unit and:
- (a) a Registrar, on the application of the reporting unit, issues a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of the associated State body; and
 - (b) the associated State body 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 audited accounts with the relevant State authority; and
 - (c) the reporting unit has lodged a copy of the audited accounts with the Industrial Registry; and
 - (d) any members of the reporting unit who are not also members of the associated State body 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 associated State body; and
 - (e) a report under section 254 has been prepared in respect of the activities of the reporting unit and has been provided to members of the reporting unit with the copies of the accounts.

Your Statement of 30 April 2008 does not address the following requirements of section 269(2):

- It is not stated that the audited accounts have been lodged with the relevant authority in South Australia;

- It is not stated whether members of the Branch who are not also members of the State registered body have been provided with copies of the accounts at substantially the same time as members of the State registered body; and
- While your application states in paragraphs (c) and (d) that an Operating Report has been completed and is attached, the documents that were lodged did not include a copy of the Operating Report.

You are therefore requested to do the following:

1. Confirm in writing that the audited accounts have been lodged with the relevant authority in South Australia;
2. Confirm in writing that members of the Branch who are not also members of the State registered body have been provided with copies of the accounts at substantially the same time as members of the State registered body. If there are no such persons then you are requested to confirm that fact in writing;
3. Confirm in writing that a copy of the Operating Report prepared under section 254 of the RAO Schedule has been provided to Branch members at the same time as copies of the audited accounts; and
4. Lodge a copy of the Operating Report with the Registry.

The Registrar will be able to issue a certificate under section 269(2)(a) of the RAO Schedule once we are in receipt of this further information and a copy of the Operating Report.

Please contact me (except on Wednesdays) by email at ailsa.carruthers@air.gov.au or on (03) 8661 7767 if you have any questions.

Yours sincerely,



Ailsa Carruthers
Statutory Services Branch

19 May 2008

FR 2007/435



**Police Federation
of Australia**

South Australia Police Branch
ABN 73 802 822 770

27 Carrington Street
Adelaide SA 5000

Tel: (08) 8212 3055
Fax: (08) 8212 2002

Ref: AD:ld:1830/07

30 April 2008

The Industrial Registrar
Statutory Services Branch
Australian Industrial Registry
GPO Box 1994S
MELBOURNE VIC 3001



Dear Registrar

**APPLICATION PURSUANT TO s.269 of SCHEDULE 1B OF THE
WORKPLACE RELATIONS ACT 1996**

The Police Federation of Australia, SA Police Branch makes application pursuant to s.269 of Schedule 1B of the Workplace Relations Act 1996, to be taken to have satisfied Part 3 of Schedule 1B.

RELIEF SOUGHT

- That the Registrar 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 Schedule 1B of the *Workplace Relations Act 1996*.

GROUND AND REASONS

S.269 of Schedule 1B applies to the PFA SA Police Branch (hereinafter referred to as "Reporting Unit") on the following basis:

1. The Police Association of SA (hereinafter referred to as the "associated State body") is registered as an industrial organisation under the *Fair Work Act 1994 (SA)*.
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 Schedule 1B on the following basis:

- a. The associated State body has prepared accounts, had those accounts audited and published;
- b. A copy of the audited accounts are attached hereto;
- c. An operating report made pursuant to Section 254 of Schedule 1B of the *Workplace Relations Act 1996* has been completed; and
- d. A copy of the operating report of the Police Federation of Australia, South Australia Police Branch is attached.

The Police Federation of Australia SA Police Branch submits that based on the grounds and reasons stated herein and the supporting documentation, the Branch satisfies s.269 of Schedule 1B and consequently seeks the relief as sought in this application.

If you have any queries with regard to this application or seek further supporting evidence, please contact the undersigned.

Yours faithfully



ANDREW DUNN
SECRETARY

Police Association of South Australia

ANNUAL REPORT

2007

Presented at the Annual General Meeting on 12th October 2007



PROUDLY SUPPORTED BY THE POLICE CREDIT UNION



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Yearly report of committee of management

To all members of the Police Association of South Australia:

With great pleasure I submit the report of the committee of management for the 2007 fiscal year.

EB5

Negotiations for a fifth enterprise agreement are continuing. Direct negotiations with government officials and the police commissioner have been intense. We have held to our position to improve SA police wages so as not to be left behind our interstate counterparts. Police salaries were greatly improved in EA2004 after the Rann Government

made a serious commitment to policing. The association appreciates how important these current negotiations are to members and we must maintain the improved position.

The association will not, in any negotiations, sell off current conditions of employment.

Nonetheless, negotiations do present the potential for drug-and-alcohol testing and the provision of DNA sampling of police officers for crime-scene exclusion. On these issues, the association will not agree to any proposal that does not protect members' rights.

I am confident we will again deliver to the membership a wages and conditions offer that improves its base salaries and working conditions. The association will not recommend any agreement which does not represent the best possible outcome.

Police numbers

The association's membership data base shows that there are around 4,300 police. Since the government committed to an additional 400 sworn

police officers, SAPOL has had to recruit from the UK to achieve this target. SAPOL has recruited about 300 serving British police officers over the last two years, and more UK recruitment is scheduled. It is appropriate to assess this exercise from the Police Association perspective. Two years ago, I said that: "...while the association is disappointed by the seeming lack of suitable local candidates for recruitment, it will nonetheless welcome the new members from the UK. They will bring a wealth of police experience and knowledge to SAPOL." This remains the association view today.

The British recruits, and their families, have made – and continue to make – a positive contribution to SAPOL, and the community it serves. They have helped to enhance the coveted reputation South Australia enjoys for policing. Such issues as recognition of prior learning and police experience still need further attention. Secretary Andy Dunn and I have met SAPOL representatives throughout the year to seek clear understanding on issues so

as to bring about equity for these recruits and all other members.

Retaining British recruits, and police officers generally, is vitally important to the future of policing in South Australia.

Finance

Our financial position, which continues to be sound, provides us with the basis from which to realize our goals and respond to the challenges that confront us.

Industrial

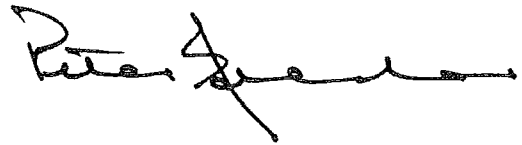
The extent of our industrial services continues to grow in the face of greater expectations from a rightly demanding membership. We are, in my judgement, meeting that challenge.

Political lobbying

The lobbying process necessarily continues to be part of the way we operate. Amendments to the Police Superannuation Act are imminent and amendments to the Police Act will come about in the year ahead. Amendments to the Forensic Procedures Act were welcomed: SA now has DNA laws which match any in the country.

Staff

I acknowledge the high standard of performance of our secretary, Andrew Dunn, assistant secretaries Mark Carroll and Thomas Scheffler, and all other members of the association staff. As well, I acknowledge the loyalty and support of the committee of management, delegates and branch officials.



**PETER ALEXANDER
PRESIDENT**

Independent Auditor's Report

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To the members of the Police Association of South Australia

Scope

We have audited the attached special purpose financial report, comprising the Statement by Executive Committee, Profit and Loss Account, Balance Sheet and Notes to and forming part of the Financial Statements, of The Police Association of South Australia for the year ended 30 June 2007. The Association's Executive Committee are responsible for the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements are appropriate to meet the requirements of the Industrial Relations Act, 1988, and the Associations Incorporation Act (SA) and are appropriate to meet the needs of the members. We have conducted an independent audit of the financial report in order to express an opinion on it to the members of The Police Association of South Australia. No opinion is

expressed as to whether the accounting policies used, and described in Note 1, are appropriate to the needs of the members.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Executive Committee's financial reporting requirements under the Industrial Relations Act, 1988 and the Associations Incorporation Act (SA). We disclaim any assumption of responsibility for any reliance on this report or on the financial statements to which it relates to any person other than the members or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements

and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 so as to present a view which is consistent with our understanding of the Association's financial position, and performance as represented by the results of its operation. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia.

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

I n d e p e n d e n t A u d i t o r ' s R e p o r t

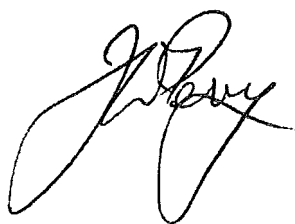
Audit Opinion

In our opinion, the financial report of The Police Association of South Australia presents a true and fair view of the financial position of The Police Association of South Australia as at 30 June 2007 and the results of its operations for the year then ended in accordance with the accounting policies described in Note 1 to the financial statement.

Dated this 8th day of
October 2007

GRAY PERRY – DFK

Chartered Accountants



James W Perry

Partner

ADELAIDE

Statement by Executive Committee

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For the year ended 30 June 2007

As detailed in Note 1 to the accounts the Association is not a reporting entity because in the Executive Committee's opinion, users are unlikely to exist who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs and these accounts are therefore "Special Purpose Financial Reports" which have been prepared solely to fulfil the requirements of the constitution of the Association.

The Association has applied the provisions of miscellaneous professional statement APS 1 "Conformity with Statements of Accounting Concepts and Accounting Standards" relevant to special purpose financial reports. On this basis no other Accounting Standards are applicable.

The Association has however adopted the accruals basis of accounting as defined in AAS 6 "Accounting Policies – Determination, Application and Disclosure". Other accounting standards have only been applied to the extent that they coincide with the accounting policies set out in Note 1 to the accounts.

In the Executive Committee's opinion:

(a) The accompanying profit and loss account is drawn up so as to give a true and fair view of the profit of the Association for the financial year ended 30 June 2007.

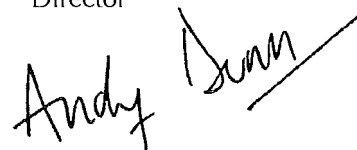
(b) The accompanying balance sheet is drawn up so as to give a true and fair view of the state of affairs of the Association as at 30 June 2007; and

(c) There are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.



Peter Alexander

Director



Andrew Dunn

Director

Adelaide 24th day of
September 2007

Profit and Loss Account

For the Financial year ended 30 June 2007

	\$ 2007	\$ 2006
Rental Income		
Rent Received - Holiday Properties	95,762	61,740
Rental Expenses - Holiday Properties	103,175	69,461
Net Holiday property rental income	-7,413	-7,721
Rent Received - Carrington Street	33,000	28,000
Net Rental Income - Nelson Place	8,400	1,042
Net Total Rental Income	33,987	21,321
Other Income		
Corporate		
Membership subscriptions	2,841,659	2,698,220
Interest Received	90,881	87,215
Reimbursement - legal aid	73,947	29,878
Sundry income	9,090	33,817
Legal fees reimbursed - Kapunda Road Royal Commission	0	98,540
Total Other income	3,015,578	2,947,670
Total Net Income	3,049,565	2,968,992
Expenses		
Accounting, auditing and consulting fees	6,650	6,500
Affiliation fees	17,487	16,899
Bad Debts Written Off	0	5,106
Bank charges and interest	20,479	19,184
Branch expenses	0	788
Industrial expenses	43,437	24,677
Committee, delegates and meeting expenses	97,974	91,839
Conference/function expenses	119,217	76,767
Death insurance - members	648,768	631,301
Depreciation	65,136	59,066
Gifts and donations	8,722	21,507
Insurance	35,265	39,091
Legal fees	288,047	249,527
Legal fees - Kapunda Road Royal Commission	0	101,568
Loss on sale of fixed assets	8,844	185
Loss on revaluation of Non-Current Assets	0	0
Mortality Fund	11,300	0
Occupancy Costs	92,681	81,671
Office and sundry expenses	147,555	137,045
PASA Kids	2,000	0
PFA (SA) Affiliation fees and meeting expenses	68,136	65,372
Police club subscriptions	109,661	103,321
Postage, printing and stationery	40,476	27,633
Publications	26,523	34,450
Telephone & communications	57,297	43,283
Wages, salaries and related costs	1,116,272	1,077,742
Welfare assistance	2,195	2,469
Total Expenses	3,034,123	2,916,991
Operating Surplus	15,442	52,000
Non-Operating Items		
Income		
Corporate	54,545	54,545
Police Club contribution	9,000	417,145
Profit On Sale Of Properties	68,727	
GLI Share	508,063	
Expenses		
Purchase of New Holiday Home - Gold Coast	3,961	8,922
Purchase of New Apartments - Adelaide	4,939	
Sale of Adelaide Townhouses	9,714	
Accumulated surplus brought forward	3,959,208	3,444,441
ACCUMULATED SURPLUS CARRIED FWD	4,596,371	3,959,208

Balance Sheet

For the Financial year ended 30 June 2007

	Notes	\$ 2007	\$ 2006
CURRENT ASSETS			
Cash	2	2,337,800	1,872,129
Receivables	3	62,460	70,511
Inventories	4	24,873	29,356
TOTAL CURRENT ASSETS		2,425,132	1,971,997
NON-CURRENT ASSETS			
Property, Plant and Equipment	5	6,573,862	6,185,097
TOTAL NON-CURRENT ASSETS		6,573,862	6,185,097
TOTAL ASSETS		8,998,994	8,157,093
CURRENT LIABILITIES			
Accounts Payable	6	418,108	312,029
Borrowings	7	23,736	11,330
Provisions	8	725,598	639,345
TOTAL CURRENT LIABILITIES		1,167,443	962,705
TOTAL LIABILITIES		1,167,443	962,705
NET ASSETS		7,831,551	7,194,388
EQUITY			
Reserves	9	3,235,180	3,235,180
Retained Profits		4,596,371	3,959,208
TOTAL EQUITY		7,831,551	7,194,388

Notes to and forming part of the accounts are included on pages 9 to 12

For the year ended 30 June 2007

1 Summary of Accounting Policies

General System of Accounting underlying the Financial Statements

The Association is not a reporting entity because in the Executive Committee's opinion, users are unlikely to exist who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs and these Accounts are therefore "Special Purpose Financial Reports" which have been prepared solely to fulfil the requirements of the constitution of the Association.

The Association has applied the provisions of Miscellaneous Professional Statement APS 1 "Conformity with Statements of Accounting Concepts and Accounting Standards" relevant to Special Purpose Financial Reports. On this basis no other Accounting Standards are applicable. The Association has however adopted the accruals basis of accounting defined in AAS 6 "Accounting Policies – Determination, Application and Disclosure". Other accounting standards have only been applied to the extent that they coincide with the accounting policies set out below.

The financial statements have been prepared on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless stated otherwise.

Significant Accounting Policies

Accounting policies are selected and applied in a manner, which ensures that the resultant financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions and other events is reported.

The following significant accounting policies have been adopted in the preparation and presentation of the financial report:

Depreciation

Depreciation is provided on plant and equipment, on a straight line or reducing balance basis as considered appropriate so as to write off the net cost of each asset during its expected useful life. Land and buildings are not depreciated as, in the opinion of the Executive Committee, no diminution in value has occurred.

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For the year ended 30 June 2007

Inventories

Inventories of Association Emblems are valued at cost.

Employee Entitlements

Provision has been made in the financial statements for annual leave and long service leave accruing to employees in accordance with statutory and contractual requirements and based on actual entitlements and earnings applicable at year end.

Land and Buildings at Valuation

The Land & Buildings at 27 Carrington Street, Penneshaw, Kangaroo Island, Blinman, Glenelg and Wallaroo were valued on 13 June 2003 by Ian Sach Property Consultants and are approved by the committee as a true reflection of the current value of the properties.

Two new properties in Adelaide at 188 Carrington Street were purchased during the year, with the sale of the properties at 11-15 Winifred Street.

Non Operating Items

Corporate Income represents the net proceeds of the commercial agreement with the Police Credit Union.

Police Club contribution represents the appropriation of profits from the previous year. These funds were dedicated to the opening of the National Police Memorial.

The GLI share represents the net proceeds of the commercial agreement with the Insurer.

The Profit from sale of Properties represents the proceeds of the sales of Unit 10 and Unit 15 Winifred Street.

S274 Notice

As required by s274(4) of the Industrial Relations Act, 1988, members' attention is drawn to the following subsections of this act:

- (1) A member of an organization, or a Registrar, may apply to the organization for specified prescribed information in relation to the organization.
- (2) An organization shall, on application made under subsection (1) by a member of the organization, or a Registrar, make the specified information available to the member or Registrar in such manner, and within such time, as is prescribed.
- (3) A Registrar may only make an application under subsection (1) at the request of a member of the organization concerned, and the Registrar shall provide to a member information received because of an application made at the request of the member.

For the year ended 30 June 2007

	\$	\$
2 CASH	2007	2006
Petty cash imprest	300	300
PCU - investment account	298,038	145,886
PCU Term deposits	1,792,496	1,494,526
National Australia Bank	28,920	25,715
Term Deposit - GLI payouts	218,045	205,703
	<u>2,337,800</u>	<u>1,872,129</u>
3 RECEIVABLES		
Prepayments	37,717	30,669
Trade debtors	24,742	39,842
Debtors - Police journal	0	0
Less: Provision for doubtful debts	0	0
	<u>62,460</u>	<u>70,511</u>
4 INVENTORIES		
Association Emblems	24,873	29,356
	<u>24,873</u>	<u>29,356</u>
5 PROPERTY, PLANT & EQUIPMENT		
Carrington Street - 2003	3,500,000	3,500,000
Land & Building Nelson Place	494,581	494,581
Blinman - 2003	45,000	45,000
Glenelg - 2003	297,000	297,000
Kangaroo Island - 2003	135,000	135,000
Penneshaw - 2003	293,882	280,000
Wallaroo - 2003	220,000	220,000
Townhouse, Unit 15, 11-23 Winifred St, Adelaide	0	155,000
Townhouse, Unit 10, 11-23 Winifred St, Adelaide	0	187,000
Gold Coast Apartment - 2006	566,551	555,714
Adelaide Apartment A2 - 2006	355,111	
Adelaide Apartment B23 - 2006	354,639	
	<u>6,261,764</u>	<u>5,869,294</u>
Furniture, fittings, carpets & plant	391,520	376,143
Less: Accumulated Depreciation	227,848	201,843
	<u>163,672</u>	<u>174,300</u>

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For the Financial year ended 30 June 2007

	\$ 2007	\$ 2006
Association motor vehicles - at cost	125,041	127,015
Less: Accumulated Depreciation	26,264	17,053
	<u>98,777</u>	<u>109,962</u>
Furniture & fittings - Level 1	17,145	17,145
Less: Accumulated Depreciation	12,065	11,263
	<u>5,080</u>	<u>5,882</u>
Furniture & fittings - holiday houses at cost	94,959	79,976
Less: Accumulated Depreciation	50,389	54,317
	<u>44,569</u>	<u>25,659</u>
Total Property, Plant & Equipment	<u>6,573,862</u>	<u>6,185,097</u>
6 PAYABLES		
Creditors	192,124	143,577
Sundry Creditors	7,940	-37,250
GLI Payouts	218,045	205,703
	<u>418,108</u>	<u>312,029</u>
7 BORROWINGS		
Unsecured:		
Revenue received in advance	23,736	11,330
Sales in advance - Police Journal	0	0
	<u>23,736</u>	<u>11,330</u>
8 PROVISIONS		
Provision for annual leave	250,556	219,783
Provision For Long Service Leave	475,042	419,563
	<u>725,598</u>	<u>639,345</u>
Note: There is an contingent liability in respect of long service leave for those employees who have been with the Association for less than seven years amounting to \$12174		
9 RESERVES		
Asset Revaluation Reserve	2,848,269	2,848,269
Asset Expansion Reserve	218,250	218,250
Reserve Special Campaigns	168,661	168,661
	<u>3,235,180</u>	<u>3,235,180</u>
10 REMUNERATION OF AUDITORS		
Auditing Services	<u>6,650</u>	<u>6,500</u>

Police Club of South Australia

FINANCIAL REPORT

2007

Presented at the Annual General Meeting on 16 October 2007



PROUDLY SUPPORTED BY THE POLICE CREDIT UNION



I n d e p e n d e n t A u d i t o r ' s R e p o r t

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T o t h e m e m b e r s o f t h e P o l i c e C l u b I n c .

Scope

We have audited the attached financial report, being a special purpose financial report, comprising the Statement by Executive Committee, Profit and Loss Account, Balance Sheet and Notes to and forming part of the Financial Statements, of The Police Club Inc for the year ended 30 June 2007. The Club's Executive Committee are responsible for the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements are appropriate to meet the requirements of the Industrial Relations Act 1988, and the Associations Incorporation Act (SA) and are appropriate to meet the needs of the members. We have conducted an independent audit of this financial report in order to express an opinion on it to the members of The Police Club Inc. No opinion is expressed as to whether the accounting policies

used, and described in Note 1, are appropriate to the needs of the members.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Executive Committee's financial reporting requirements under the Industrial Relations Act 1988 and the Associations Incorporation Act (SA). We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting

estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with accounting policies described in Note 1 so as to present a view which is consistent with our understanding of the Club's financial position, and performance as represented by the results of its operations and its cash flows. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia. The audit opinion expressed in this report has been formed on the above basis.

Independent Auditor's Report

Audit Opinion

In our opinion, the financial report of the Police Clubs Inc. presents a true and fair view of the financial position of the Police Club Inc. as at 30 June 2007 and the results of its operations for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Dated this 8th day of
October 2007

GRAY PERRY – DFK

Chartered Accountants



James W Perry

Partner

Adelaide

R e p o r t b y t h e E x e c u t i v e C o m m i t t e e

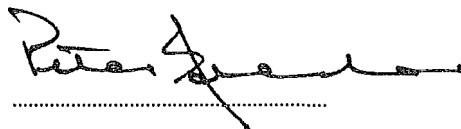
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**During or since the financial period ended
30 June 2007**

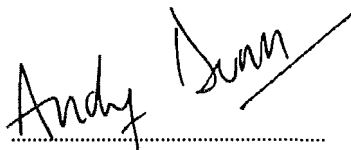
- (a) no officer of the club, or firm of which any officer is a member, or corporation in which any officer has substantial financial interest has received or become entitled to receive a benefit as a result of a contract between the officer, firm or corporation and the Club and:
- (b) no officer of the club received directly or indirectly from the club any payment or other benefit of a pecuniary value.

Signed in accordance with a resolution of the Executive Committee.

On behalf of the Executive Committee



.....
Committee Member



.....
Committee Member

Adelaide

Dated this 24th day of September 2007

Committee Declaration

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For the Financial year ended 30 June 2007

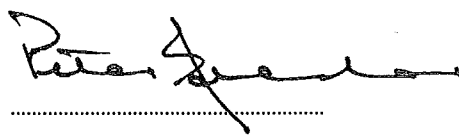
As detailed in Note 1 to the financial statements, the Club is not a reporting entity because, in the opinion of the committee, there are unlikely to exist users of the financial report who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs. Accordingly, this special purpose financial report has been prepared to satisfy requirements under the Associations Incorporation Act 1985 as amended and the Club's constitution.

The committee declare that:

- (a) the attached financial statements and notes thereto present fairly in accordance with the accounting policies described in Note 1 to the financial statements, The Club's financial position as at 30 June 2007 and the results of its operations for the 12 month period then ended; and
- (b) in the committee's opinion, there are reasonable grounds to believe that the Club will be able to pay its debts as and when they become due and payable.

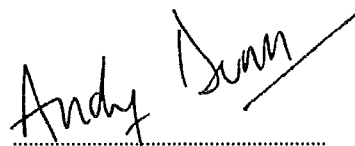
Signed in accordance with a resolution of the committee.

On behalf of the committee.



.....
Committee Member

President



.....
Committee Member

Secretary

Adelaide,

Dated this 24th day of September 2007

Trading, Profit and Loss Statement

2007/06/30

For Period ended 30 June 2007

	\$ 2007	\$ 2006
INCOME		
Bar	146,603	150,311
Take Away	229	3,876
Clearances	-	12,232
TOTAL INCOME	146,832	166,419
Less COST OF GOODS SOLD		
Bar Opening Stock	8,259	9,236
Bar Purchases	67,374	67,600
	75,633	76,836
Bar Closing Stock	9,233	8,259
TOTAL COST OF GOODS SOLD	66,400	68,577
GROSS PROFIT FROM TRADING	80,432	97,842
EXPENDITURE		
Accountancy Fees	7,200	7,200
Auditors Remuneration	5,600	5,500
Bank Charges	1,119	1,245
Cleaning	19,120	17,467
Depreciation	9,322	13,256
Disposable Supplies	708	459
Donations	4,518	-
Electricity	7,906	9,337
Gaming Expenses	-	2,115
Gas	469	450
Glasses, Linen, Accessories	1,047	667
Hire Plant & Equipment	1,145	770
Insurance	13,008	14,097
Insurance Workcover	829	1,026
Monitoring Gaming Machines	-	2,121
Legal Fees	-	1,164
Licences & Fees	1,495	2,235
Postage, Printing & Stationery	767	636
Promotions	-	272
Rent to Police Association	28,000	28,000
Repairs & Maintenance	5,577	5,133
Security Costs	492	273
Small Plant & Equipment	68	468
Stocktaking Expenses	1,040	880

Trading, Profit and Loss Statement

For Period ended 30 June 2007

Subscriptions	163	59
Superannuation Contributions	2,062	2,425
Sundry Expenses	396	438
Telephone	2,124	2,207
Wages & Subcontractors	74,756	76,091
Waste Disposal	2,026	1,798
TOTAL EXPENSES	190,957	197,787
OTHER INCOME		
Other Income	12,315	6,649
Interest Received	1,317	4,365
Members Subscriptions	109,661	103,321
Profit/Loss on sale of non current assets	-	-29,930
Gaming Machine Licences Sale	-	447,075
	123,293	531,480
OPERATING PROFIT/ LOSS BEFORE INCOME TAX	12,767	431,535
Appropriation of Funds to Police Association	-9,000	-417,145
OPERATING PROFIT/ LOSS AFTER APPROPRIATIONS	3,767	14,390
Retained Profits at the beginning of the Financial Year	78,626	64,236
UNAPPROPRIATED PROFIT 30 JUNE 2007	82,394	78,626

Balance Sheet

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As at 30 June 2007

	\$ 2007	\$ 2006
EQUITY		
Asset Revaluation Reserve	95,377	95,377
Retained Profits	82,394	78,626
TOTAL EQUITY	177,770	174,003
Represented By:		
CURRENT ASSETS		
Floats	2,960	3,010
Petty Cash	300	300
Investment Police Credit Union	10	10
Cash at Bank	68,963	59,866
ANZ EFTPOS Account	5,038	4,635
Trade Debtors	21,727	14,241
Prepayments	9,298	9,663
Stock on Hand	9,233	8,259
TOTAL CURRENT ASSETS	117,528	99,984
NON CURRENT ASSETS		
Improvements to Property at Cost or Valuation	66,904	65,904
Less Accumulated Amortisation	-25,900	-23,179
	41,004	42,725
Plant & Equipment at Cost or Valuation	103,219	100,237
Less Accumulated Depreciation	-55,991	-49,389
	47,228	50,848
TOTAL NON CURRENT ASSETS	88,232	93,572
INTANGIBLE ASSETS		
Gaming Machine Licence	-	-
TOTAL INTANGIBLE ASSETS	0	0
TOTAL ASSETS	205,761	193,557
CURRENT LIABILITIES		
EFTPOS Clearing	-	37
Advance Deposits	5,773	200
Trade Creditors	20,941	18,733
PAYG Tax Payable	175	194
GST Payable	1,102	390
TOTAL CURRENT LIABILITIES	27,990	19,554
TOTAL LIABILITIES	27,990	19,554
NET ASSETS	177,770	174,003

Other Income Statement

For Period ended 30 June 2007

	\$	\$
	2007	2006
OTHER INCOME SCHEDULE		
Commission Received	809	1,159
Sundry Income	-	100
Room Hire	11,450	5,312
Telephone Receipts	57	78
Staff Hire	-	-
Police Credit Union	1,317	4,365
Member Subscriptions	109,661	103,321
Loss on Sale of Assets	-	-29,930
Gaming Machine Licences Sale	-	447,075
TOTAL OTHER INCOME	123,293	531,480

Liquor Detailed Profit and Loss Statement

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For Period ended 30 June 2007

	\$ 2007	\$ 2006
INCOME		
Bar	146,603	150,311
Take Away	229	3,876
TOTAL INCOME	146,832	154,187
Less COST OF GOOD SOLD		
Bar Opening Stock	8,259	9,236
Bar Purchases	67,374	67,600
	75,633	76,836
Bar Closing Stock	9,233	8,259
TOTAL COST OF GOODS SOLD	66,400	68,577
GROSS PROFIT ON TRADING	80,432	85,610

Gaming Details Profit and Loss Statement

For Period ended 30 June 2007

	\$ 2007	\$ 2006
INCOME		
Clearances	-	12,232
Less EXPENSES		
Gaming Expenses	-	2,115
Machine Monitoring Fees	-	2,121
Poker Machine Reporting	-	-
Promotions	-	272
TOTAL EXPENSES	0	4,508
OPERATING PROFIT	0	7,724

Schedules to the Profit and Loss Statement

For Period ended 30 June 2007

	\$ 2007	\$ 2006
GAMING EXPENSES		
Gaming Expenses	-	2,115
Machine Monitoring Fees	-	2,121
Poker Machine Reporting	-	-
Promotions	-	272
TOTAL GAMING EXPENSES	0	4,508
OTHER EXPENSE SCHEDULE		
Accountancy Fees	7,200	7,200
Auditors Remuneration	5,600	5,500
Bank Charges	1,119	1,245
Cleaning	19,120	17,467
Depreciation	9,322	13,256
Disposable Supplies	708	459
Donations	4,518	-
Electricity	7,906	9,337
Freight & Cartage	-	-
Gas	469	450
Glasses, Linen, Accessories	1,047	667
Hire Plant & Equipment	1,145	770
Insurance	13,008	14,097
Insurance Workcover	829	1,026
Legal Fees	-	1,164
Licences & Fees	1,495	2,235
Postage, Printing & Stationery	767	636
Provision - Annual leave	-	-
Provision - Long Service Leave	-	-
Rent to Police Association	28,000	28,000
Repairs & Maintenance	5,577	5,133
Security Costs	492	273
Small Plant & Equipment	68	468
Stocktaking Expenses	1,040	880
Subscriptions	163	59
Superannuation Contributions	2,062	2,425
Sundry Expenses	396	438
Telephone	2,124	2,207
Wages	74,756	76,091
Waste Disposal	2,026	1,798
TOTAL OTHER EXPENSES	190,957	193,279
TOTAL EXPENSES	190,957	197,787

For the Financial Period ended 30 June 2007

1 Summary of Accounting Policies

General System of Accounting underlying the Financial Statements

The financial report, being a special purpose financial report, has been prepared to meet the requirements of the Associations Incorporation Act 1985 as amended and the Club's constitution.

The club is not a reporting entity because in the Executive Committee's opinion, there is unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy all of their specific information needs and these accounts are therefore "Special Purpose Financial Reports" that have been prepared solely to meet the constitution of the club.

The club has applied Accounting Standard AASB 1025 "Application of the Reporting Entity Concept and Other Amendments". Since the Executive Committees consider the club is not a reporting entity as defined in AASB 1025, the club is not required to comply with other Accounting Standards.

The financial statements have been prepared on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless stated otherwise.

Significant Accounting Policies

Accounting policies are selected and applied in a manner which ensures that the resultant financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions and other events is reported.

The following significant accounting policies have been adopted in the preparation and presentation of the financial report:

Depreciation

Depreciation is provided on property, plant and equipment. Depreciation is calculated on a straight line or reducing balance basis as considered appropriate so as to write off the net cost of each asset during its expected useful life.

Inventories

Inventories of bar stocks are valued at cost.

Police Association of South Australia

ANNUAL
CONFERENCE

2007



PROUDLY SUPPORTED BY THE POLICE CREDIT UNION



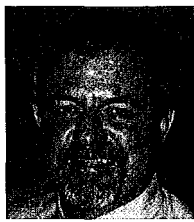
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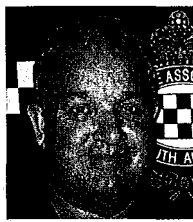
COMMITTEE



PRESIDENT
Peter Alexander



SECRETARY
Andrew Dunn



DEPUTY PRESIDENT
Trevor Haskell



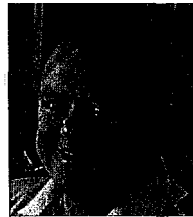
VICE PRESIDENT
Bernadette
Zimmermann



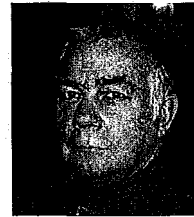
TREASURER
Mick Standing



Barbara Parfitt



David Reynolds



Trevor Milne



Rick Day



Jim Tappin

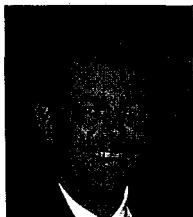


Liz McGregor



Allan Cannon

STAFF



ASSISTANT
SECRETARY
Mark Carroll



ASSISTANT
SECRETARY
Tom Scheffler



FINANCE
OFFICER
Marlene
Wiedeman



POLICE JOURNAL
ASSOCIATE EDITOR
Brett Williams



EXECUTIVE
SECRETARY
Lesley Dunstan



EXECUTIVE
SECRETARY
Anne Hehner



MEMBERSHIP
OFFICER
Sarah Stephens



RECEPTIONIST
/CLERK
Angela Currie

Committee, Staff and Delegates

COMMITTEE, STAFF AND DELEGATES LIST

COMMITTEE

President.....	Peter Alexander
Secretary.....	Andrew Dunn
Deputy President.....	Trevor Haskell
Vice President.....	Bernadette Zimmermann
Treasurer.....	Mick Standing
Committee persons.....	Barbara Parfitt
.....	David Reynolds
.....	Trevor Milne
.....	Rick Day
.....	Jim Tappin
.....	Elizabeth McGregor
.....	Allan Cannon

STAFF

Assistant Secretary.....	Mark Carroll
Assistant Secretary.....	Thomas Scheffler
Police Journal Associate Editor.....	Brett Williams
Finance Officer.....	Marlene Wiedeman
Receptionist.....	Angela Currie
Executive Secretary.....	Anne Hehner
Executive Secretary.....	Lesley Dunstan
Membership Officer.....	Sarah Stephens

DELEGATES

METRO SOUTH BRANCH

Southern Traffic.....	Peter Schulze (chair)
South Coast.....	Peter Harvey
Sturt.....	Graeme Edwards
Netley.....	Mark Williams
Adelaide.....	David Bowman
Norwood.....	Ralph Rogerson
Mounted Cadre.....	David Edmonds
Dog Operations.....	Bryan Whitehorn
Comcen.....	Andrew Speck
STAR Operations.....	Darren Cornell
Transit Police.....	Mick Tomney
Southern Prosecution.....	Andrew Heffernan
Southern Intelligence.....	Cindy Healey
ACB.....	Theo Tsavalas
Police Band.....	Neil Conaghty
HR.....	Mark Zadow
Firearms.....	Jon Kempplay-Hill
Airport.....	Graham Garratt

METRO NORTH BRANCH

Traffic Services.....	Michael Delany (chair)
Port Adelaide.....	Mitch Manning
Parks.....	Mark Kirk
Elizabeth.....	Mardi Ludgate
Golden Grove.....	Michael Kent
Salisbury.....	David Wright
Holden Hill.....	Kevin Beinke
Academy.....	Frank Toner
Northern Prosecution.....	Tim Pfeiffer
Northern Intelligence.....	Sean Howie
Northern Traffic.....	Graham Wasley
Gawler.....	David Savage

CRIME COMMAND BRANCH

Major Crime.....	Peter Rodney (chair)
DOCIB.....	Robin Kelly
Major Fraud.....	Frank Pagh
Adelaide CIB.....	David Huddy
South Coast CIB.....	Steve Atkinson
Sturt CIB.....	Rick Fielder
Elizabeth CIB.....	Kym Wilson
Holden Hill CIB.....	Antony Woolley
Port Adelaide CIB.....	Daryl Mundy
Intelligence Support.....	Steve Daviess
Forensic Services.....	Geoff Parker

COUNTRY SOUTH BRANCH

Mount Gambier.....	Andy McClean (chair)
Murray Bridge.....	Michael Towie
Adelaide Hills.....	David Edwards
Berri.....	John Gardner
Waikerie.....	Peter Santella
Renmark.....	Jack Campaign
Millicent.....	Philip Emmett
Naracoorte.....	Andrew Burgwin

COUNTRY NORTH BRANCH

Port Lincoln.....	Lloyd Parker (chair)
Port Augusta.....	Joe McDonald
Whyalla.....	David Taylor
Port Pirie.....	Gavin Mildrum
Peterborough.....	Andrew Dredge
Kadina.....	Guy McKenzie
Coober Pedy.....	Jeff Page
Ceduna.....	Richard Bach

OFFICERS BRANCH

Alex Zimmermann

WOMENS BRANCH

Chairperson..... Jodie Cole

ATSI BRANCH

Chairperson..... Annette Damon



GENERAL HOUSEKEEPING

1. CLAIM FORMS

Inside your folder the South Australian Delegates will find a claim form for travel expenses etc. If you need to make a claim please complete the form and return it to the Conference Manager as soon as possible to ensure your claim will be processed by the completion of the conference.

2. TELEPHONES & PAGERS

To minimise interruptions, we request that telephones are to be turned off and pagers switched to vibrate while the conference is in progress. If it is essential that your mobile phone is kept on during the conference please leave the room prior to commencing your conversation.

Telephones are available for use in the Association offices on the 2nd floor if required. Please see Angela, our Receptionist, on the 2nd floor for assistance. Incoming messages will be delivered.

3. NON-SMOKING AREA

The Police Association offices and the Conference Hall are all non-smoking areas.

4. TOILETS

Toilets are located through the door at the front of the Conference Hall and on the ground floor in the stairwell.

RULES OF DEBATE

The rules of debate for the Annual Conference will be in accordance with Rule 12.3 of the Police Association Constitution and the points as outlined below:

1. Any person desirous of moving a motion or amendment or of taking part in any discussion should move to one of the lecterns located at either side of the room and should resume their seat at the close of their remarks.

2. When the chairperson rises or proceeds to speak, the person speaking should be silent and should resume a seat if their remarks are completed.

3. The person proposing a motion or an amendment should state its nature before addressing the meeting thereon.

4. Voting shall be by a show of hands unless a motion to the contrary is received and carried.

5. Rule 12.2 and 12.3 as follows:

12.2 MEETINGS OF DELEGATES

At any meeting of Delegates the following shall apply:

12.2.1 Each delegate shall have one vote.

12.2.2 Voting shall be by simple majority only, for a motion to be carried.

12.2. At all Meetings of Delegates there will be an agenda stating order of business and items to be discussed and no other matters other than on the agenda will be discussed or debated unless Rule 12.2.4 applies.

12.2.4 Motions from the floor will not be accepted unless the matter to be discussed had arisen in the twenty-eight (28) days prior to the meeting, the

circumstances which necessitated the motion was not known before the agenda was formulated and the meeting decides that it should be dealt with.

12.2.5 In proposing a motion the mover may only speak on that motion after it has been seconded. The mover of any motion shall have the right of reply at the end of any debate.

12.3 RULES FOR DEBATING

When debating a resolution or motion the following shall apply:

12.3.1 There must be alternate speakers (one for, one against) to ensure a balanced debate. In the event of no speakers wishing to speak in opposition to the last speaker, the mover must have the right of reply and the resolution or motion then be put.

12.3.2 No person can speak more than once on any resolution or motion other than to obtain "point of clarification".

12.3.3 Any 'Point of Order' raised by a person must be settled by the President before any other debate on the resolution or motion continues.

12.3.4 A resolution or motion "that the resolution or motion be put" shall be put to the meeting immediately it has been moved, seconded and without debate.

12.3.5 Any other matter pertaining to conduct at meetings shall be settled by reference to *Joske's Law and Procedure at Meetings in Australia* and Committee decision in accordance with the provisions set out in Rule 12.1.4.

A g e n d a

CONFERENCE 2007

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Day one Item Tuesday 16 October 2007

0830	a	Delegates and guests arrival
0855	b	Housekeeping
0900	c	Arrival of - Deputy Premier Leader of the Opposition Minister for Police Shadow Minister for Police Commissioner of Police
0905	1	President's welcome
0910	2	Kaurna welcome to country (Ms Barbara Wyngard)
0915	3	Deputy Premier's address and opening of conference
0930	4	Leader of the Opposition's address
0945	5	President's address
1000	6	Morning tea – Police Club
1030	7	Commissioner of Police's address
1045	8	President's report
1105	9	Secretary's report
1120	10	Industrial report by Assistant Secretary (Mr Mark Carroll)
1145	11	Delegate report by Assistant Secretary (Mr Thomas Scheffler)
1200	12	Lunch – Police Club
1300	13	PFA report (Mr Mark Burgess)
1330	14	PCU (Mr Costa Anastasiou)
1400	15	Business session 1
1530	16	Afternoon tea – Police Club
1600	17	Geoff Goodfellow
1630	18	Police Club AGM
1635	19	PASA AGM
1645	20	PFA (SA Branch) AGM
1650	21	PASA award presentations
1700	22	Adjournment
1900 for 1930	23	Conference dinner – Police Club

Agenda

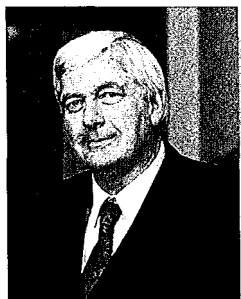
CONFERENCE 2007

Day Two Item Wednesday 17 October 2007

0930	24	Day one debrief – Police Club
1000	25	Police Health (Mr Michael Oertel)
1030	26	Police Legacy (Mr Brian Smith)
1100	27	Taser (Mr George Hateley)
1130	28	Morning tea – Police Club
1200	29	Superannuation (Mr Deane Prior)
1300	30	Lunch – Police Club
1400	31	CrimTrac (Mr Ben McDevitt)
1530	32	Afternoon tea – Police Club
1545	33	Business session 2
1700	34	Conference closure



Annual Conference 2007



On behalf of the committee of management I welcome delegates and guests to the 2007 annual conference.

I am pleased that we again have with us representatives of other branches of the Police Federation of Australia and a representative from the New Zealand Police Association. We look forward to sharing information with each other for the mutual benefit of our members on a state and national basis.

EB5

This has been a busy year for the association. At the time of writing we are in ongoing negotiations for a fifth enterprise agreement. Direct negotiations with government officials and the police commissioner have been intense. Our position has been to improve SA police wages and maintain parity with our interstate counterparts. Police salaries were improved in EA2004 after the Rann Government made a serious commitment to policing. The association appreciates how important these current negotiations are to members and we must maintain the improved position.

The association will not, in any negotiations, sell off current conditions of employment. Nonetheless, negotiations do present the potential

for drug-and-alcohol testing and the provision of DNA sampling of police officers for crime-scene exclusion. On these issues, the association will not agree to any proposal that does not protect members' rights.

I am confident we will again deliver to the membership a wages and conditions offer that improves its base salaries and working conditions. Rest assured that the association will not recommend any agreement which does not represent the best possible outcome.

Police numbers

Our membership records indicate that on a headcount basis there are approximately 4,300 police. The government committed to an additional 400 sworn police officers and SAPOL has needed to recruit from the UK to achieve this target. SAPOL has recruited approximately 300 serving British police officers over the last two years, and further UK recruitment is scheduled. It is appropriate to assess this exercise from the Police Association perspective. Two years ago, I stated that "while the association is disappointed by the seeming lack of suitable local candidates for recruitment, it will nonetheless welcome the

new members from the UK. They will bring a wealth of police experience and knowledge to SAPOL." This remains our view today.

The British recruits, and their families, continue to make a positive contribution to SAPOL, and the community it serves. They have helped to enhance the coveted reputation South Australia enjoys for policing. Such issues as recognition of prior learning and police experience still need further attention, and the secretary and I have met SAPOL representatives throughout the year in an effort to clarify issues to bring about equity for these recruits and all other members.

Retaining British recruits, and police officers generally, is vitally important to the future of policing in South Australia.

Police firearms

The association has argued that its front-line members be provided with the best tool of the trade available – a semi-automatic handgun. SAPOL announced in August that it will undertake a trial of semi-automatic handguns. The announcement of a further trial has frustrated the association. The decision to trial the weapon in light of the available evidence supporting its introduction is extraordinary. Semi-

automatic handguns are used extensively in policing both in Australia and overseas.

There has been a long debate regarding the merits of the revolver as opposed to those of the semi-automatic pistol. Without reciting the arguments chapter and verse, I simply reiterate the association's position: we aim to ensure that police officers, who put their lives on the line to protect the community, are provided with the best handgun available.

Taser

In accord with that aim, SAPOL's decision not to extend the provision of Taser to general-duty police came as a disappointment to the association. Taser provides front-line police with a highly effective, even potentially life-saving, tool of the trade. The association will continue to lobby SAPOL to broaden its provision of the Taser.

PASA services

I believe that our current structure is enabling us to focus on our major objectives of ensuring our members receive the best possible wages and working conditions and the delivery of the extensive range of services provided.

One of those services – the group life insurance

policy and mortality payment – is essential. On the death of a member we are able to provide \$107,000 to his or her family. It obviously cannot replace a loved one. But as an organization, we can be proud that we offer such a benefit. Having dealt with grief-stricken families over the last 12-months, I emphasize the importance for families in not having to worry about finances at the time of grieving.

On a lighter note, the purchase of the Gold Coast holiday apartment has been a great success and has a high occupancy rate. The committee of management will consider the purchase of another holiday apartment in the near future.

Finance

Our financial position continues to be sound and provides us with the basis to achieve our goals and respond to the challenges that confront us.

Industrial

The extent of our industrial services continues to grow, with greater expectations from a demanding membership. I believe we are meeting that challenge.

Political lobbying

The lobbying process continues to be part of how we operate. Amendments to the Police Superannuation Act are

imminent and amendments to the Police Act will occur in the year ahead. Amendments to the Forensic Procedures Act were welcomed and SA now has DNA laws the equal of any in the country.

Outlaw motorcycle gangs

The association welcomes the Rann Government's decision to introduce legislation which will provide police with additional powers to address the criminal activities of OMCGs. A vital adjunct to any legislative change is the supply of sufficient resources to deliver the desired outcomes. Commissioner Mal Hyde has advised the association of his intention to increase the number of dedicated staff to the newly formed Crime Gangs Task Force.

Superannuation

All current and future superannuants in all SA Police superannuation schemes will, from July 1, 2007, pay less on lump-sum and indexed pensions from the age of 60. This simply means that, if you are 60 or older on July 1, 2007, you will receive a reduction in the tax you currently pay. The current Federal Government advertising, which pushes the "no-tax-on-super-after-60" message, does not apply to SA Police and other schemes that were



not taxed during the contribution years. You will get a 10 per cent tax offset – which will give you more cash in hand – from July 1, 2007, if you are 60 or older. You do not have to do anything to access the tax reduction, as the Police Superannuation office will do it for you.

Country housing

This important issue remains a challenge. The expansion of Roxby Downs and increase in police numbers and the associated cost of housing rents highlight the need for a rethink on the present country rental agreement. It will require our best efforts in the year ahead.

Police Federation

Our national body continues to grow and evolve. An update of its activities will be given during conference by its CEO, Mark Burgess.

Staff

I acknowledge the high standard of performance of our secretary, Andrew Dunn, assistant secretaries, Mark Carroll and Thomas Scheffler, and all other members of our staff. I also acknowledge the loyalty and support of the committee of management, delegates and branch officials.

In conclusion, I encourage all conference participants to exchange views and

ideas, to build relationships, and to enjoy our time together.

I hope it is a good experience for you all personally and beneficial to our members generally.

**PETER ALEXANDER
PRESIDENT**



Annual Conference 2007



Delegates and guests, welcome to conference 2007.

In this our 96th year, I proudly present my tenth report to annual conference.

The breadth of our operations has not diminished in the year under review and I am, again, pleased to complement the president's report regarding our strategic position, together with the assistant secretaries' reports regarding our industrial and services activities, with details of our administrative and logistic position.

As the president has mentioned and assistant secretary Carroll will build on, the fifth round of enterprise bargaining has been our principle focus since conference last convened. Of course, we continue to deal with individual grievances and legal issues on a daily basis – I am particularly proud of the team effort exhibited by all of our staff in ensuring that all of these tasks are promptly and efficiently undertaken. The outcomes we provide, I think, speak for themselves.

Legal

The association continues to fund and underwrite a myriad of legal matters for members.

Delegates will be aware of the incredibly heavy legal

load on the association as conference convenes, particularly with regard to matters before the coroner. The association continues to pick up representation of members in matters in which the Crown declares "legal conflict" between those members and the Commissioner – who, of course, is the Crown's primary client. At one stage, earlier this year, the association became the funding agent for some 33 members of the bar and senior solicitors in regard to a single coronial inquest. Of course, we are actively seeking reimbursement of funds expended by way of agreed *ex gratia* payments.

The assistant secretaries continue to provide a high degree of expertise in support of members as evidenced by the extremely well-prepared work-ups provided to, and for, our legal representatives.

And, just for the record, for the 12 months to August 31st 2007, some 369 legal files have been opened – eclipsing the 12 months to August 31st 2006 by 100 files.

Communications

This year's annual mail-out pack, centred on the tax receipt, contained a new group life insurance beneficiary form. Every two years, we offer members the opportunity of updating their beneficiary details in

regard to the GLI. As a result of legal advice, the beneficiary forms have undergone minor administrative change. Beneficiary forms completed in the past may still be valid, but I encourage you to ensure that you and your members have completed the "new" GLI beneficiary form – and for those of you viewing in colour, it's the orange one.

The association's websites featured in a Police Journal piece (*PASAweb a great convenience*) in August so I do not need to remind you of either the history or capabilities of our websites.

Suffice it for me to say that the 24/7 access available to holiday homes bookings, for example, by members has proved to be an incredible boon to them. Our staff report that some 20% of all holiday home bookings are now completed on-line.

Delegates, the association's continued use of ordinary mail, particularly in this enterprise bargaining year, remains our principal source of communications regarding these very, very important issues with the membership. It is important that members have an understanding of the industrial processes we are going through. The use of mail addressed to them individually at their home address to provide

Secretary's Report



that understanding, particularly at EB time, does so with authority. The value of this cannot be underestimated, particularly in stifling rumour and innuendo.

Properties

We have now had the Gold Coast apartment available to members for just on 12 months. The occupancy rate for the first six months of availability – with no advertising besides that which appeared in the Police Journal and the announcement at this conference last year was 63%.

The occupancy for the second six months of the association's ownership of the apartment has been a remarkable 100% - and bookings for the next 12 months are currently at about 60% pre-booked.

Sometimes you just get it right!

The replacement of the two Adelaide properties, reported on last year, has evidently been a success as well – not in terms of occupancy – occupancy in the Adelaide properties has always been high – but in terms of member satisfaction. Members continue to report a high degree of satisfaction with both of the new properties which obviously afford a better standard of stay for members while in Adelaide.

A substantial furniture refit

has occurred at the Glenelg property together with major maintenance works during the period in review. The extent of these works is evident in our financial report.

Only a fortnight ago, we signed off on the completion of substantial works that have been undertaken on the Penneshaw property. The property now has a brand new bathroom together with a new kitchen. A lot of work remains to be done but we have a workable programme in train.

One of our neighbours in Blinman has now become a full-time resident and luckily for us, he is handy – in the DIY sense - and has undertaken the maintenance role at Blinman. The days of prevailing upon the good nature of members staying at the property undertaking minor repairs may well be in the past. The indications are good!

Police Club

The only police club in the country continues to operate on a slightly better than break-even basis. The contract management arrangements of Greg McKeever and Heather Holmes over catering and bar operations continue. Their efforts do not go unnoticed and are no doubt a significant part of the club being able to show financial reports in the black!

Finance

As I am required to, pursuant to our rules, I will table our annual audit report at this afternoon's association annual general meeting. I am pleased to foreshadow that the audit report will show that the association continues to operate within its subscription-based income.

This year, as for years past, it is appropriate I report our operating budget for the coming fiscal year is again based entirely on our subscription-based income.

The association remains debt-free and has a significant property portfolio together with cash provisions for all legislative and other anticipated liabilities.

Our financial position is sound.

Conclusion

I take this opportunity to acknowledge the support for me, in my secretarial role, from the committee of management and association staff.

Delegates, I thank you too for the valuable work that you do for our members and I look forward to catching up with you individually as conference progresses.

Again, delegates, my thanks.

**ANDREW DUNN
SECRETARY**



Annual Conference 2007



The last year has been full of activity for our association. Some 450 files constituting personal, industrial or legal issues have been dealt with by PASA staff. Nevertheless, the industrial landscape has been dominated by enterprise bargaining negotiations.

EB5

The association is committed to achieving appropriate levels of remuneration for all its 4,300 members, regardless of the ranks they hold and the functions they perform. The base rate is our most important issue, as so many other payments – such as penalty payments and superannuation – are derived from it. Delegates carried a motion to pursue base-wage increases based on a mid-point comparison to those other police jurisdictions in 2008. The association engaged industrial mathematician David Scullen, PhD, to assist in this exercise.

As well as pursuing higher base wage rates, members have called upon the association to progress a significant number of issues that affect all the different functions the membership performs. Those issues have been identified by delegates over the last few years and guide the committee of management throughout negotiations.

Delegates moved a motion not to accept an offer from government unless it addresses the issue of minimum staffing at the first-response function. The association appreciates the importance of this issue to delegates and members. We have attempted – over many years – to reach agreement with SAPOL on this issue. Delegates have made it quite clear that it is one of the primary issues that must be addressed in this round of bargaining.

At the time of writing, negotiations were continuing.

Review of policing levels in remote Indigenous communities

The association welcomed the Federal Government's *Assessment of Policing in Remote Indigenous Communities* report. Our submission was forwarded to Mr John Valentin APM in December 2006. It identified that the majority of police stations on the APY Lands were dirty, ill-equipped sheds. The desperate need to build new police stations in and for the APY communities is undeniable.

The association further argued that the current level of policing provided to indigenous communities in this state falls well short of what the people of those

communities deserve. The Federal Government review created an opportunity to make a significant short- and long-term difference to those communities. That can happen by providing infrastructure and resources to improve police facilities, as well as the working and living conditions of police officers and community constables on the Lands. Similarly, the enterprise agreement negotiations provide the relevant parties with an opportunity to assess the way work is structured on the Lands and the incentives and payments offered.

The Federal Government has intervened in Northern Territory Aboriginal communities. Arguing that a national emergency confronted the welfare of Aboriginal children in NT, the Government announced immediate, broad-ranging measures to stabilize and protect communities. Among those measures were increased policing levels in prescribed communities. This was to be achieved by secondments from other police jurisdictions to supplement NT resources.

The State Government and SAPOL have committed five members to the national taskforce (Task Force Themis). These members will be seconded



to the Northern Territory Police for initial periods of around six months.

After necessary legislative and operational safety training (which includes the use of semi-automatic handguns), members will be deployed throughout the Northern Territory in remote indigenous communities with members of NT Police and other Australian police jurisdictions. Members are sworn in as special constables of NT Police.

The allowance arrangements offered – and subject to final ratification and agreement – for SAPOL members include:

- Payment of the declared field operation allowance and associated conditions.
- Fortnightly food allowance, including a 35 per cent adjustment as an additional remote location meal allowance.
- Remote dislocation allowance of 30 per cent of a member's base salary.
- Special Incidental Deployment Allowance of \$40 per day.
- Two return airfares during each 24-week deployment.
- Additional paid leave

entitlement of eight working and two travelling days for every 12 weeks on deployment.

No selection made

The association has been concerned by the glut of non-selections for promotional positions by selection advisory panels. It represents a concerning trend. The prevalence of non-selections should be examined by SAPOL. Do selection panels place too much weight on written applications when short-listing? Why do so few apply for certain positions? Does consistency exist in the application of integrity and conduct issues by selection panels as a discriminator in selections? Are enough promotional courses scheduled each year?

About 500 selections for promotional positions occurred in 2006, but 16.5 per cent of them were no-selection cases. This occurred in promotional positions at the ranks of senior sergeant, sergeant and SC1C. In about 140 sergeant selections, the no-selection percentage increased to around 20.5 per cent. In cases in which no one applies for a position, as sometimes happens, no selection can be made. But some selection panels have determined, for an array of promotional positions, that

none of the applicants is suitable. And those aggrieved by that decision have no forum in which to challenge it under the Police Act.

The modern police force is a competitive environment. Advancement within SAPOL depends on merit. Accordingly, members of SAPOL place much importance on a merit selection process for promotional positions that is not only fair but also perceived to be fair. Much depends on the outcomes of the promotion process: career advancement, status, self esteem, salary increases and retirement benefits. No-selection decisions can have a negative impact across many areas. It is unfortunate that these decisions cannot be challenged in the Police Review Tribunal. Substantial ramifications for morale and the integrity of the force will result if the merit selection process for promotional positions is seen to be unfair, or infected by nepotism or cronyism. The amendment of the Police Act and Regulations to allow for an appeal against a no-selection decision will end any negative perceptions about this part of the selection process.

Part-time employment

About 240 members work part-time in a variety of locations in SAPOL. Some of those members have experienced difficulty negotiating a part-time arrangement during the year in review. A common complaint from members to the association has been that, when applying for part-time work, they feel marginalized in the workplace. Members have been told that part-time is not available in the positions they hold, or that it is their responsibility to find someone with whom to job-share. To be told to find someone to job-share with before applying for reduced hours is inappropriate. If a line manager deems the requested position unsuitable for part-time work, that manager is responsible for exploring alternative positions identified by the manager or the employee.

SAPOL's entitlement to create job-share positions comes with three relevant limitations. First, a job-share position can only arise in circumstances in which a fulltime employee has agreed to perform part of that position, leaving the balance of the position unfilled. Second, filling the balance of the job-share position can only be with the agreement of an employee seeking part-

time employment. In this regard, the existence of a job-share position cannot be used to limit the options of such an employee. His or her application for part-time employment must be considered on its own merits, and by reference to all the matters set out in clause 10A (j) of the award.

SAPOL cannot limit its consideration of a part-time application by limiting its consideration of "suitable positions" to the suitability of existing job-share positions. Third, SAPOL cannot advertise for part-time or job-share positions. The award envisages part-time positions being created only upon the request of a fulltime employee and only upon agreement of SAPOL to that request. The creation of substantive job-share or part-time positions, in the absence of any employee request, falls outside clause 10A.

Line managers must give an application to work reduced hours proper and reasonable consideration. If the application cannot be approved, the line manager must detail objective reasons as to why. If a refusal to provide part-time employment in a member's substantive position is justifiable, a member's request may be facilitated by transferring

that member to another position by mutual agreement. Alternatively, a member can apply to work part-time in a position other than his or her substantive position – the process followed is similar.

Senior sergeant first class

EA 2004 required SAPOL to conduct an examination of the work performed in positions classified as senior sergeant to determine which positions would be reclassified to a new rank between those of senior sergeant and inspector. That review has concluded.

The new rank will be introduced as part of the next enterprise agreement and apply from 1 July, 2007.

PASA fulltime officials have met with the Senior Sergeant Working Party, which recommended to the committee of management:

- That PASA offer assistance to individuals or groups seeking representation relative to the grievance process in this reclassification exercise.
- That PASA request from SAPOL the details of the methodology utilized in the conduct of the Hay Evaluation of the senior sergeant positions.

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- That PASA negotiate the introduction of the new classification on the following principles:
 - o No further qualification (other than senior sergeant) required to meet eligibility for the new classification.
 - o New classification of senior sergeant positions be by agreement between SAPOL and PASA (as opposed to a legislative rank, at this stage).
 - o There will not be a "spill" of any positions.
 - o That the payment for the new classification will form part of annual salary and apply for all award, long-service leave, enterprise agreement and superannuation purposes and will continue while the incumbent is absent on all other forms of paid leave.

Staffing

Many workplaces continued to complain of vacancies that remained unfilled. Port Augusta and Port Adelaide CIB are just two examples during the last 12 months.

The Advertiser reported that SAPOL revealed 79 Criminal Investigation Branch positions, out of

the 660 allocated, were vacant.

The association queried the number of staffing shortages at Port Augusta. We were advised that 12 established positions were vacant and five secondments out of the patrol function existed as at 31 May, 2007.

Port Adelaide CIB has had no less than 11 vacancies advertised.

On a positive note, SAPOL increased the staff at the South-East CIB (SECIB) by one position. Members of the SECIB sought the assistance of the association in requesting that SAPOL address the lack of staff vis-à-vis workload. Those concerns had been reported to senior management but had remained unresolved. In November 2005, the association requested that SAPOL investigate the issue. On 12 June, 2007, SAPOL allocated an additional CIB position to the Mount Gambier CIB.

Other industrial issues

Since we last met, the association has had a part to play in many other industrial issues, including:

- Secondments to Operation Mandrake.
- Transfers and the utilization of section 66 of the Police Act.
- Travel, meals and accommodation claims.
- Rostering issues.
- Reviewing and rewriting the Women's Plan.
- CCTV upgrade in the City Watch House.
- SAPOL policy regarding voluntary drug and alcohol testing of police after critical incidents.
- Structural review of prosecution services.
- Review of overseas recruiting.
- Sick-leave policy.
- Senior constable examination.
- SAPOL service medals and award grievances.
- Airport policing.
- Reemployment issues.

Conclusion

It has been another challenging and rewarding year. Thank you, delegates, for your involvement throughout the year and the support you have shown for the association and to me personally. Collectively, our efforts make PASA a stronger, healthier and more vibrant organization, committed to its charter of promoting the interests of our members.

Annual Conference 2007



Delegates and branch structure

The PASA branch structure has remained constant and is now a well-known structure to our experienced members. Contact between committee of management, association staff, delegates and the members, has been excellent. Communication continues daily, by phone, letter, facsimile, e-mail or in person. A number of delegates have come forward with complex industrial and legal issues. All of the matters raised have been well thought out and required further attention. As a result, many members have sought out their delegate to deal with their issues.

Vacant delegate positions that occur, owing to transfers or other reasons, are expediently filled by a never-ending pool of eager members from the vacant workgroup.

Our structure is predicated on geographical and functional representation. New workplaces that are created by the employer are quickly slotted into existing workgroups with delegate representation. Our workgroups are attached to branches.

To ensure that the membership can identify the current workgroup, the association maintains the workplace, workgroup and

branch list on PASAweb (www.pasa.asn.au).

Members can easily locate their workgroup and, then, the accompanying delegate on page 2 of the latest *Police Journal*.

The association has eight branches, each with its own chairperson elected by the delegates within that branch, as shown below:

- Metro South (Peter Schulze).
- Metro North (Michael Delany).
- Country South (Andrew McClean).
- Country North (Lloyd Parker).
- Crime Command (Peter Rodney).
- Officers (Alexander Zimmermann).
- Women's (Jodie Cole) (no delegates).
- ATSI (Annette Damon) (no delegates).

Sixty-one delegate positions exist within the branch structure.

Movement of delegates

Since last conference, the delegates below have relinquished their positions owing to transfers or other commitments:

Metro South Branch

- Stephen Harwood (Hindley Street).

- Daryl Gibson (Mounted Operations).
- Brendan Gottschuske (Southern Prosecution).
- Julie Worthley (Southern Intelligence).
- David Huddy (Anti Corruption Branch).
- Angelo Pippas (Firearms Section).

Metro North Branch

- Campbell Hill (Henley Beach).
- Jodie Cole (Holden Hill).
- Gary Simpson (Tea Tree Gully).

Country North Branch

- Geoffrey Cardwell (Nuriootpa).
- Bruce Underwood (Nuriootpa).

Crime Command Branch

- Peter Biermann (Fraud).
- Christine Herring (Adelaide CIB).
- Jamie Dolan (Port Adelaide CIB).

Country South Branch

- Andrew Jaunay (Berri).
- Murray Kemp (Millicent).
- David McRostie (Naracoorte).

These delegates have provided outstanding service and support to members within their



workgroups and their efforts have been very much appreciated.

New delegates who filled vacant positions since last conference were:

Metro South Branch

- David Edmonds (Mounted Operations).
- Andrew Heffernan (Southern Prosecution).
- Cindy Healey (Southern Intelligence).
- Theo Tsavalas (Anti Corruption Branch).
- Jon Kemplay-Hill (Firearms Section).

Metro North Branch

- Kevin Beinke (Holden Hill).
- Michael Kent (Golden Grove).
- David Savage (Gawler).

Crime Command Branch

- Frank Pagh (Fraud).
- David Huddy (Adelaide CIB).
- Daryl Mundy (Port Adelaide CIB).

Country South Branch

- John Gardener (Berri).
- Phillip Emmett (Millicent).
- Andrew Burgwin (Naracoorte).

Replacement of delegates

As can be seen, there has

been an extensive turnover of delegate positions within the past 12 months (more than 30 per cent). The new delegates complement the experienced branches with fresh ideas and keen motivation. Again, in this past year, there has been no difficulty filling vacancies.

Aboriginal and Torres Strait Islanders (ATSI) Branch

Since last conference, long-standing ATSI chair Gil Green has relinquished his position owing to his retirement from SAPOL. Mr Green is acknowledged for his outstanding display of commitment to the branch and we wish him well for the future. Annette Damon is welcomed as the new ATSI branch president and has been keeping PASA well informed of ATSI branch issues.

Delegate elections

The delegates' positions will go to ballot in December 2008, as per the constitution. Delegates will not need to concern themselves regarding nominations this year.

Delegate training

Delegates training will be scheduled after the completion of Enterprise Bargaining Round 5.

The basic delegates' course will consist of:

- Association – structure, function and services.

- Roles and responsibilities of delegates.
- Workplace consultative committees.
- Police Award.
- Enterprise agreements.
- Industrial relations, Fair Work Act.
- Legal.
- Occupational health, safety and welfare.
- Equity and diversity.

An advanced course is also being considered with further detail to be focused on:

- Disciplinary process.
- Interviews.
- Police Disciplinary Tribunal.
- Submissions for:
 - o Disciplinary penalties.
 - o Suspension.
 - o Termination.
 - o Review of records.
- Deaths in custody.
- Commissioner's enquiries.

Newly elected delegates are being provided with a one-on-one overview of their roles.

Delegates pack

Delegates are being provided with a pack, which includes:

- Compendium.
- Delegates manual.
- PASA structure booklet.
- Delegates training course power point précis.
- CD of PASA Foundations for 21st Century Policing submission to select committee 2004.
- 2006 delegates conference booklets.
- Members Handbook.
- Delegates badge.

Police Journal articles re delegates

Police Journal articles specific to delegates since last conference have included:

- *Annual conference – and chance to stand for delegate position* (October 2006).
- *Police Association annual delegates' conference 2006* (December 2006).
- *Democracy at work in delegate elections* (December 2006).
- *Delegates get together for us* (December 2006).
- *Delegate election results* (February 2007).

- *Annual delegates' conference* (August 2007).

Meetings

Delegates have attended the following meetings during the year:

- Branch meetings.
- EB 5 delegates meetings.
- Workplace consultative committee meetings.
- Occupational health, safety and welfare meetings.
- The CIB working party meetings.

Staff on call 24/7

The on-call arrangement has continued over this last period. Staff have attended to several callouts with legal representatives out of hours to assist members dealing with deaths in custody, Commissioner's inquiries and welfare issues.

Delegates have been proactive in advising members to contact PASA for assistance in these matters. All callout requests have been attended to promptly. PASA's paging service provider continues to illicit vital information for on-call officers to respond expediently.

On-call members have been issued with portable PCs – blackberries – which enable the sending and receiving of crucial and accurate e-mails

so as to improve our service. This is particularly valuable out in the field.

Workplace consultative committees (WCCs)

Association representatives have attended a number of WCC meetings on the request of delegates and members in the past 12 months. The main issues have related to roster changes, and outcomes were achieved as result of discussions at those meetings.

Anna Stewart Memorial Project

Cindy Healy (Southern Intelligence delegate, Metro South Branch) participated in the 2007 Anna Stewart Memorial Project. The association was able to facilitate her attendance and her interaction in:

- Committee meeting.
- Meetings with various ministers and government officials.
- SA UNIONS training and workshops.
- Industrial and OHS&W meetings with SAPOL and PASA representatives.

The two-week exposure to our organization gave Ms Healy a significant insight into the day-to-day workings of PASA and it was delightful to have our delegate interact with elected officials and staff over this period.



Adelaide airport

Graham Garratt (Airport delegate, Metro South Branch) facilitated a number of meetings with members and PASA on different issues arising in that workplace. The matters have been resolved. The association was proactive in ensuring that PASA would represent our members at the airport.

Disciplinary interviews

Many delegates have been trained to assist, support and accompany members at disciplinary interviews. Further training is being formulated to enhance the knowledge and skills of delegates to deal with these matters. The attendance at interviews by delegates is acknowledged, as it significantly improves the efficiency and effectiveness of the association.

The accountability of members is extreme to say the least, as police will continue to be the focus of sometimes unsubstantiated and groundless complaints. Our members are often anxious and stressed when they become the subject of these investigations. Officers in many instances become detached from their workmates. They suffer further anxiety when their promotional prospects are placed on hold pending the outcome of enquiries. In some cases the investigations can take more

than 12 months, and the result might still leave the member disillusioned with the process.

Delegates and association staff can provide a support base for members who experience this process. Policing will inherently demand intense scrutiny and the association will ensure that it can provide an empathetic and professional service delivery to those members. Members are often referred to legal practitioners for advice and representation. The association demands that the principles of natural justice and procedural fairness, within the auspices of administrative law, apply to its members.

As disciplinary charges can have long-term ramifications in relation to members' eligibility for selections, promotions or medals, it is imperative that we continue when possible to resolve matters by negotiations. Our aim is that a fair and reasonable outcome is achieved.

Submissions

PASA is regularly providing and/or assisting members to provide oral and or written submissions to SAPOL. To comply with the principles of natural justice, members should always have the right to be heard before any decision-maker forms a judgement which might

impact on them. A professional and well-thought-out response is an opportunity that should always be considered. On numerous occasions, members have been able to provide submissions – with the assistance of PASA staff and/or legal practitioners.

Members have provided many submissions in response to:

- Termination of employment.
- Suspension from duty, with or without pay.
- Penalty following guilty plea or having been found guilty of disciplinary or criminal charges.

Police Disciplinary Tribunal

The Police Disciplinary Tribunal has continued its monthly hearings at the Sir Samuel Way Building, Victoria Square, Adelaide. Mr Fred Field, SM is the presiding officer, who succeeded Dr Andrew Cannon, SCM.

Association staff and legal practitioners attended and assisted members with their matters at all PDT hearings over the past 12 months.

Police Review Tribunal

The Police Review Tribunal sits as required.

No matters are currently listed in this tribunal. Since last conference, one matter

relating to a termination of appointment lapsed because the member did not continue with the proceedings.

Police housing

The Minister for Infrastructure has once again approved my appointment to the Public Employee Housing Advisory Committee (PEHAC) as a representative of the Police Association of South Australia. The appointment, which commenced on August 20, 2007, runs for two years.

PEHAC is an important forum for discussion, development and review of policy matters associated with government-employee housing operations in South Australia.

The association has continued to negotiate with Building Management Accommodation Services on behalf of members concerning housing issues, be they about size, standard or location. A number of members have been relocated to more appropriate accommodation that meets their needs.

Association's 99% membership

The few non-members continue to be contacted, with some sign-ups resulting. There has been no pattern identified in relation to the few non-members. The percentage

remains even across gender, rank, age and function.

The high membership rate remains constant while the recruit 400 programme continues to employ extra members over and above natural attrition.

Committee, staff and delegates are mindful of the strength the organization maintains owing to the extraordinarily high density of membership among sworn officers.

Conclusion

Delegates have assisted in providing stability and patience among the members while protracted and comprehensive EB5 negotiations have taken place. The ongoing commitment and loyalty of the delegates continues to motivate committee of management and staff to perform at their highest level.

Sacrificing personal hours to assist the membership, while balancing work and family commitments in this busy world, is an achievement delegates can all be proud of.

Delegates again have shown to be a mature and professional group which has aided the membership and the policing profession. Advocating on behalf of members and achieving fair outcomes helps create a more harmonious

workplace. This, of course, flows on to create a more prosperous and safe community.

I thank all past and present delegates for their continued devotion and loyalty. It has been an intense and challenging year but a particularly enjoyable one dealing with the many issues raised by delegates over this last period. We will work together in the year ahead to achieve outcomes befitting the policing profession.

TOM SCHEFFLER
ASSISTANT SECRETARY

B u s i n e s s S e s s i o n

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Branch Business

METRO NORTH BRANCH

MOTION

That the Committee of Management of PASA continue to lobby SAPOL to supply Tasers to all operational members as a matter of urgency.

MOVER DELANY SECONDER LUDGATE

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MOTION

That the Committee of Management of PASA lobby SAPOL to utilise the hard-to-fill provisions of the Enterprise Agreement to fill all hard-to-fill positions in all areas of SAPOL.

MOVER TONER SECONDER WRIGHT

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MOTION

That the Committee of Management of PASA lobby SAPOL to introduce a living-away-from-home allowance.

MOVER DELANY SECONDER LUDGATE

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M E T R O S O U T H B R A N C H

MOTION

That the committee of management lobby SAPOL to review the suitability of all existing police premises as soon as possible.

MOVER WHITEHORN SECONDER KEMPLAY-HILL

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MOTION

That the committee of management lobby SAPOL to provide adequate storage facilities for members storing work-related materials.

MOVER SCHULZE SECONDER WHITEHORN

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B u s i n e s s S e s s i o n

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C O U N T R Y N O R T H B R A N C H

MOTION

That the committee of management of PASA lobby SAPOL to establish Brevet Sergeant positions for patrol members in major LSA stations, the number of such positions to equal the number of Patrol Supervisory Sergeants or Team Sergeant positions.

MOVER BACH SECONDER McDONALD

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MOTION

That the committee of management of PASA lobby SAPOL to establish brevet sergeant positions for all patrol senior constables in police stations that receive or manage prisoners.

MOVER BACH SECONDER McDONALD

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MOTION

That the committee of management of PASA lobby SAPOL to review country housing standards to fit in with today's expectations and a time frame for upgrading existing housing.

MOVER McDONALD SECONDER

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MOTION

That the committee of management of PASA lobby SAPOL to have an option for PDOs to be paid out if elected by member.

MOVER

McDONALD

SECONDER

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MOTION

That the committee of management of PASA continue to lobby SAPOL for the Taser to be identified as an operational tool of trade as a matter of urgency.

MOVER

McDONALD

SECONDER

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MOTION

That the committee of management of PASA continue to lobby SAPOL to supply Tasers to all operational members as a matter of urgency.

MOVER

McDONALD

SECONDER

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B u s i n e s s S e s s i o n

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MOTION

That the committee of management of PASA research as to the feasibility that TOIL could be accrued at the same rate as if members were paid overtime.

MOVER MILDRUM SECONDER

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MOTION

That the committee of management of PASA lobby SAPOL to review the on-call allowance to compensate those members who are on call for longer periods.

MOVER MILDRUM SECONDER

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MOTION

That the committee of management of PASA lobby SAPOL to address penalty payment maintenance for those members engaged in shift changes for the purpose of attending court.

MOVER McKENZIE SECONDER

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C O U N T R Y S O U T H B R A N C H

MOTION

We, the delegates empower the PASA executive to demand of SAPOL that a suitable patrol jacket that is functional, weatherproof and warm be made available to members before the onset of winter 2008.

MOVER McCLEAN SECONDER

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MOTION

We, the delegates empower the PASA executive to lobby SAPOL for the introduction of a modern and functional patrol uniform to bring SAPOL into line with other jurisdictions within Australia which will also project the “modern, motivated, professional and progressive” organisation that SAPOL is advertising through its new corporate image.

MOVER McCLEAN SECONDER

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MOTION

We the delegates empower the PASA executive to enter into negotiations with SAPOL to introduce formal guidelines to enable staffing levels to have some sort of consistency across the various LSAs within the organisation, and these guidelines to include all areas of staff.

MOVER McCLEAN SECONDER

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B u s i n e s s S e s s i o n

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MOTION

We, the delegates empower the PASA executive to lobby SAPOL and the government to introduce salary sacrifice options to SAPOL members in line with what is currently available to workers within the health sector.

MOVER

McCLEAN

SECONDER

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MOTION

We, the delegates empower the PASA executive to lobby SAPOL and the government to introduce incentives for SAPOL members to transfer to, and remain in, country areas.

MOVER

McCLEAN

SECONDER

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MOTION

We, the delegates empower the PASA executive to lobby SAPOL and the government to bring allowances currently paid to SAPOL members into line with other industries

MOVER

McLEAN

SECONDER

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MOTION

We, the delegates empower the PASA executive to lobby SAPOL and the government to introduce an all-inclusive allowance for members who are absent overnight and are directed to find their own accommodation etc., with the daily allowance to be no less than what is currently paid for overnight absence with three daily meals and incidentals, and the allowance to be used at the member's discretion.

MOVER

McLEAN

SECONDER

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MOTION

We, the delegates empower the PASA executive to lobby the government to increase SAPOL strength to a level that is adequate to police the ever-increasing changes to legislation that the current government are introducing with their "tough stance on law and order".

MOVER

McLEAN

SECONDER

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MOTION

We, the delegates empower the PASA executive to enter into negotiations with SAPOL to allow multiple members to be on call between shifts where no one works.

MOVER

BURGWIN

SECONDER

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B u s i n e s s S e s s i o n

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MOTION

We, the delegates empower the PASA executive to lobby SAPOL for the introduction of allowances paid to members required to be on call between shifts to be paid at hourly rate rather than a fixed rate which may extend from 1 to 24 hours.

MOVER

BURGIN

SECONDER

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MOTION

We, the delegates empower the PASA executive to enter into negotiations with SAPOL to expand the positions to which the rank of brevet sergeant is attached, and in particular to attach the rank to positions that are already recognised as being specialised, such as Intelligence Analysis

MOVER

McCLEAN

SECONDER

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MOTION

We, the delegates empower PASA to enjoin SAPOL in discussion and negotiate to properly recognise and remunerate supervisory senior constables engaged in general duties supervisory positions propinquent to supervisory sergeants.

MOVER

EMMETT

SECONDER

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P o l i c e A s s o c i a t i o n o f S o u t h A u s t r a l i a



**A n n u a l
C o n f e r e n c e
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P R O U D L Y S U P P O R T E D B Y T H E P O L I C E C R E D I T U N I O N



Minutes of the Annual Meeting of Conference Delegates

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**MINUTES OF THE ANNUAL MEETING OF DELEGATES HELD ON TUESDAY 17 AND WEDNESDAY 18 OCTOBER 2006
FENWICK HALL, 1ST FLOOR, 27 CARRINGTON STREET, ADELAIDE AT 9.00 AM**

TUESDAY 17 OCTOBER 2006

PRESENT:

Peter Alexander, President
Andrew Dunn, Secretary
Mark Carroll, Assistant
Secretary
Thomas Scheffler, Assistant
Secretary
Police Association
committee of management
members
Interstate and overseas
guests
See Appendix A
(attendance list Tuesday 17
October 2006)
See Appendix B
(attendance list
Wednesday 18 October
2006)

APOLOGIES:

Committee of
management:
Trevor Milne
Rick Day (Wednesday 18
October 2006)
Allan Cannon

Delegates:

Steven Atkinson
Robert Dunn (proxy)
Brendan Gottschutzke
Campbell Hill
David Huddy – proxy,
Theo Tsavalas
Gavin Mildrum
Peter Santella
Graham Wasley
(Wednesday 18 October
2006)
Kym Wilson – proxy, Mark
Atkinson

Affiliates:

Police Association of New
South Wales

1. INTRODUCTION

1.1 Opening

The Conference Co-
Ordinator, Assistant
Secretary Thomas
Scheffler, addressed
conference relative to
housekeeping details.

2. PRESIDENT'S WELCOME

The President welcomed
delegates, committee,
observers, interstate and
overseas guests to the
2006 annual conference.
The President
acknowledged that the
conference is held on
Kurna land.

3. FORMAL OPENING AND PREMIER'S ADDRESS

The President introduced
the Premier, the Hon Mike
Rann, MP.

The Premier, the Hon Mike
Rann, MP addressed the
delegates and formally
opened the conference.

4. LEADER OF THE OPPOSITION'S ADDRESS

The Leader of the
Opposition, the Hon Iain
Evans, MP addressed the
delegates.

Conference adjourned.
Conference resumed.

5. PRESIDENT'S REPORT

The President introduced
interstate and overseas
affiliates.

The President presented
his report.

MOTION:

SCHULZE/DELANY

That the President's report
be received.

CARRIED

6. SECRETARY'S REPORT

The Secretary presented
his report.

MOTION:

KELLY/DELANY

That the Secretary's report
be received.

CARRIED

7. INDUSTRIAL REPORT

The Assistant Secretary, Mr
Mark Carroll, presented
the industrial report.

MOTION:

RODNEY/CARDWELL

That Assistant Secretary
Mark Carroll's industrial
report be received.

CARRIED

8. DELEGATE REPORT

The Assistant Secretary, Mr
Thomas Scheffler,
presented the delegate
report.

MOTION:

BIERMANN/WHITEHORN

That Assistant Secretary
Thomas Scheffler's
delegate report be
received.

CARRIED

9. POLICE HEALTH UPDATE

The President introduced representatives from the Police Health Fund: The chairman, Mr Mark (Fred) Trueman The deputy chairman, Mr Peter Shanahan The chief executive officer, Mr Michael Oertel Accounts executive, Mr Brian Marks

Mr Peter Shanahan addressed conference relative to the Police Health Fund and gave a history of the development of the fund and its growth.

Mr Fred Trueman addressed conference relative to research conducted by the Police Health Fund.

Mr Trueman answered questions from the floor.

The President thanked the representatives from the Police Health Fund for their presentation to conference.

10. PFA UPDATE

The President introduced the chief executive officer of the PFA, Mr Mark Burgess.

Mr Burgess gave a presentation relative to the National Police Memorial and then updated conference relative to PFA matters. The President thanked Mr

Burgess for his address and his attendance at conference.

Conference adjourned. Conference resumed.

11. EA5 WORKSHOP
Assistant Secretary Mark Carroll gave a presentation relative to EA5.

There was discussion relative to this matter.

MOTION:
MANNING/KELLY
That this meeting of delegates ratifies the committee of management's issue paper for the fifth round of enterprise bargaining as being representative of the views of the membership.
CARRIED

MOTION:
CAMPAIGN/WORTHLEY
That this meeting of delegates directs the committee of management to negotiate with government a fifth enterprise agreement on behalf of members.
CARRIED

MOTION:
McKENZIE/GARRATT
That this meeting of delegates directs the committee of management to recall the delegates on an as needs basis during negotiations with government and SAPOL for a fifth enterprise agreement.
CARRIED

Conference adjourned. Conference resumed.

12. POLICE ACT REVIEW

The President addressed conference relative to the review of the Police Act and advised of meeting with the Commissioner of Police on 18 August 2006 at the Commissioner's request.

The President advised that drug testing would be considered by the Commissioner of Police.

There was discussion relative to this issue.

The President advised that when the amended Bill is tabled in parliament, delegates will be recalled for a meeting to discuss it.

13. POLICE SUPERANNUATION

The President addressed conference relative to changes to police superannuation.

There was discussion relative to this issue.

Conference adjourned for Tuesday 17 October 2006. Conference resumed at 9.30 am on Wednesday 18 October 2006.
WEDNESDAY 18 OCTOBER 2006

Minutes of the Annual Meeting of Conference Delegates

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14. ADMINISTRATION

The President reconvened conference and gave a brief address relative to superannuation.

15. ALCOHOL AND WORK PRESENTATION

The President introduced Assistant Secretary Mark Carroll. Mr Carroll gave a presentation relative to alcohol and work.

MOTION: SPECK/MANNING

That this conference of delegates authorises the committee of management to investigate the provision of a membership survey that addresses the issue of alcohol and work.

CARRIED

16. LOAD-BEARING VEST PRESENTATION

The Secretary introduced Mr Darren Swindells of PPC.

Mr Swindells gave a presentation relative to load-bearing vests. There was discussion relative to this matter.

Conference adjourned.
Conference resumed.

17. KEYNOTE ADDRESS

The President introduced the Deputy Commissioner of Police, Mr John White. Mr White gave a presentation to conference relative to his career in SAPOL.

Conference adjourned.
Conference resumed.

18. SERVICE AWARD PRESENTATION

The President made presentations of service awards to the following delegates:

Jack Campaign – more than six years' service
Geoff Cardwell – more than six years' service
Neil Conaghty – more than six years' service
Graeme Edwards – over 10 years' service
Rick Fielder – more than six years' service
Mitch Manning – over 10 years' service
Angelo Pippos – more than six years' service
Peter Rodney – more than six years' service
Peter Schulze – over 10 years' service
Mark Williams – more than six years' service
Julie Worthley – more than six years' service

The President acknowledged the service given to PASA by the delegates.

19. BUSINESS SESSION

MOTION: MANNING/COLE

That the delegates of PASA direct the negotiating team to have included in EA5 the introduction of recognition both financial and insignias for both

SAPOL promotional qualifications and tertiary qualifications.

CARRIED

MOTION: WORTHLEY/CONAGHTY

That PASA committee of management lobby SAPOL to have board interviews for sergeant's courses cease immediately and a fairer system of course selection be implemented as soon as possible.

CARRIED

MOTION: WORTHLEY/CONAGHTY

That PASA committee of management lobby SAPOL for Intelligence Managers to be adequately remunerated due to the level of responsibility of Intelligence Led Policing and that these positions be considered for the new rank between senior sergeant and inspector.
MOTION WITHDRAWN

MOTION: WORTHLEY/CONAGHTY

That PASA committee of management lobby SAPOL to have Field Intelligence Officer positions awarded the functional rank of brevet sergeant due to the unique and specialised skills required in the intelligence portfolio.

CARRIED

Minutes of the Annual Meeting of Conference Delegates

MOTION:

SCHULZE/CONAGHTY

That PASA committee of management form a working party to address uniform and dress/grooming standards for the purpose of updating current requirements and standards.

CARRIED

MOTION:

WORTHLEY/SPECK

That PASA committee of management lobby SAPOL for wages and conditions to attract and retain police members in EA5 negotiations.

CARRIED

MOTION:

WORTHLEY/CONAGHTY

That PASA committee of management seek and/or conduct a review of the SAPOL Injury Management Section relative to rehabilitation and claims management practices.

CARRIED

Mr Joe McDonald left the conference.

MOTION:

SPECK/WORTHLEY

That PASA committee of management when negotiating EA5 with SAPOL, consider the relativity between ranks.

CARRIED.

The conference adjourned.
The conference resumed.

MOTION:

SPECK/WORTHLEY

That PASA committee of management lobby SAPOL to increase paid maternity/adoption leave.

CARRIED

MOTION:

CORNELL/WORTHLEY

That PASA committee of management lobby SAPOL to implement retention/attraction policies for STAR Operations.

CARRIED

MOTION:

CORNELL/WORTHLEY

That PASA committee of management lobby SAPOL to review and increase the payment of the Hardship Allowance as contained in General Orders.

CARRIED

MOTION:

CORNELL/WORTHLEY

That PASA committee of management lobby SAPOL to increase the on-call allowance.

CARRIED

MOTION:

McCLEAN/JAUNAY

That this meeting of delegates empower PASA to lobby SAPOL to ensure claims and accommodation are consistent throughout the organisation and are appropriate to the policing profession.

CARRIED

MOTION:

McCLEAN/TOWIE

That this meeting of delegates empower PASA to lobby SAPOL to provide wage maintenance for members attending or facilitating courses.

CARRIED

MOTION:

L PARKER/McKENZIE

That this meeting of delegates empower PASA to meet with SAPOL representatives relative to country housing with a view to lobbying government together to improve the standard and suitability of housing and a commitment in regard to the maintenance of housing.

CARRIED

The President left the conference. The Deputy President assumed the chair.

MOTION:

L PARKER/McKENZIE

That this meeting of delegates empowers PASA to meet with SAPOL representatives to create brevet sergeant positions as senior patrol officers within patrols.

CARRIED

MOTION:

McCLEAN/TOWIE

That this meeting of delegates empowers PASA to lobby SAPOL to provide suitable vehicles and/or cab charge to members

Minutes of the Annual Meeting of Conference Delegates

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when attending training courses away from their stations.

CARRIED

**MOTION:
McCLEAN/CAMPAIGN**

That this meeting of delegates empowers PASA to lobby SAPOL to introduce compulsory ongoing driver training for all operational members.

CARRIED

**MOTION:
KEMP/McROSTIE**

That this meeting of delegates empowers PASA to lobby SAPOL to ensure appropriate vehicles are sourced to replace the current VZ Commodore sedan which is fitted with a prisoner barrier.

CARRIED

The Deputy President advised that the issue has been raised in committee and that the committee of management had directed him to take the matter to COHSWAC.

**MOTION:
RODNEY/BIERMANN**

That we the delegates empower PASA to negotiate a recruitment and retention package for members in the CIB in the next enterprise bargaining negotiations. To that end, the delegates support the development of incentives to recruit members into the CIB that focus on:

- Training
- Career paths
- Recognition of skills/qualifications obtained that are relevant to the investigative process.

CARRIED

**MOTION:
ZIMMERMANN/MANNING**

That PASA, in the fifth round of enterprise bargaining, pursue the following issues for Officers of Police:

- Wage increases
- Re-establishment of PDOs based on the notion of a 38-hour week
- Availability of tax-effective motor vehicle packages
- Equitable annual leave loading provisions to those enjoyed by other ranks
- On-call allowances and recall payments
- Shift allowances for State Duty Officers
- Provision of a dedicated 'tools-of-trade' package
- A review of all officer classifications
- Expand automatic progression from Inspector to Chief Inspector and Superintendent to Chief Superintendent
- Provide increments for the ranks of Chief Inspector and Chief Superintendent

CARRIED

**MOTION:
ZIMMERMANN/CAMPAIGN**

That PASA pursue in the fifth round of enterprise bargaining, an increase in superannuation entitlements for all members.

CARRIED

The President assumed the chair.

20. CLOSURE

The President thanked interstate and overseas affiliates and delegates for their attendance and participation.

The President declared the conference closed.

P o l i c e A s s o c i a t i o n o f S o u t h A u s t r a l i a



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**POLICE CLUB
INCORPORATED**

ANNUAL GENERAL
MEETING
TUESDAY 16 OCTOBER
2007
FENWICK HALL, 1ST
FLOOR, POLICE
ASSOCIATION BUILDING
27 CARRINGTON STREET
ADELAIDE

AGENDA

1. **APOLOGIES**
2. **ADOPTION OF THE
AGENDA**
3. **CONFIRMATION OF
MINUTES**
 - 3.1 Meeting held 17
October 2006
4. **BUSINESS**
 - 4.1 To receive the Trading
and Profit and Loss Account
and Balance Sheet for the
preceding year ended 30 June
accompanied by the Auditor's
Report.
 - 4.2 To decide any
proposal or matter, and to
transact any other business
which shall be duly
submitted to the meeting.
 - 4.3 To consider any
motion seeking to confer life
membership upon a member
or former member.
5. **CLOSURE**

**POLICE
CLUB INC.**

Minutes of the Annual
General Meeting of The
Police Club of S.A.
Incorporated held in
Fenwick Hall, 1st Floor,
27 Carrington Street,
ADELAIDE, at 4.30 p.m.,
17 October 2006.

PRESENT:

Peter Alexander, President
Andrew Dunn, Secretary
Mark Carroll, Assistant
Secretary
Thomas Scheffler, Assistant
Secretary
Police Association
committee of management
members
See Appendix A
(attendance list)

APOLOGIES:

Committee of
management:
Trevor Milne
Allan Cannon

Delegates:

Steven Atkinson
Robert Dunn (proxy)
Brendan Gottschutze
Campbell Hill
David Huddy – proxy,
Theo Tsavalas
Gavin Mildrum
Peter Santella
Kym Wilson – proxy, Mark
Atkinson

The President declared
open the annual general
meeting of the Police Club
of SA Incorporated.

**1. ADOPTION OF
THE AGENDA**

The agenda was adopted
as set.

**2. CONFIRMATION
OF MINUTES OF
AGM 18 OCTOBER
2005**

MOTION:

MANNING/WHITEHORN

That the minutes of the
annual general meeting
held on 18 October 2005
be confirmed.

3. BUSINESS

3.1 Auditor's Report
The President and
Secretary reported that the
Trading and Profit and
Loss Account and Balance
Sheet for the preceding
year ended 30 June
accompanied by the
Auditor's Report truly
reflect the current state of
the finances of the Police
Club of SA Incorporated.

MOTION:

MANNING/WHITEHORN

That the Trading and Profit
and Loss Account and
Balance Sheet for the
preceding year ended 30
June accompanied by the
Auditor's Report be
received.

CARRIED

3.2 Proposals, matters
or other business
submitted to the meeting.
The Secretary reported that
there were no proposals,
matters or other business
submitted to the meeting.

4. CLOSURE

There being no further
business, the meeting was
closed at 4.45 pm.

**POLICE
ASSOCIATION
OF SOUTH
AUSTRALIA**

**ANNUAL GENERAL
MEETING
TUESDAY 16 OCTOBER
2007
FENWICK HALL, 1ST
FLOOR, POLICE
ASSOCIATION
BUILDING
27 CARRINGTON STREET
ADELAIDE**

AGENDA

- 1. APOLOGIES**
- 2. ADOPTION OF
THE AGENDA**
- 3. CONFIRMATION
OF MINUTES**

3.1 Meeting held 17
October 2006

4. BUSINESS

4.1 To receive the
general yearly report of the
Committee.

4.2 To receive a report
showing the financial
position of the
Association.

4.3 To consider motions
by members, notice of
which has been given in
writing to the Secretary at
least 28 days prior to 16
October 2007.

4.4 To appoint the
Police Association
Delegates to the United
Trades and Labour
Council.

4.5 To set the
remuneration for
Delegates to the United
Trades and Labour
Council.

4.6 To set the
remuneration for the
Committee excluding the
President and Secretary.

4.7 To consider any
notice of motion seeking
to confer life membership
upon any member or
former member.

5. CLOSURE

**POLICE
ASSOCIATION
OF SOUTH
AUSTRALIA**

**MINUTES OF THE
ANNUAL GENERAL
MEETING HELD ON
TUESDAY 17 OCTOBER
AT 4.40 PM AT FENWICK
HALL,
PASA BUILDING, 1ST
FLOOR, 27
CARRINGTON STREET,
ADELAIDE**

PRESENT: Peter
Alexander, President
Andrew Dunn, Secretary
Mark Carroll, Assistant
Secretary
Thomas Scheffler, Assistant
Secretary
See Appendix A
(attendance list)

The President opened the
95th annual general
meeting of the Police
Association of South
Australia.

- 1. APOLOGIES**
- 2. ADOPTION OF
THE AGENDA**

The agenda was adopted
as set.

**3. CONFIRMATION
OF MINUTES**

3.1 Meeting held 18
October 2005

**MOTION:
MANNING/WILLIAMS**

That the minutes of the
annual general meeting
held on 18 October 2005
be confirmed.

CARRIED

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4. BUSINESS

4.1 Yearly report of the committee of management
The President presented the yearly report of the committee of management.

**MOTION:
STANDING/SCHULZE**
That the yearly report of the committee of management be received.
CARRIED

4.2 Financial position of the Police Association of South Australia
The Secretary referred the meeting to the Annual Report and the Auditor's Report.

**MOTION:
STANDING/GARRATT**
That the financial position of the Police Association of South Australia be adopted.
CARRIED

4.3 Motions by members, notice of which has been given in writing to the Secretary at least 28 days prior to 17 October 2006
The Secretary reported that he had received no motions by members, in writing.

4.4 Delegates to the United Trades and Labour Council

**MOTION:
STANDING/WILLIAMS**
That the delegates to the United Trades and Labour Council be the President, the Secretary, the Treasurer, the Vice President and the Assistant Secretary (Mr Mark Carroll) for a 12-month period.

CARRIED

4.5 Remuneration for delegates to the United Trades and Labour Council
As no remuneration needs to be set, this matter lapsed.

4.6 Remuneration for the committee of management (excluding the President and Secretary)
The President reported to the meeting relative to this matter.

MOTION: KEMP/KELLY
That the remuneration for the committee of management (excluding the President and Secretary) be increased by 4%.
CARRIED

4.7 Notice of motion seeking to confer life membership upon any member or former member
The Secretary reported that there were no notices of motion seeking to confer life membership upon any member or former member.

5. CLOSURE

There being no further business, the President declared the meeting closed.

SOUTH AUSTRALIA POLICE BRANCH

POLICE FEDERATION OF AUSTRALIA
ANNUAL GENERAL MEETING
TUESDAY 16 OCTOBER 2007
FENWICK HALL, 1ST FLOOR, POLICE ASSOCIATION BUILDING
27 CARRINGTON STREET ADELAIDE

AGENDA

1. **APOLOGIES**
2. **ADOPTION OF THE AGENDA**
3. **CONFIRMATION OF MINUTES**
 - 3.1 Meeting held 17 October 2006
4. **BUSINESS**
 - 4.1 To receive the general yearly report of the Branch Committee.
 - 4.2 To receive a report showing the financial position of the Branch.
 - 4.3 To consider motions by members, notice of which has been given in writing to the Secretary at least 28 days prior to 16 October 2007.
 - 4.4 To consider any notice of motion seeking to confer life membership upon any member or former member.
5. **CLOSURE**

POLICE FEDERATION OF AUSTRALIA (SOUTH AUSTRALIA POLICE BRANCH)

MINUTES OF THE ANNUAL GENERAL MEETING HELD ON TUESDAY 17 OCTOBER 2006 AT 5.00 PM AT FENWICK HALL 1ST FLOOR, PASA BUILDING, 27 CARRINGTON STREET, ADELAIDE

PRESENT:

Peter Alexander, President
Andrew Dunn, Secretary
Mark Carroll, Assistant Secretary
Thomas Scheffler, Assistant Secretary
See Appendix A (Attendance list)

The President opened the annual general meeting of the South Australia Police Branch of the Police Federation of Australia.

1. APOLOGIES

Committee of management:
Trevor Milne
Allan Cannon

Delegates:

Steven Atkinson
Robert Dunn (proxy)
Brendan Gottschutcke
Campbell Hill
David Huddy – proxy,
Theo Tsavalas
Gavin Mildrum
Peter Santella

Kym Wilson – proxy, Mark Atkinson

2. ADOPTION OF THE AGENDA

The agenda was adopted as set.

3. CONFIRMATION OF MINUTES

3.1 Minutes of annual general meeting held 18 October 2005

MOTION:

MANNING/GARRATT

That the minutes of the annual general meeting held on 18 October 2005 be confirmed.

CARRIED

4. BUSINESS

4.1 Yearly report of the branch committee
The President presented the yearly report from the committee of management.

MOTION:

COLE/DELANY

That the yearly report from the committee of management be accepted.

CARRIED

4.2 Report showing the financial position of the branch

The Secretary reported that he will be making application pursuant to Section 269 of Schedule 1B of the Workplace Relations Act 1996.

4.3 Motions by members

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The Secretary reported that he had received no motions for the purpose of this meeting.

4.4 Notice of motion seeking to confer life membership upon any member or former member

The President reported that there are no notices of motion seeking to confer life membership upon any member or former member.

5. CLOSURE

There being no further business, the President declared the meeting closed.