



FAIR WORK
AUSTRALIA

25 October 2010

Mr Andrew Dunn
Secretary
Police Federation of Australia
South Australia Police Branch
PO Box 6032 Halifax Street
ADELAIDE SA 5000
Via email: secretary@pasa.asn.au

CC: Lesley Dunstan
Via email: lesleydunstan@pasa.asn.au

Dear Mr Dunn,

Application for certificate stating financial affairs of reporting unit are encompassed by financial affairs of associated State body for year ended 30 June 2010

(FR2010/2529)

I refer to your application lodged pursuant to section 269 of the *Fair Work (Registered Organisations) Act 2009* in respect of the South Australia Police Branch of the Police Federation of Australia for the financial year ended 30 June 2010. The application was lodged with Fair Work Australia on 15 October 2010.

I have granted the application. My certificate is enclosed.

Yours sincerely,

Terry Nassios
Delegate of the General Manager
Fair Work Australia

11 Exhibition Street Telephone: (03) 8661 7777
Melbourne VIC 3000 International: (613) 8661 7777
GPO Box 1994 Facsimile: (03) 9655 0401
Melbourne VIC 3001 Email: melbourne@fwa.gov.au

Police Federation of Australia

CERTIFICATE

On 15 October 2010 an application was made under s269(2)(a) of the Act 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 2010.

On 15 October 2010, the Branch lodged a copy of the audited accounts of the Association with Fair Work Australia.

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; and
- there is no obligation to lodge the accounts with the relevant State 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 the members of the Branch who are members of the Association; and
- a report under s254 of the Act has been prepared in respect of the activities of the Branch and has been provided to members of the Branch with copies of the accounts.

I am satisfied that the financial affairs of the Branch in respect of the financial year ended 30 June 2010 are encompassed by the financial affairs of the Association and I certify accordingly under s269(2)(a) of the Act.



T. Nassios
Delegate of the General Manager
Fair Work Australia

25 October 2010

ELLIOTT, Mark

From: ELLIOTT, Mark
Sent: Monday, 25 October 2010 2:11 PM
To: 'lesleydunstan@pasa.asn.au'
Subject: FW: APPLICATION PURSUANT TO SECTION 269 OF FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009
Attachments: FR2010_2529 letter and certificate.pdf

Good afternoon Lesley.

I refer to the South Australia Police Branch's application in the abovementioned matter.

The Delegate of Fair Work Australia's General Manager issued a certificate today.

A copy of that certificate is attached.

Kind regards,

MARK ELLIOTT
Tribunal Services and Organisations

Fair Work Australia
Tel: 03 8661 7811
Fax: 03 9655 0410
mark.elliott@fwa.gov.au

11 Exhibition Street, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

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**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:1830/10

15 October 2010

The General Manager
Fair Work Australia
GPO Box 1994
MELBOURNE VIC 3001

Dear General Manager

**APPLICATION PURSUANT TO SECTION 269 of the
FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009**

The Police Federation of Australia, South Australia Police Branch makes application pursuant to Section 269 of the *Fair Work (Registered Organisations) Act 2009*, to be taken to have satisfied Part 3 of Chapter 8.

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 Chapter 8 of the *Fair Work (Registered Organisations) Act 2009*.

GROUND AND REASONS

Section 269 applies to the Police Federation of Australia, South Australia Police Branch (hereinafter referred to as "Reporting Unit") on the following basis:

1. The Police Association of South Australia (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 Chapter 8 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 the *Fair Work (Registered Organisations) Act 2009* 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 State registered body.

The Police Federation of Australia, South Australia Police Branch submits that based on the grounds and reasons stated herein and the supporting documentation, the Branch satisfies Section 269 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 2010
made pursuant to Section 254 of the *Fair Work (Registered Organisations) Act 2009***

PRINCIPAL ACTIVITIES

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

The branch'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 branch's principal activities during the reporting period.

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

MANNER OF RESIGNATION

Members may resign from the branch 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 branch 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.

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

Michael Standing (Treasurer) is a deputy member (to Bernadette Zimmermann) 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 branch was 4,628.

NUMBER OF EMPLOYEES

The number of persons who were, at the end of the reporting period, employees of the associated entity was ten (10).

MEMBERS OF COMMITTEE OF MANAGEMENT

The persons who held office as members of the committee of management of the branch during the entire reporting period except where otherwise stated were:

- Mark Carroll (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

12 October 2010

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Committee



President
Mark Carroll



Secretary
Andrew Dunn



Deputy President
Trevor Haskell



Vice President
Bernadette
Zimmermann



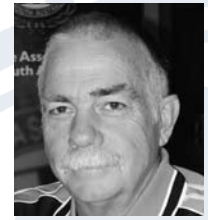
Treasurer
Mick Standing



Barbara Parfitt



David Reynolds



Trevor Milne



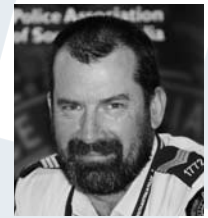
Rick Day



Jim Tappin



Elizabeth McGregor



Allan Cannon

Staff



Assistant Secretary
Thomas Scheffler



Industrial Officer
Matoula Makris



**Member Liaison
Officer**
Darren Cornell



Finance Officer
Marlene Wiedeman



**Police Journal
Associate Editor**
Brett Williams



**Media &
Communications
Officer**
David Russell



Executive Secretary
Lesley Dunstan



Executive Secretary
Anne Hehner



Executive Secretary
Sarah Stephens



Receptionist
Shelley Furbow

COMMITTEE, STAFF AND DELEGATES LIST

COMMITTEE

President	Mark Carroll
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	Thomas Scheffler
Industrial Officer	Matoula Makris
Member Liaison Officer.....	Darren Cornell
Finance Officer.....	Marlene Wiedeman
Police Journal Associate Editor	Brett Williams
Media & Communications Officer.....	David Russell
Receptionist.....	Shelley Furbow
Executive Secretary.....	Anne Hehner
Executive Secretary.....	Lesley Dunstan
Executive Secretary.....	Sarah Stephens

DELEGATES

METRO SOUTH BRANCH

Southern Traffic	Peter Schulze
Adelaide.....	Craig Terlikowski
Hindley Street	Nigel Savage
Netley	Mark Williams
Norwood.....	Ralph Rogerson
South Coast.....	Peter Clifton
Sturt.....	Michael Quinton
Sturt.....	Andrew Neil
Southern Prosecution	Andrew Heffernan
Southern Intelligence.....	Cindy Healey

METRO NORTH BRANCH

Port Adelaide.....	Mitch Manning
Parks.....	Gregory Haines
Henley Beach.....	Jim Davis
Elizabeth	Athalie Edman
Gawler	David Savage
Golden Grove	Michael Kent
Holden Hill	Peter Kitto
Northern Prosecution	Tim Pfeiffer
Northern Traffic	Graham Wasley

CRIME COMMAND BRANCH

Major Crime.....	Peter Rodney
Adelaide CIB	John Durkin
DOCIB	Jamie Dolan
Fraud Investigation	Rhett Vormelker
South Coast CIB	Allan Dagleish
Sturt CIB.....	Brad Scott
Elizabeth CIB.....	Kym Wilson
Holden Hill CIB	Geoff Carson
Port Adelaide CIB	Daryl Mundy
Intelligence Support	Samantha Strange
Intelligence Support	Steve Daviess
Forensic Services.....	Kristin Enman

COUNTRY SOUTH BRANCH

Mount Gambier.....	Andy McClean
Murray Bridge	Michael Towie
Adelaide Hills	David Edwards
Berri	John Gardner
Waikerie.....	Peter Santella
Renmark.....	Dan Schatto
Millicent.....	Chris Walkley
Naracoorte.....	Andrew Burgwin

COUNTRY NORTH BRANCH

Port Lincoln.....	Lloyd Parker
Port Augusta	Peter Hore
Whyalla.....	Wayne Davison
Port Pirie	Gavin Mildrum
Peterborough.....	Andrew Dredge
Kadina.....	Ric Schild
Nuriootpa.....	Jeremy Snowden
Cooper Pedy.....	Jeff Page
Ceduna.....	Matthew Steinbeck

OPERATIONS SUPPORT BRANCH

Dog Operations.....	Bryan Whitehorn
Academy.....	Frank Toner
ACB.....	Richard Fielder
Airport.....	Yvette Maslen
Band.....	Neil Conaghty
Comcen.....	David Strawbridge
Firearms	Jon Kemplay-Hill
HR.....	Jo-Anne Eason
HR.....	David Wardrop
STAR	Daniel Garlik
Transit	Julian Snowden

OFFICERS BRANCH..... Alex Zimmermann

WOMENS BRANCH

Chairperson.....	Jodie Cole
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ATSI BRANCH

Chairperson.....	Robert Agius
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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 Shelley, 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:

- 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.
- When the chairperson rises or proceeds to speak, the person speaking should be silent and should resume a seat if their remarks are completed.
- The person proposing a motion or an amendment should state its nature before addressing the meeting thereon.
- Voting shall be by a show of hands unless a motion to the contrary is received and carried.
- 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.

12.2.3 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.

Agenda



CONFERENCE 2010

Day One	Item	Tuesday 19 October 2010
0830	a	Delegates arrival
0840	b	Housekeeping
0900	c	Guests arrival Premier Leader of the Opposition Minister for Police Shadow Minister for Police Commissioner of Police
0905	1	President's welcome
0910	2	Kurna welcome to country – Ms Barbara Wingard
0915	3	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 and question time
1100	8	National Safety Agency – Emergency Services Concept Vehicle - Mr Des Bahr, Director Operations
1200	9	Lunch – Police Club
1330	10	GM – Specialty Police Vehicles – Mr Mark Palavestra and Mr Richard Marshal
1400	11	Police patrol vehicle panel – Mr Des Bahr, National Safety Agency and Mr Mark Palavestra and Mr Richard Marshal, GM
1430	12	EB6 Update
1510	13	Afternoon tea – Police Club
1600	15	Police Health report
1610	16	Police Club AGM
1620	17	PASA AGM
1630	18	PFA (SA Branch) AGM
1700	20	Adjournment
1900 for 1930	21	Conference dinner – Police Club



CONFERENCE 2010

Day Two	Item	Wednesday 20 October 2010
1000	22	Legal services for PASA members – Update – Mr Morry Bailes, Managing Partner, Tindall Gask Bentley
1030	23	Urgent duty (high risk pursuit) driving – President
1115	24	Morning tea – Police Club
1145	25	PASA Safety Campaign – President
1230	26	Lunch – Police Club
1330	27	SAPOL Uniform – Chief Superintendent Dean Miller
1415	28	General business session
1530	29	Afternoon tea – Police Club
1600	30	PASA award presentations/General Business session
1700	31	Conference closure



On behalf of the committee of management, I welcome delegates and guests to the 2010 annual conference.

I welcome our colleagues from other branches of the Police Federation of Australia and our good friends from the New Zealand Police Association.

The year in review has been tumultuous for communities in Australia and New Zealand. They have been challenged again by natural disasters such as drought, floods and earthquakes.

We acknowledge the resilience of all those people affected by these disasters. We also recognize the police officers who live and work in the affected communities and offer protection, refuge and comfort to those in need.

Every year, we report on the fast-paced environment in which police industrial relations operate. This year has been particularly active, too. It is also an enterprise bargaining year, in which negotiations have been slow-going, owing to a state election and delayed state budget.

I am confident that, irrespective of the present environment, we can achieve appropriate wage and conditions improvements in the interests of our membership. I will discuss this in greater detail during the conference.

After last year's conference, your association was at the forefront of political

lobbying in the crucial lead-up to the March state election. And, to secure the commitments we sought – for better resourcing, equipment, IT and police-relevant legislation – we acted in a forthright and responsible fashion.

Accordingly, your association worked hard to position members' issues on the tables of the decision-makers, those with political influence, during the pre-election period.

We outlined the specific working needs of police officers, and how we believed the next government could best respond to them. The policies of all three political parties came to address the core issues of police resourcing, information technology and equipment.

The Government (and Opposition) pledged to recruit 300 police officers over and above natural attrition over the next four years. In light of the extra police the community needs to meet the heavy demands of current law-and-order policies, and associated amendments to the law, that commitment was vital.

Other important pledges included the replacement of SAPOL IT legacy systems; purchase of hand-held computers and fingerprint scanners; trial of the Star Chase pursuit management system; purchase of 20 mobile ANPR cameras; and a raft of legislative amendments.

Member services

PASAweb

This year brought the relaunch of the association's website, *PASAweb*. The site is greatly improved and offers members a wide array of timely, pertinent information.

The committee of management chose to fund the total redevelopment of the site so that we could actively engage with the membership.

PASAweb actually saves members time as they go about interacting with the association. And with features such as events, police clubs and societies, on-line polls, and media information, it will become the key social connector of police.

Holiday homes

Committee has decided to update the holiday home at Wallaroo and we are currently in the process of identifying a new property for purchase.

Corporate sponsorships

The association has forged strategic alliances with Police Health, Tindall Gask Bentley, Holden, Southgate Holden, and Stephen Venn of Brock Harcourts. We also continue the long-term sponsorship arrangement with the Police Credit Union.

These and other alliances must be of equal benefit to association members and the strategic partners.

The funds realized by these alliances offset the cost of publishing the *Police Journal*.

We are currently in discussions with other organizations to help improve services and benefits to members.

Retiree health checks

The association has established a new service for its members – free pre-retirement health assessments. Set up in partnership with not-for-profit organization GP Partners Adelaide, the service began on July 1. Any association member who has decided to retire can access the new service.

In consultations of around 45 minutes, senior general practitioners conduct comprehensive physical examinations of retiring officers and review their medical histories. The GPs also provide advice on minimizing health risks in retirement.

Holden Partner Program

Members now have access to the Holden Partner Program, launched in April this year.

This programme brings financial benefits to members who purchase Holden vehicles.

Holden intends to provide this programme to all police in Australia following the success of the trial in South Australia.

Police Journal

The journal continues to be the association's communication flagship. Since its design revamp last year, 144 members have appeared in the journal talking about their work, their lives and their views.

We hope to develop the journal further in 2011 with the assistance of Global Intertrade which publishes the *Adelaide Review*.

New employee position – media and communications officer

The committee of management employed David Russell on a 12-month contract in the role of media and communications officer. That position has now been made permanent and I congratulate David on the ease with which he has integrated into our organization.

Police Club refurbishment

The transition of the Police Club gaming room into a formal dining room was completed during the year.

We are excited about the opportunities that this dining room will present to the organization and its membership.

Expanded legal services

In conjunction with Tindall Gask Bentley, the Police Association significantly extended the free legal service it has supplied to members since January 2009. Now, members' partners, spouses and/or children will be able to receive this valuable service.

Solo patrols

As directed by the delegates at last year's conference, the association has commissioned research by the Australian Institute of Criminology on the issue of solo patrols.

To investigate the key research questions regarding the issue, the Australian Institute of Criminology will conduct an initial exploratory review of national and international research and policies on single-person patrols and the associated risks. Further research into this issue will be funded by the PFA.

UniSA research

The University of South Australia, in conjunction with the association, has completed the second wave longitudinal study of resources, work demands and psychological wellbeing in Australian front-line police officers.

That report will be published in the near future.



SAPOL traffic review

The association has been critical of SAPOL's plan to reduce traffic resources in metropolitan Adelaide. The committee of management commissioned an independent report by the Australian Institute for Social Research to assess the effectiveness of the proposed reduction in traffic patrols in metropolitan Adelaide.

That report has been circulated to the necessary stakeholders.

High-risk driving

The government honoured the commitment it made at last year's conference to introduce into parliament amendments to the *Road Traffic Act* to acknowledge and distinguish police driving from that of the public in high-risk/high-speed/urgent-duty driving.

The amendment comes after lobbying from the Police Association to change the law, which did not distinguish between criminals on the road and police who were exercising their lawful duty to pursue those criminals.

The amendment will clarify any ambiguities which might exist when police officers and other emergency workers are engaged in driving in emergency situations by providing them with a defence if particular criteria are met.

These include carrying out their duties, acting in accordance with directions of their employing authority and acting reasonably in the circumstances.

The association has commissioned an information DVD on the issue.

This issue will be debated at the PFA executive council meeting in November.

National Police Service Medal

The Police Association is pleased to report that a national police service medal (NPSM) will be awarded to recognize the dedication of long-serving police officers.

Announced in late 2008, the proposal to strike the medal received input from police representatives around the country. The medal will now be recommended to the Queen for her approval.

Police officers who have completed at least 15 years' service, as of or after October 30, 2008, will be eligible for the medal. Commissioners will be able to recommend awards for officers who have served less than 15 years if their period of service was cut short by death, injury or disability while on duty.

The NPSM will be awarded irrespective of officers' entitlements to other awards, and will continue to recognize the long service of Australian police officers.

Police Federation of Australia

I continue to represent the association on the Police Federation of Australia executive committee. The PFA acts, among other things, as a particularly important conduit through which the collective of all police around the nation are able to have their concerns addressed at the federal level.

One of the most recent examples of the value and influence of the PFA came during the lead-up to the August federal election. During that period, the organization sought commitments from the major political parties, including:

- An increase in the superannuation guarantee from 9 per cent to 12 per cent.
- A commitment from the federal government that police will never be employed under Australian workplace agreements.
- A commitment to work to gain support for a national police workforce planning strategy.



History project

The committee of management has enlisted the help of prominent award-winning Adelaide journalist Nigel Hunt to write the history of the association ahead of its centenary celebration on December 7, 2011.

Our aim with this project is to have a history book which is a good, entertaining read. This is why the committee commissioned Nigel Hunt as the author.

Other issues

The association has worked on a raft of issues in the year in review, including:

- Adelaide CBD policing model.
- Senior sergeant first class disputes.
- COMCEN restructuring.
- Country tenure and service policy.
- Disclosure of video interviews.
- Summary Offences (Offensive Weapons) Amendment Bill 2009.
- Intervention Orders (Prevention of Abuse) Bill 2009.
- Coronial inquests.
- Police Act and Regulations amendments.
- Taking and recording of police officers' DNA.
- ECD acquisition.

- Country housing rental agreement.
- PASA lottery.
- Public integrity structure in South Australia.
- Working conditions of officers of police.

Staff

Only through the hard work and ceaseless commitment of our staff is the association able to enjoy its influence, its continuing industrial successes, and the reputation for which it is envied.

No organization, particularly a representative body, can in my view expect to succeed without these cornerstone elements to its structure.

I am truly grateful to our industrial team and administration staff for the loyalty and dedication they bring to their work, and for performing so ably.

I also acknowledge the members of the committee of management for the hours of carefully considered input they provide around the board table.

Our delegates, too, deserve great recognition for the vital connector role which they have played – and continue to play – between the full-time association staff and the membership.

Our annual conferences of recent years have drawn increasingly positive feedback. I still hear comments about the powerfully moving address to last year's conference by New York Port Authority Police Lieutenants Benevolent Association president Jeff Baumbach.

Our role now is to debate vigorously the relevant industrial issues which affect our members and ultimately set the policy agenda for the year ahead. I know that we will discharge that responsibility with the greatest integrity and commitment.

**MARK CARROLL
PRESIDENT**



Delegates and guests, welcome to conference 2010.

In this, our 99th year, I proudly present my 13th report to annual conference.

As is the norm, my focus is on the administration and logistics of our association and my reports will, of course, complement those of the president and others from whom you will hear today.

Staffing

Some of you have already met David Russell, who joined us in March as our first dedicated media and communications officer.

David is currently completing his Masters in communication studies and brings work experience from other trade unions to PASA.

His worth has already been strongly evidenced by the presentation of *PASAweb*.

He has fitted into the PASA work environment with remarkable ease and we look forward to his growth in this newly-created role.

Of course, he will join us, together with our entire staff, at the conference dinner.

I do not need to remind you, delegates, that your association staff are in the midst of Enterprise Bargaining Round 6 (EB6). So this, like any other EB year, brings with it some additional, and very important, duties for all the staff.

Legal

As the industrial officer will report, some 122 compensation files have been opened since we last met. An additional 224 legal and industrial files have also been opened.

I know that the statistics that I offer you regarding our legal work and underwriting do not surprise you, for this is the nature of employee representation in the 21st century.

Of rising concern in regard to our expenditure on legal files is the amount of non-recoupable funds we expend in regard to needless workers compensation litigation. Some \$110,000 in non-recoupable fees was expended last year on applications for expedited decisions and numerous disputes that more often than not "fell over on the steps of the tribunal".

Matters of this nature should simply not occur. The fact that the employer has forced us into this needless expenditure has been the subject of a complaint to the WorkCover ombudsman. The complaint has not reached resolution and the mere fact that the association has had to lodge the complaint is evidence of the seriousness with which we approach these issues.

Communications

The relaunched *PASAweb* provides a wealth of information and interactivity for all members. Its maintenance is almost

instantaneous and its content covers the breadth of our organization. As conference meets, I am hard-pressed to think of any business transactions with PASA that a member cannot undertake online.

In this day and age of Gen Y, I am told that some members actually prefer the on-line environment. Be that true or not, we have provided it.

The *Police Journal* continues to be posted to all members at their home addresses as you are aware. In my view, and I may be accused of a degree of partisanship, the standard and presentation of the journal continues to get better and better, issue by issue.

Our associate editor, Brett Williams, deserves much praise for the product for which he has, in the main, responsibility.

Brett has been involved with the journal for many years and, as most of you are aware, for the last 11 years he has filled the role of associate editor.

Properties

The maintenance of our headquarters property here at 27 Carrington St has become somewhat onerous with the various maintenance works required. In an effort to consolidate our maintenance works, we have engaged the services of Programmed Facility Maintenance to manage the maintenance of headquarters together with the two city apartments and Glenelg property.

This exercise does not, and indeed was not intended to, save money. The benefit of entering into this arrangement is the overall co-ordination of maintenance and minor works at the properties. To that end, the arrangement has proven to be invaluable.

You will note that the "book values" of the properties have been increased to match the rates values set by local government.

I will report this afternoon, when dealing with the financial situation of the association during our annual general meeting, that we continue our policy of conservative valuation of our properties.

Having mentioned maintenance of the city properties, I can also report that the Penneshaw property has undergone regular inspection and, since we last met, the bathroom and kitchen have been upgraded.

Blinman has had substantial repairs conducted to the plumbing, inside and out, including the replacement of the water tanks.

The occupancy of the Gold Coast continues to be our "jewel in the crown", maintaining 100 per cent usage (one week's maintenance and minor works during the year results in member usage of 97.8 per cent of the year).

Occupancy of the remaining properties together with the 2008-09 and 2007-08 fiscal years' comparison can be seen in the table below.

The committee of management has been dedicating time and effort to the investigation of replacing the Wallaroo property in recent months. This is now at project stage.

Police Club

It is extremely pleasing to be able to report on the completion of the Presidents' Room.

Bucking the trend of recent years, I will report to the Police Club annual general meeting that the club has achieved a modest pre-tax profit for the trading year. Under all the circumstances, this outcome is extremely pleasing and a significant change to the reports of previous years.

Finance

Pursuant to my responsibilities under the constitution, I will table our annual audited financial report at the association's annual general meeting later today.

It pleases me to report that we have again operated entirely within our subscription-based income and shown a very modest surplus for the trading year.

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

Conclusion

I acknowledge the support for me, in my secretarial role, from the committee of management and association staff. I specifically thank delegates for the valuable work they do for our members, and I look forward to this conference as we plan for the coming year.

**ANDREW DUNN
SECRETARY**

PROPERTY	FY 2007/2008	FY 2008/2009	FY 2009/2010
Adelaide Apartment A2	84.66%	83.56%	76.99%
Adelaide Apartment B23	83.29%	83.56%	76.71%
Blinman	21.92%	12.60%	19.18%
Glenelg	83.29%	79.73%	73.42%
Gold Coast	100%	100%	100%
Penneshaw	62.74%	61.37%	55.07%
Wallaroo	60.00%	56.71%	64.38%



Delegates and branch structure

The Police Association branch structure provides a dependable, consistent foundation for our organization. Liaison among the committee of management, association staff, delegates and members remains strong and productive. Be it by phone, letter, facsimile, e-mail, *PASAweb* or in person, the exchange of information has been invaluable to our members.

Delegates have significant roles in the day-to-day operations of the association and their dedication is well acknowledged by the committee and membership.

There have been no vacancies within the delegate structure for some time, as nominations and registrations of interest continue to be forwarded to the office.

The nine-branch structure remains in place and is both geographical and functional in its representation. Workplaces are structured into workgroups and those workgroups are attached to the branches.

A list of workplaces, workgroups and branches is available for viewing on *PASAweb* (www.pasa.asn.au) and on pages 4 and 5 of the *Police Journal* (journal.pasa.asn.au).

Movement of delegates

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

Metro North Branch

- David Wright (Salisbury).

Country North Branch

- Jack Campaign (Kadina).

Crime Command Branch

- Leonie Schulz (South Coast).

Operations Support Branch

- Michael Tomney (Transit).
- Michael Delany (Traffic).
- Graham Garratt (Airport).
- David Edmonds (Mounted).

These delegates have given valuable support to members within their workgroups and the association generally.

New delegates who filled vacant positions since last conference were:

Metro South Branch

- Andrew Neil (Sturt).
- Craig Terlikowski (Adelaide).

Country North Branch

- Wayne Davison (Whyalla).
- Ric Schild (Kadina).
- Matthew Steinbeck (Ceduna).

Operations Support Branch

- Julian Snowden (Transit).
- Daniel Garlik (STAR).
- Yvette Maslen (Airport).

Crime Command Branch

- Allan Dalglish (South Coast).

We welcome the new delegates and wish them all the best in their role.

Delegate elections

The delegates' positions will go to ballot in December 2010, as per the constitution. Delegates will need to renominate themselves this year and should, if necessary, seek assistance from staff.

Delegate training

Delegates' training was provided on February 16 (introductory course) and February 17 (advanced) 2010.

These courses are next scheduled for November 2010.

Newly elected delegates have the opportunity to receive a one-on-one outline of their roles by association staff.

Delegates meeting

Since last conference, a delegates' meeting was held on May 28, 2010.

Issues discussed were:

- EB6.
- Solo Patrol Demand Management Project.

- Country housing rental agreement.
- Maximum tenure for country locations.
- National Police Service Medal.
- Taser.
- Annual Conference 2010 – police equipment.
- Workers compensation.
- Retirement health checks.
- Senior sergeant first class dispute.
- Adelaide CBD HR issues.

Staff call-outs

The association provides an on-call officer who is available on a 24-7 basis for urgent matters. This service is further complemented by the addition of our member liaison officer. After-hours contact is facilitated by our paging provider through our general phone number.

The on-call officer is responsible for liaising with members and assessing the need for legal representatives to contact those members with further advice on matters such as deaths in custody, Commissioner's inquiries and welfare issues.

Police discipline

Disciplinary matters continue to tax our resources. The discipline process can have a significant impact on

members' career aspirations and eligibility for medals. The association is vigilant in its scrutiny of the validity of the process by requesting and examining all materials associated with each particular matter.

Delegates are now commonly used to sit in on disciplinary interviews as a support person in line with the training they receive. Many members are being referred to legal practitioners for advice and representation.

The Police Disciplinary Tribunal continues to hear police discipline matters. Staff and association legal representatives attend in the interests of the membership to enter guilty or not guilty pleas and conduct pre-trial conferences. Other matters may be negotiated to settlement with the assistance of the presiding officer.

Submissions

There has been a significant increase in the number of show-cause letters served on our members. The association and/or its legal representatives continue to assist members in providing responses to SAPOL.

Submissions are prepared in response to:

- Termination of employment.
- Suspension from duty, with or without pay.
- Penalty following guilty plea or finding of guilt in relation to disciplinary or criminal charge.

There has been a spike in the provision of submissions in relation to showing cause as to why members should not be suspended.

Adelaide Central Business District Review

The association represented Eastern Adelaide LSA members who had expressed a range of concerns about issues related to the Adelaide CBD review. Among those issues were rosters, custody management, permanency of positions, redeployment, and team numbers.

To improve the position of members affected by the review, association staff advocated on their behalf. Among the outcomes they secured were:

- Increased promotions for the rank of sergeant to retain existing span of control.
- The retention of two workplaces, Grenfell St and Hindley St.
- The right of members to be considered for redeployment out of the Adelaide LSA to another location.
- The monitoring of shift changes.



Anna Stewart memorial project

Forensic Services delegate Kristin Enman participated in the 2010 Anna Stewart memorial project.

The two-week project, which enabled her to interact with elected officials and staff, gave Ms Enman a significant insight into the day-to-day workings of the association.

Police housing

The association has attended a number of Public Employment Housing Advisory Committee (PEHAC) meetings over the past year. The president and I met with Infrastructure Minister Patrick Conlon to request that the *status quo* remain for a further 12 months before the finalization of the next agreement.

The Department of Treasury has advised the PEHAC that it is recommending to Cabinet that it remove housing entitlements for all government employees within 100kms of Adelaide. The association has reiterated its opposition to this proposal to the Police Minister and Infrastructure Minister.

Country Tenure

The association has received advice that SAPOL proposes to remove the maximum country tenure policy. The association has lobbied SAPOL on this issue for some time. Many country members will receive this

new proposal well – it will provide them with added certainty and predictability in terms of their families' future.

Association membership

Our membership remains at more than 99 per cent consistently. Our political and economic strength lies in this high rate of membership. I thank delegates for their contribution to it.

Conclusion

Delegates have taken on added tasks and responsibilities – particularly those of attending disciplinary interviews – in the workplace. Advocating on behalf of members and achieving fair outcomes meet the objectives of the *Fair Work Act 2009*.

I thank all past and present delegates for their continued support and dedication. With the expectation of a strong economic year ahead, we can work enthusiastically together to secure outcomes which benefit the police profession.

TOM SCHEFFLER
ASSISTANT SECRETARY



Workers compensation

Changes to the *Workers Compensation and Rehabilitation Act 1986*, reported to you last year, have negatively impacted on members' entitlements in cases of sustaining a work injury.

We continue to provide assistance to members in this regard. We provide legal referrals to allow members the opportunity to consult with legal practitioners who specialize in the field of workplace injury. This ensures that members receive the best possible advice we can provide to progress their matters.

We have provided in excess of 120 referrals to members for legal advice regarding workers compensation matters since last conference. Again, this highlights the need for members to be adequately informed of their legislative rights and obligations.

It is important that SAPOL processes for handling claims are improved, to better assist members with the progression of their claims without undue delay and/or litigation.

To this end, in addition to the legal and industrial services we provide, the association this year lodged an application under the *Freedom of Information Act 1991* for the provision of information by SAPOL on a number of aspects relating to our members' workers compensation claims.

Enterprise bargaining

At last year's conference, the *Enterprise Bargaining Round 6 (EB6) Issues Paper* was distributed to the delegates and, at workshops, branch representatives provided their priority issues on a range of conditions. This exercise provided an understanding of the issues important to members for consideration in EB6.

Attendance at the Police Federation of Australia's industrial planning committee has assisted in keeping up to date with current industrial conditions and pay entitlements across the jurisdictions to help with EB6 negotiations.

As you are aware, EB6 negotiations are under way.

Women's plan

The Police Association Women's Branch has finalized the issues it sought to put forward through its Women's Plan for EB6. The association has published the plan on the revamped *PASAwEB* for all members to access. Issues put forward for consideration for EB6 by the Women's Branch include increased paid maternity leave and the introduction of paid paternity leave.

Officers of police – data collection exercise

For some time, the association has listened to the concerns of its officer members regarding excessive working hours. In order to determine how best to progress this issue, we

sought tangible data regarding the actual number of hours officers work. To this end, a three-month data collection exercise detailing all hours worked was developed and sent to our officer members.

We acknowledge and thank those officers who participated in this exercise – their feedback helped provide a sample of the amount of overtime being worked.

Work continues to be done on this issue, including jurisdictional comparisons as well as consideration of changes to the employment landscape for officers of police.

Officers of police – award

While our officer members (up to the rank of commander) have their salary arrangements set out in the current *South Australia Police Enterprise Agreement 2007 (EA 2007)* and its past equivalents, they remain largely award-free. *The Police Officers Award* explicitly excludes officers of police from its scope.

Numerous concerns have arisen regarding the industrial entitlements of officers, particularly with respect to working hours, shiftwork and remuneration. To address these matters, the association has notified SAPOL of its intention to make an application for an award for officers of police in the Industrial Relations Commission of South Australia.





We are undertaking preparatory work in developing and collating the relevant information to lodge the application.

Communications Centre (ComCen) restructure

The association is in dispute with SAPOL regarding its proposed ComCen restructure. SAPOL proposes to restructure the management and supervisory arrangements within ComCen by creating five inspector positions in lieu of the five current senior-sergeant positions. Five state duty officer roles (inspector positions) are also to be maintained as part of the proposal.

The restructure would result in the inspectors being required to work systematic shift work. We have raised a number of concerns regarding the proposed restructure, particularly with respect to how the consultation process has been handled in terms of the affected senior sergeants and the impact on the inspectors regarding shiftwork and remuneration.

Dispute avoidance procedures have been followed with a level-three meeting (in line with the award and EA 2007) not resolving the issues at hand.

It is essential that industrial processes are followed meaningfully and, to this end, we are working closely with our legal representatives in progressing this matter in the South Australian

Industrial Relations Commission.

Paid parental leave (PPL) scheme

This year we saw the federal government's *Paid Parental Leave Act 2010* passed by Parliament. The PPL scheme provides for a maximum of 18 weeks' pay at the federal minimum wage rate. This can be shared between a child's parents, for child births and adoptions occurring on or after January 1, 2011.

There are numerous tests that need to be satisfied by a child's primary carer to qualify for the PPL Scheme, such as the "work test", which stipulates that, for an individual to satisfy this test, he or she needs to:

- Have been in paid work continuously for a minimum of 10 out of the 13 months prior to the birth or adoption of the child;
- Have worked for a minimum of 330 hours in that minimum 10-month period (equates to about one day of work per week); and
- Have not had a break of more than eight weeks between two consecutive working days.

Provided the eligibility criteria is met, the PPL payment is the same regardless of the number of hours worked (for example, a part-time employee will receive the same PPL

payment as will a full-time employee).

Importantly, a late amendment to the act explicitly provides that the PPL payment is in addition to any other paid maternity/adoption/parental leave entitlement an individual may be entitled to under another act or industrial instrument, such as an enterprise agreement.

Currently, members are entitled to 14 weeks' paid maternity/adoption leave in line with EA 2007. For qualifying members under the PPL Act, the PPL payment would be in addition to any paid entitlement they may have under EA 2007 but does not entitle an individual to more than 104 weeks of paid maternity leave/paid adoption leave/unpaid parental leave in relation to his or her child.

Industrial issues

The range of industrial matters the association has been involved in, in terms of advocating on its members' behalf, includes:

- Part-time employment arrangements.
- Redeployments.
- Performance management.
- Transfers.
- Restructuring.
- Rostering.

**MATOUЛА MAKRIS
INDUSTRIAL OFFICER**



I am pleased to provide this report to delegates in relation to the workings of the Police Association member liaison officer (MLO).

COHSWAC

I am the association representative on the Commissioner's Occupational Health, Safety and Welfare Advisory Committee (COHSWAC). At the monthly sittings of this committee, the association has the opportunity to review, monitor and raise issues with SAPOL in respect of OHSW.

Numerous issues raised during the past year have included fleet fit-outs, cage vehicles, flu vaccinations, policy implementation and the new HIRS (Hazard Incident and Reporting System) which is incorporated in the SIMS (Self Insured Management System).

If you have raised an OHSW issue and do not believe it has had appropriate controls or actions taken in response, you should contact the association.

Approved code of practice – working hours

Former industrial relations minister Paul Caica endorsed the *Approved Code of Practice on Working Hours*, which came into effect on July 1, 2010.

This was introduced in recognition of the significant risk that excessive working hours may pose to the

health, safety and welfare of our members, particularly from fatigue.

I have been on the working party, under the guidance of SafeWork SA, for the establishment of the *Guideline for Emergency Services in applying the Approved Code of Practice for Working Hours*.

The guidelines are currently at the consultation stage.

Levels of discipline

During the year, I have assisted members involved in all levels of the discipline system – supervisory discipline, minor misconduct, code of conduct and criminal charges.

The discipline area has been very busy, with computer access forming a large portion of charges under the code-of-conduct provisions. SAPOL has taken a firm stand on computer access, releasing *Police Gazette* notices (October 8, 2008 and November 18, 2009) and conducting pro-active audits on members.

Delegates have assisted by attending interviews in relation to discipline matters. Having these trained members in the field to assist, support and accompany members has proved greatly beneficial.

Leadership training

The association offered delegates the opportunity to take part in a trial leadership training development course

on November 24 and 25, 2009. Assistant Secretary Tom Scheffler and I ran the course, which covered:

- Leadership in the workplace.
- Working in a team environment.
- Understanding management/personality styles.
- Group dynamics in the workplace.
- Industrial instruments and application to police officers.
- Police disciplinary processes.
- Enterprise bargaining and the delegate role.

The president, secretary and industrial officer all visited the course and observed the training, which proved a great success. Delegates who participated were:

- Michael Delany.
- Michael Quinton.
- Athalie Edman.
- Graham Wasley.
- Leonie Schulz.
- Sam Strange.
- Chris Walkley.
- Peter Kitto.
- David Strawbridge.
- Graham Garrett.
- Tim Pfeiffer.
- Michael Kent.





Personal development

In July, I undertook training at the Police Association of New South Wales. The training involved OHS, industrial representation, marketing, and legal services. It was an excellent opportunity to see how Australia's largest police association represents its 16,500 members.

Workforce Central

Members have made various complaints about the Workforce Central payroll system. The association has a good rapport with the current manager and has been able to rectify the majority of concerns within a short period.

Police academy

I have attended the police academy on numerous occasions to ensure that cadets have their industrial rights protected by joining the Police Association. During the year, I have represented members at the academy on issues such as: allegations of breaches of integrity, equity and diversity, failure to disclose injury, conduct and behavioural assessments.

SAPOL service medals

The association has raised the issue of part-time members not receiving the SAPOL service medal on an equity basis. Under the current system, part-time members receive the medal on a pro rata basis and not calendar years. In other words, if they work 0.5, they have to do 20 years to obtain the 10-year SAPOL police service medal.

The association considers this policy unfair. Part-time members are still subject – as are full-time members – to the rigours of the discipline system, code of conduct, and integrity issues.

Accordingly, the association has lobbied the Police Federation of Australia to ensure the National Police Service Medal, announced in 2010, is issued on a calendar-year basis.

PASAwEB

The relaunch of *PASAwEB* has given members the opportunity to air their grievances (*Air your grievance*) and safety concerns (*Air your safety concern*) by e-mail. All e-mails of this type are received by the member liaison officer and actioned. The member who has sent the e-mail is then contacted in regard to his or her issue.

All members should make themselves familiar with *PASAwEB* and its contents and direct any suggestions to Media and Communications Officer David Russell.

Conclusion

I acknowledge the commitment and support of all delegates and staff in the past year. I have met as many delegates and members in the workplace as possible to obtain a better appreciation of their working environment and conditions of employment. I will continue to liaise directly with members in their workplaces.

**DARREN CORNELL
MEMBER LIAISON
OFFICER**

Police Association of South Australia

Independent Audit

2010

Reports





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POLICE ASSOCIATION OF SOUTH AUSTRALIA
Statement By Members of the Executive Committee
For the Year Ended 30 June 2010

Contents

Statement by Executive Committee
Independent Audit Report
Profit & Loss Statement
Balance Sheet
Notes to the Financial Statements

The Committee has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlines in Note 1 to the financial statements.

In the opinion of the members of the Committee of the Police Association of South Australia, the financial report which includes the Balance Sheet, Profit and Loss Account and notes thereto:

- (1) Presents a true and fair view of the financial position of the Police Association of South Australia as at 30 June 2010 and it's performance for the year ended on that date.
- (2) At the date of this statement, there are reasonable grounds to believe that the Police Association of South Australia will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by

Handwritten signature of Mark Carroll in blue ink.

.....
Mark Carroll
President

Handwritten signature of Andrew Dunn in blue ink.

.....
Andrew Dunn
Secretary

Adelaide
Dated this 28th day of September 2010

POLICE ASSOCIATION OF SOUTH AUSTRALIA
Independent Audit Report To The Members Of The Executive Committee
for the Year Ended 30 June 2010



Scope

We have audited the financial report, being a special purpose financial report, of the Police Association of South Australia for the year ended 30 June 2010, which includes the Statement by Members of the Committee, Profit and Loss Statement, Balance Sheet and Notes to and forming part of the Financial Statement.

Committee's Responsibility for the Financial Statement

The Committee is responsible for the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the requirements of the *Associations Incorporations Act (South Australia)* and are appropriate to meet the needs of the members. The committee's responsibilities also include establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

We have conducted an independent audit of this 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 are appropriate to the need of the members.

The financial report has been prepared for the purpose of fulfilling the requirements of the *Associations Incorporations Act (South Australia)*. 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 to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and 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.

Audit Opinion

In our opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 to the financial statements, the financial position of the Police Association of South Australia as at 30 June 2010 and the results of its operations for the year then ended.

GRAY PERRY – DFK
Chartered Accountants

A handwritten signature in blue ink, appearing to read 'J. Perry'.

James W Perry
Partner
Adelaide
Dated this 28th day of September 2010



POLICE ASSOCIATION OF SOUTH AUSTRALIA
Profit and Loss Account
for the Year ended 30 June 2010

	\$ 2010	\$ 2009
Rental Income		
Rent Received - Holiday Properties	120,393	118,173
Rental Expenses - Holiday Properties	102,745	112,982
Net Holiday property rental income	17,648	5,192
Rent Received - Carrington Street	28,000	28,000
Net Rental Income - Nelson Place	2,592	-88
Net Rental Income - Carrington Street 1st floor	31,677	25,249
Net Total Rental Income	79,916	58,353
Other Income		
Membership subscriptions	3,957,757	3,217,214
Interest Received	94,533	93,530
Reimbursement - legal aid	65,724	18,221
Sundry income	12,578	12,235
Advertising Income	30,494	
Total Other income	4,161,085	3,341,200
Total Net Income	4,241,001	3,399,553
Expenses		
Accounting, auditing and consulting fees	7,200	7,250
Affiliation fees	23,037	18,837
Bank charges and interest	24,671	24,348
Industrial expenses	101,842	18,683
Committee, delegates and meeting expenses	130,822	110,690
Conference/function expenses	113,994	93,869
Death insurance - members	1,159,976	718,062
Depreciation	75,211	47,858
Gifts and donations	9,381	8,455
Insurance	30,539	31,096
Journal Production costs	45,422	
Legal fees	362,007	309,447
Loss on sale of fixed assets	13,078	2,524
Occupancy Costs	114,580	109,269
Office and sundry expenses	190,882	180,074
PASA History Project	6,618	
PASA Kids	1,010	423
PFA (SA) Affiliation fees and meeting expenses	91,147	81,029
Police club subscriptions	134,353	130,583
Postage, printing and stationery	60,890	78,005
Publications	39,383	35,709
Telephone & communications	50,755	47,029
Wages, salaries and related costs	1,449,913	1,242,116
Welfare assistance	500	8,217
Welfare death payment	3,000	9,000
Total Expenses	4,240,210	3,312,573
Operating Surplus/Deficit	791	86,980
Non-Operating Items		
Income		
Corporate	54,545	54,545
C S Wilson Inquest		398,706
Uni SA Project 3 Research		50,000
GLI Commission	491,437	
Expenses		
Accumulated surplus brought forward	4,789,648	4,199,416
ACCUMULATED SURPLUS CARRIED FWD	5,336,421	4,789,648



POLICE ASSOCIATION OF SOUTH AUSTRALIA
Balance Sheet
as at 30 June 2010



	Notes	\$ 2010	\$ 2009
CURRENT ASSETS			
Cash	2	2,598,431	2,339,973
Receivables	3	75,895	93,149
Inventories	4	27,191	25,929
TOTAL CURRENT ASSETS		2,701,518	2,459,052
NON-CURRENT ASSETS			
Property, Plant and Equipment	5	7,155,379	6,622,105
TOTAL NON-CURRENT ASSETS		7,155,379	6,622,105
TOTAL ASSETS		9,856,897	9,081,157
CURRENT LIABILITIES			
Accounts Payable	6	518,088	411,891
Borrowings	7	33,755	33,287
Provisions	8	733,453	611,150
TOTAL CURRENT LIABILITIES		1,285,296	1,056,328
TOTAL LIABILITIES		1,285,296	1,056,328
NET ASSETS		8,571,601	8,024,828
EQUITY			
Reserves	9	3,235,180	3,235,180
Retained Profits		5,336,421	4,789,648
TOTAL EQUITY		8,571,601	8,024,828



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POLICE ASSOCIATION OF SOUTH AUSTRALIA
Notes to the Financial Statements
for the Year ended 30th June 2010

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the *Associations Incorporations Act* (South Australia). The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the *Associations Incorporations Act* (South Australia) and the following Australian Accounting Standards;

AASB 1031 Materiality

AASB 110 Events Occurring After Reporting Date

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The report is prepared on an accrual basis and is based on historic costs and except where stated, does not take into account changing money values or current valuations of non-current assets.

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.

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 in June 2010 and are approved by the committee as a true reflection of the current value of the properties.

Non Operating Items

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

GLI Commission represents the net proceeds of commercial agreement with the Insurer.



POLICE ASSOCIATION OF SOUTH AUSTRALIA
Notes to the Financial Statements
for the Year ended 30th June 2010



	\$ 2010	\$ 2009
2 CASH		
Petty cash imprest	350	350
PCU - investment account	221,975	281,460
PCU Term deposits	2,044,463	1,874,281
National Australia Bank	123,114	79,883
Bartercard Account	8,528	
Term Deposit - GLI payouts	200,000	104,000
	2,598,431	2,339,973
3 RECEIVABLES		
Prepayments	42,881	30,477
Trade debtors	33,014	62,672
	75,895	93,149
4 INVENTORIES		
Association Emblems	27,191	25,929
	27,191	25,929
5 PROPERTY, PLANT & EQUIPMENT		
Carrington Street - 2003	3,884,226	3,520,040
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	303,873	303,873
Walleroo - 2003	220,000	220,000
Gold Coast Apartment - 2006	566,551	566,551
Adelaide Apartment A2 - 2006	355,111	355,111
Adelaide Apartment B23 - 2006	354,639	354,639
	6,655,981	6,291,795
Furniture, fittings, carpets & plant	569,665	403,456
Less: Accumulated Depreciation	266,485	258,150
	303,180	145,306



POLICE ASSOCIATION OF SOUTH AUSTRALIA
Notes to the Financial Statements
for the Year ended 30th June 2010

	\$ 2010	\$ 2009
Association motor vehicles - at cost	131,470	131,470
Less: Accumulated Depreciation	37,203	5,781
	94,266	125,688
Furniture & fittings - Level 1	23,935	23,935
Less: Accumulated Depreciation	13,828	11,648
	10,107	12,287
Furniture & fittings - Ground floor	55,829	
Less: Accumulated Depreciation	3,725	
	52,104	
Furniture & fittings - holiday homes at cost	112,262	110,399
Less: Accumulated Depreciation	72,521	63,370
	39,741	47,029
Total Property, Plant & Equipment	7,155,379	6,622,105
6 PAYABLES		
Creditors	295,832	313,848
Sundry Creditors	21,256	-5,957
Bartercard Clearing Account	1,000	
GLI Payouts	200,000	104,000
	518,088	411,891
7 BORROWINGS		
Unsecured:		
Revenue received in advance	33,755	33,287
	33,755	33,287
8 PROVISIONS		
Provision for Annual leave	191,707	172,951
Provision For Long Service Leave	541,746	438,200
	733,453	611,150
<p>Note: There is a contingent liability in respect of long service leave for those employees who have been with the Association for less than seven years amounting to \$20,929.30</p>		
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
	3,235,180	3,235,180



POLICE CLUB INC

Independent Audit Report To The Members Of The Executive Committee for the Year Ended 30 June 2010

Scope

We have audited the financial report, being a special purpose financial report of The Police Club Inc for the year ended 30 June 2010 which included the Statement by Members of the Committee, Profit and Loss Statement, Balance Sheet and Notes to and forming part of the financial statement.

Committee's Responsibility for the Financial Statement

The Committee is responsible for the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the requirements of the *Associations Incorporation Act (South Australia)* and are appropriate to meet the needs of the members. The committee's responsibilities also include establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

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, are appropriate to the needs of the members.

The financial report has been prepared for the purpose of fulfilling the *Associations Incorporation Act (South Australia)*. 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 to provide reasonable assurance whether the financial report is free of material misstatement. 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. 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.

Audit Opinion

In our opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 to the financial statements, the financial position of the Police Club Inc. as at 30th June 2010 and the results of its operations for the year then ended.

GRAY PERRY – DFK
Chartered Accountants

James W Perry
Partner
Adelaide
Dated this 28th day of September 2010

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Audit Report
Report by the Executive Committee
Committee Declaration
Trading Profit & Loss Statement
Balance Sheet
Other Income Statement
Liquor Profit & Loss Statement
Expense Schedule
Notes to the Accounts



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POLICE CLUB INC
Report By The Executive Committee
for The Year Ended 30 June 2010

During or since the financial period ended 30 June 2010

- 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

.....
Mark Carroll
President

.....
Andrew Dunn
Secretary

Adelaide
Dated this 28th day of September 2010



POLICE CLUB INC
Statement by Members of the Executive Committee
for the Year Ended 30 June 2010

The Committee has determined that the Club is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the members of the committee of the Police Club Inc., the financial report which included the Balance Sheet, Profit and Loss Account and notes thereto;

- 1) Presents a true and fair view of the financial position of the Police Club Inc. as at 30 June 2010 and its performance for the year ended on that date.
- 2) At the date of this statement, there are reasonable grounds to believe that the Police Club Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the committee by

.....
Mark Carroll
President

.....
Andrew Dunn
Secretary

Adelaide
Dated this 28th day of September 2010



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POLICE CLUB INC
Notes to the Financial Statements
for the Year Ended 30 June 2010

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the *Associations Incorporation Act (South Australia)* and the Club's constitution. The committee has determined that the club is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the *Associations Incorporations Act (South Australia)* and the following Australian Accounting Standards;

AASB 1031 Materiality

AASB 110 Events Occurring After Reporting Date

No other applicable Accounting Standards, Urgent Issues Group Consensus View or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The report is prepared on an accrual basis and is based on historic costs and except where stated does not take into account changing money values or current valuations of non-current assets.

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 CLUB INC
Trading, Profit and Loss Statement
for the Period ended 30 June 2010

	\$ 2010	\$ 2009
INCOME		
Bar	166,756	126,645
Take Away	759	1,051
TOTAL INCOME	<u>167,515</u>	<u>127,696</u>
Less COST OF GOODS SOLD		
Bar Opening Stock	9,095	9,273
Bar Purchases	79,489	65,465
	88,584	74,738
Bar Closing Stock	8,695	9,095
TOTAL COST OF GOODS SOLD	<u>79,889</u>	<u>65,643</u>
GROSS PROFIT FROM TRADING	87,626	62,053
EXPENDITURE		
Accountancy Fees	7,200	7,200
Auditors Remuneration	6,250	6,000
Bank Charges	2,106	1,362
Cleaning	23,699	19,047
Depreciation	11,537	12,274
Disposable Supplies	853	461
Donations	-	1,804
Electricity	13,865	8,402
Gas	2,374	858
Glasses, Linen, Accessories	783	610
Hire Plant & Equipment	816	816
Insurance	14,091	12,509
Insurance Workcover	787	1,283
Licences & Fees	2,248	1,816
Postage, Printing & Stationery	587	836
Promotions	-	-
Rent to Police Association	28,000	28,000
Repairs & Maintenance	2,405	3,059
Security Costs	573	557
Small Plant & Equipment	285	894
Stocktaking Expenses	1,100	1,200
Subscriptions	-	-
Superannuation Contributions	2,132	3,357
Sundry Expenses	771	897
Telephone	1,728	1,586
Wages & Subcontractors	90,348	91,321
Waste Disposal	3,119	2,729
TOTAL EXPENSES	<u>217,658</u>	<u>208,879</u>
OTHER INCOME		
Other Income	14,429	7,662
Interest Received	1,708	1,736
Members Subscriptions	134,353	130,583
Profit/Loss on Sale of Non Current Assets	-	-1,514
	<u>150,490</u>	<u>138,468</u>
OPERATING PROFIT/ LOSS BEFORE INCOME TAX	<u>20,458</u>	<u>-8,358</u>
Appropriation of Funds to Police Association		
OPERATING PROFIT/ LOSS AFTER APPROPRIATIONS	20,458	-8,358
Retained Profits at the beginning of the Financial Year	78,492	86,850
UNAPPROPRIATED PROFIT 30 JUNE 2010	<u>98,950</u>	<u>78,492</u>



POLICE CLUB INC
Balance Sheet
as at 30 June 2010

	\$ 2010	\$ 2009
EQUITY		
Asset Revaluation Reserve	95,377	95,377
Retained Profits	98,950	78,492
TOTAL EQUITY	194,326	173,868
Represented By:		
CURRENT ASSETS		
Floats	2,960	2,960
Petty Cash	300	300
Investment Police Credit Union	10	10
Cash at Bank	87,134	55,496
ANZ EFTPOS Account	17,178	5,088
Bartercard Account	1,426	-
Trade Debtors	24,309	28,910
Prepayments	6,370	6,924
Stock on Hand	8,695	9,095
TOTAL CURRENT ASSETS	148,382	108,783
NON CURRENT ASSETS		
Improvements to Property at Cost or Valuation	67,368	67,368
Less Accumulated Amortisation	-33,733	-31,205
	33,635	36,163
Plant & Equipment at Cost or Valuation	119,845	119,427
Less Accumulated Depreciation	-76,317	-67,309
	43,528	52,118
TOTAL NON CURRENT ASSETS	77,163	88,281
TOTAL ASSETS	225,545	197,064
CURRENT LIABILITIES		
Advance Deposits	955	228
Trade Creditors	26,334	20,441
PAYG Tax Payable	410	350
GST Payable	2,520	2,177
Bartercard Clearing Account	1,000	-
TOTAL CURRENT LIABILITIES	31,219	23,196
TOTAL LIABILITIES	31,219	23,196
NET ASSETS	194,326	173,868



POLICE CLUB INC
Other Income Statement
for the Period ended 30 June 2010

	\$	\$
	2010	2009
OTHER INCOME SCHEDULE		
Commission Received	586	416
Sundry Income	200	55
Room Hire	7,727	7,191
Police Credit Union Interest Rec'd	1,708	1,736
Member Subscriptions	134,353	130,583
Loss on Sale of Assets		-1,514
Utilities Recharge	5,916	
TOTAL OTHER INCOME	150,490	138,467

POLICE CLUB INC
Liquor Detailed Profit and Loss Statement
for the Period ended 30 June 2010

	\$	\$
	2010	2009
INCOME		
Bar	166,756	126,645
Take Away	759	1,051
TOTAL INCOME	167,515	127,696
Less COST OF GOODS SOLD		
Bar Opening Stock	9,095	9,273
Bar Purchases	79,489	65,465
	88,584	74,738
Bar Closing Stock	8,695	9,095
TOTAL COST OF GOODS SOLD	79,889	65,643
GROSS PROFIT ON TRADING	87,626	62,053



POLICE CLUB INC
Schedules to the Profit and Loss Statement
for the Period ended 30 June 201

	\$	\$
	2010	2009
EXPENSES SCHEDULE		
Accountancy Fees	7,200	7,200
Auditors Remuneration	6,250	6,000
Bank Charges	2,106	1,362
Cleaning	23,699	19,047
Depreciation	11,537	12,274
Disposable Supplies	853	461
Donations		1,804
Electricity	13,865	8,402
Freight & Cartage		153
Gas	2,374	858
Glasses, Linen, Accessories	783	610
Hire Plant & Equipment	816	816
Insurance	14,091	12,509
Insurance Workcover	787	1,283
Licences & Fees	2,248	1,816
Postage, Printing & Stationery	587	836
Rent to Police Association	28,000	28,000
Repairs & Maintenance	2,405	3,059
Security Costs	573	557
Small Plant & Equipment	285	894
Stocktaking Expenses	1,100	1,200
Subscriptions		-
Superannuation Contributions	2,132	3,357
Sundry Expenses	771	744
Telephone	1,728	1,586
Wages	90,348	91,321
Waste Disposal	3,119	2,729
TOTAL EXPENSES	217,658	208,879

Police Association of South Australia

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A n n u a l
C o n f e r e n c e

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M i n u t e s





**Minutes of the Annual Meeting of Delegates held on
Tuesday 20 and Wednesday 21 October 2009
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am**

TUESDAY 20 OCTOBER 2009

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Trevor Haskell, Deputy President
Bernadette Zimmermann, Vice President
Thomas Scheffler, Assistant Secretary
Matoula Makris, Industrial Officer
Darren Cornell, Member Liaison Officer
Police Association committee of management members
Interstate and overseas guests
See Appendix A (attendance list Tuesday 20 October 2009)
See Appendix B (attendance list Wednesday 21 October 2009)

APOLOGIES:

Delegates:

Gregory Haines – Metro North Branch
Jim Davis – Metro North Branch
Graeme Edwards – Metro South Branch – Proxy, Andy Neil
Peter Clifton – Metro South Branch
John Durkin – Crime Command Branch
Kym Wilson – Crime Command Branch – Proxy, David Huddy
Darren Vance – Operations Support Branch – Proxy, Daniel Garlik
Daniel Garlik (Proxy) – Operations Support Branch
David Wardrop – Operations Support Branch
Jon Kemplay-Hill – Operations Support Branch
Andrew Burgwin – Country South Branch
David Edwards – Country South Branch – Proxy, Joe McDonald

- 1. PRESIDENT'S WELCOME**
The President welcomed delegates, committee, observers, interstate and overseas guests to the 2009 annual conference.
- 2. WELCOME TO COUNTRY**
Ms Barb Wyngard performed the welcome to country.
- 3. FORMAL OPENING AND PREMIER'S ADDRESS**
The President introduced the Premier, the Hon Mike Rann, MP.

The Premier addressed the delegates and formally opened the conference.
- 4. LEADER OF THE OPPOSITION'S ADDRESS**
The Leader of the Opposition, Ms Isobel Redmond addressed the delegates.
- 5. PRESIDENT'S ADDRESS**
The President addressed conference.

Conference adjourned at 1000 hours.

Conference resumed at 1030 hours.

- 6. COMMISSIONER OF POLICE'S ADDRESS**
The Commissioner of Police addressed conference and took questions from the floor.
- 7. PRESIDENT'S INTRODUCTION TO CONFERENCE**
The President addressed conference and gave an overview of the theme of the conference.
- 8. IMPACT OF THE 9/11 TRAGEDY – MR JEFF BAUMBACH, PRESIDENT, NEW YORK AND NEW JERSEY LIEUTENANTS BENEVOLENT ASSOCIATION**
The President introduced Mr Jeff Baumbach, President of the New York and New Jersey Lieutenants Benevolent Association, who addressed conference relative to the impact of the 9/11 tragedy.

Minutes of the Annual Meeting of Delegates held on Tuesday 20 and Wednesday 21 October 2009 Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am



*Conference adjourned at 1230 hours.
Conference resumed at 1330 hours.*

9. IN HARM'S WAY – STORIES FROM THE FRONT LINE

The President introduced Mr Mike Smithson, political reporter, Brevet Sergeant Jeffrey Allen, Senior Constable Bernadette Reilly and committee member, Sergeant Jim Tappin. Mr Smithson conducted a panel interview with Brevet Sergeant Allen, Senior Constable Reilly and Sergeant Tappin relative to their experiences in high-risk situations.

10. UNEXPLAINED WEALTH – MR CHRIS HAYES, MP

The President introduced Mr Chris Hayes, the member for Werriwa in the federal parliament who addressed the meeting relative to the Unexplained Wealth legislation which has been introduced into the federal parliament.

11. PFA REPORT

The President introduced Mr Vince Kelly the President of the PFA and Mr Mark Burgess the CEO of the PFA. Mr Kelly addressed the meeting relative to PFA issues undertaken throughout the year. Mr Burgess provided a further report relative to PFA issues and political lobbying conducted on behalf of the PFA.

*Conference adjourned at 1530 hours.
Conference resumed at 1540 hours.*

12. POLICE CREDIT UNION REPORT

The President introduced Mr Costa Anastasiou, the CEO of the Police Credit Union (PCU) who provided an overview of PCU operations and took questions from the floor.

13. POLICE HEALTH REPORT

The President introduced Mr Peter Shanahan, the chairman of Police Health, who reported on Police Health activities and took questions from the floor.

Conference adjourned at 1630 hours for Tuesday 20 October 2009.

WEDNESDAY 21 OCTOBER 2009

Conference resumed at 1000 hours on Wednesday 21 October 2009.

The President reconvened conference.

14. LEGAL SERVICES FOR PASA MEMBERS

The President introduced Mr Morry Bailes, Managing Partner of Tindall Gask Bentley, who reported to committee relative to the extended legal services for PASA members offered by Tindall Gask Bentley.

15. EB6 – FOCUS GROUPS

The President addressed the meeting relative to the next round of enterprise bargaining (EB6) and requested the Assistant Secretary to address the meeting. The Assistant Secretary advised that the delegates would separate into focus groups to discuss the EB6 Issues booklet.

The delegates divided into five focus groups to discuss this matter. After the discussions, the groups reconvened and the chairpersons provided a brief overview of the issues considered most important by each group.

There was further discussion relative to issues to be included in the EB6 negotiations.

There was discussion relative to the possibility of "cashing in" sick leave.

MOTION: MANNING McCLEAN

That this meeting of delegates ratifies the Committee of Management's issues paper for the sixth round of enterprise bargaining as being representative of the views of the membership.

CARRIED



**Minutes of the Annual Meeting of Delegates held on
Tuesday 20 and Wednesday 21 October 2009
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am**

MOTION: WILLIAMS/MILDRUM

This meeting of delegates directs the Committee of Management to negotiate with government and SAPOL a sixth enterprise agreement on behalf of members.

CARRIED

MOTION: SCOTT/FIELDER

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 sixth enterprise agreement.

CARRIED

Conference adjourned at 1145 hours.

Conference resumed 1205 hours.

16. SOLO PATROLS – THE WESTERN AUSTRALIA POLICE EXPERIENCE

The President introduced Mr Russell Armstrong, President of the Western Australia Police Union of Workers. Mr Armstrong reported to the meeting relative to solo patrols in Western Australia.

MOTION: SCHULZE/MUNDY

That this meeting of delegates directs the Committee of Management to investigate the issue of solo patrols locally, nationally and internationally and to report to delegates accordingly.

CARRIED

Conference adjourned at 12.40 pm.

Conference resumed at 13.40 pm.

17. GENERAL BUSINESS SESSION

17.1 General Duties Working Party

The Vice President reported to the meeting relative to the activities of the General Duties Working Party and highlighted areas where additional responsibilities have been placed on General Duties officers.

The President thanked the Vice President for her presentation relative to the General Duties Working Party.

17.2 EB6

The President advised the meeting that Mr Peter Alexander has been engaged in a consultancy role to assist with political lobbying relative to the enterprise bargaining negotiations.

The President advised that an industrial mathematician will again be utilised relative to mid-point calculations in the enterprise bargaining process.

17.3 Salary Sacrifice

The President discussed the issue of salary sacrifice and Public Benevolent Institutions (PBI) status.

Mr Vince Kelly addressed the meeting relative to the federal government stance on salary sacrifice and advised that the federal government is looking at decreasing FBT concessions rather than extending them.

17.4 Superannuation

The President reported to the meeting relative to superannuation issues.

Mr Vince Kelly discussed superannuation issues at a Federal level.

MOTION: A ZIMMERMANN/MILDRUM

That this meeting of delegates directs the Committee of Management to prepare a superannuation paper for the consideration of delegates.

CARRIED

The President thanked Mr Kelly for his presentation.

**Minutes of the Annual Meeting of Delegates held on
Tuesday 20 and Wednesday 21 October 2009
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am**



17.5 Workforce Central

Mr Rick Fielder, delegate for ACB in the Operations Support Branch, reported to the meeting relative to WorkForce Central and the fact that the Flexible Shift Allowance (FSA) is not being paid on PDOs and advised all members to check their time sheets and pay slips.

The Member Liaison Officer reported to the meeting relative to WorkForce Central. There was discussion relative to this matter.

The President advised that PASA requires specific examples of system-based problems which members are having with WorkForce Central.

17.6 Travel Allowances

Mr Andy McClean, delegate for Mount Gambier and chairperson for the Country South Branch, addressed the meeting relative to the issue of travel allowances.

MOTION: McCLEAN/GARDNER

That this meeting of delegates reinforces the need for the PASA executive to lobby SAPOL to have adequate monies budgeted for in each LSA to adequately cover travel and associated allowances payable to members.
CARRIED

MOTION: McCLEAN/GARDNER

That this meeting of delegates empowers the PASA executive to lobby SAPOL to replace the existing travel and associated allowances with all-inclusive full-day and part-day absence allowances to be used at the members' discretion.
CARRIED

There was discussion relative to this matter.

17.7 Dog Patrol Vehicles

Mr Bryan Whitehorn, delegate for Dog Operations and chairperson of the Operations Support Branch, reported to the meeting relative to the suitability of the vehicles currently supplied by SAPOL for use at Dog Operations.

Mr Whitehorn showed a video presentation relative to handling problems associated with the Ford Falcon vehicle issued to Dog Operations.

MOTION: WHITEHORN/McCLEAN

That this meeting of delegates empowers the PASA executive to lobby the Commissioner of Police to have OSTU reinstated in the modification assessing, testing and consultation process of suitable vehicles for the use of SAPOL employees in line with statutory obligations under OHS&W Act and in conformity with the performance standards for self-insurers.
CARRIED

The Deputy President reported to the meeting relative to this matter and advised members to put in HIRS reports if they believe that vehicles are unsafe as this will bring the matter to the agenda for the Commissioner's OHS&W Committee.

The President reported to the meeting relative to the attempts by the PFA some years ago to introduce an Australian standard for all operational police vehicles throughout Australia and advised that these attempts had been rejected by the employers across Australia.

Mr Kelly reported to the meeting that Holden Australia is putting together a police vehicle for sale across the USA.

17.8 Part-Time Employment After Retirement

Mr Frank Toner, delegate at the Academy in the Operations Support Branch, reported to the meeting relative to the issue of part-time employment after retirement.

MOTION: TONER/GARRATT

That this meeting of delegates direct the Committee of Management to explore transition to retirement options.
CARRIED



**Minutes of the Annual Meeting of Delegates held on
Tuesday 20 and Wednesday 21 October 2009
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am**

17.9 Pasa Centenary

The President reported to the meeting that the PASA centenary occurs in 2011 and advised that the Committee of Management has secured the services of Mr Nigel Hunt, reporter for *The Sunday Mail*, to write the history of the association.

17.10 Delegate Training

The Assistant Secretary reported to the meeting relative to proposed delegate training to be conducted next year.

17.11 President's, Secretary's, Assistant Secretary's and Industrial Officer's Reports

MOTION: SCHULZE/SCHULZ

That the reports of the President, Secretary, Assistant Secretary and Industrial Officer as published be received.

CARRIED

17.12 Police Journal

The President reported to the meeting relative to the publication of the Police Journal.

The President reported on consultancy arrangement between Mr Peter Alexander and the committee of management to generate strategic corporate alliances for PASA.

18. PASA SERVICE AWARD PRESENTATIONS

The President made the following presentations of service awards:

Jim Tappin	Five-year service award
Mark Williams	Ten-year service award and badge
Graham Garratt	Ten-year service award and badge
Frank Toner	Six-year service award
Tim Pfeiffer	Six-year service award
Gavin Mildrum	Six-year service award
Mick Delany	Six-year service award
Ralph Rogerson	Six-year service award
David Huddy	Six-year service award
Joe McDonald	Six-year service award

19. CLOSURE

The President acknowledged the work of all staff in the preparation of the conference.

The President thanked interstate and overseas affiliates and delegates for their attendance and participation and thanked all staff for their work in the preparation of conference.





Police Association of South Australia

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P o l i c e C l u b A G M
P A S A A G M
P F A (S A B r a n c h) A G M

2010

A g e n d a s





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**Police Club Incorporated Annual General Meeting
Tuesday 19 October 2010
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 20 October 2009.

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 in accordance with Rule 14.6.

4.3 To consider any motion seeking to confer life membership upon a member or former member.

5. CLOSURE



**Police Association of South Australia Annual General Meeting
Tuesday 19 October 2010
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 20 October 2009.

4. BUSINESS

4.1 To receive the general yearly report of the committee of management.

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 19 October 2010.

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



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**Police Federation of Australia (SA Police Branch) Annual General Meeting
Tuesday 19 October 2010
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 20 October 2009.

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 19 October 2010.

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

5. CLOSURE

Police Association of South Australia

.....
P o l i c e C l u b A G M
P A S A A G M
P F A (S A B r a n c h) A G M

2009

M i n u t e s





**The Police Club of S.A. Incorporated Annual General Meeting
Tuesday 20 October 2009
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide, at 4.30 pm**

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Trevor Haskell, Deputy President
Bernadette Zimmermann, Vice President
Thomas Scheffler, Assistant Secretary
Matoula Makris, Industrial Officer
Darren Cornell, Member Liaison Officer
Police Association committee of management members
See Appendix A (attendance list)

APOLOGIES:

Delegates

Gregory Haines, Metro North Branch
Jim Davis, Metro North Branch
Graeme Edwards, Metro South Branch – Proxy, Andy Neil
Peter Clifton
John Durkin, Crime Command Branch – Proxy, John Quinn
Kym Wilson, Crime Command Branch – Proxy, David Huddy
Darren Vance, Operations Support Branch – Proxy, Daniel Garlik
Daniel Garlik (Proxy) – Operations Support Branch
David Wardrop, Operations Support Branch
Jon Kempsey-Hill – Operations Support Branch
Andrew Burgwin, Country South Branch
David Edwards – Country South Branch – Proxy, Joe McDonald
Merge Presser

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 20 OCTOBER 2008

MOTION: SCHULZE/GARRATT

That the minutes of the annual general meeting held on 20 October 2008 be confirmed.

CARRIED

3. BUSINESS

3.1 Auditor's Report

The 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 reflects the current state of the finances of the Police Club of SA Incorporated.

MOTION: SCOTT/STANDING

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 accepted.

CARRIED



**The Police Club of S.A. Incorporated Annual General Meeting
Tuesday 20 October 2009
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide, at 4.30 pm**

- 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.
- 3.3 Motions seeking to confer life membership upon a member or former member
The Secretary reported that he had received a notice of motion pursuant to Rule 14.3 seeking to confer life membership.

MOTION: CARROLL/HASKELL

That, pursuant to rule 14.3, life membership be conferred on Mr Peter John ALEXANDER, former President of the Police Club, in recognition of his long and distinguished service to the Club.

CARRIED

The President advised that Mr Alexander's life membership badge would be presented at the conference dinner to be held in the Police Club this evening.

The President advised that life membership of the Police Club was conferred on Mr Nikolaos Pippos in 2005, but that no presentation had been made. The President advised that Mr Pippos would also be presented with his life membership badge at the conference dinner.

4. CLOSURE

There being no further business, the meeting was closed at 4.35 pm.



**Police Association of South Australia Annual General Meeting
Tuesday 20 October 2009**

Fenwick Hall, PASA Building, 1st Floor, 27 Carrington Street, Adelaide at 4.35 pm

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Trevor Haskell, Deputy President
Bernie Zimmermann, Vice President
Thomas Scheffler, Assistant Secretary
Matoula Makris, Industrial Officer
Darren Cornell, Member Liaison Officer
See Appendix A (attendance list)

The President opened the 98th annual general meeting of the Police Association of South Australia.

1. APOLOGIES

Delegates

Gregory Haines, Metro North Branch
Jim Davis, Metro North Branch
Graeme Edwards, Metro South Branch – Proxy, Andy Neil
Peter Clifton
John Durkin, Crime Command Branch – Proxy, John Quinn
Kym Wilson, Crime Command Branch – Proxy, David Huddy
Darren Vance, Operations Support Branch – Proxy, Daniel Garlik
Daniel Garlik (Proxy), Operations Support Branch
David Wardrop, Operations Support Branch
Jon Kemplay-Hill – Operations Support Branch
Andrew Burgwin, Country South Branch
David Edwards – Country South Branch – Proxy, Joe McDonald

2. ADOPTION OF THE AGENDA

MOTION: STANDING/SCOTT
That the agenda be adopted as set.
CARRIED

3. CONFIRMATION OF MINUTES

3.1 Meeting held 21 October 2008

MOTION: MANNING/DELANY
That the minutes of the annual general meeting held on 21 October 2008 be confirmed.
CARRIED

4. BUSINESS

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

MOTION: STANDING/DAY
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: DAY/MILDRUM
That the annual audit report of the Police Association of South Australia be received.
CARRIED



**Police Association of South Australia Annual General Meeting
Tuesday 20 October 2009
Fenwick Hall, PASA Building, 1st Floor, 27 Carrington Street, Adelaide at 4.35 pm**



4.3 Motions by members, notice of which has been given in writing to the Secretary at least 28 days prior to 20 October 2008
The Secretary reported that he had received no motions by members, in writing.

4.4 Delegates to the United Trades and Labour Council (trading as SA Unions)
The President reported to the meeting relative to this matter.

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: SCHULZE/GARRATT

That the honoraria for the committee of management (excluding the President and Secretary) be increased by four per cent with immediate effect.

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.



**Police Federation of Australia (SA Police Branch) Annual General Meeting
Tuesday 20 October 2009
Fenwick Hall, 1st Floor, PASA Building, 27 Carrington Street, Adelaide at 5.00 pm**

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Trevor Haskell, Deputy President
Bernadette Zimmermann, Vice President
Thomas Scheffler, Assistant Secretary
Matoula Makris, Industrial Officer
Darren Cornell, Member Liaison Officer
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

Delegates:

Gregory Haines, Metro North Branch
Jim Davis, Metro North Branch
Graeme Edwards, Metro South Branch – Proxy, Andy Neil
Peter Clifton
John Durkin, Crime Command Branch – Proxy, John Quinn
Kym Wilson, Crime Command Branch – Proxy, David Huddy
Darren Vance, Operations Support Branch – Proxy, Daniel Garlik
Daniel Garlik (Proxy), Operations Support Branch
David Wardrop, Operations Support Branch
Jon Kemplay-Hill – Operations Support Branch
Andrew Burgwin, Country South Branch
David Edwards – Country South Branch – Proxy, Joe McDonald

2. ADOPTION OF THE AGENDA

The agenda was adopted as set.

3. CONFIRMATION OF MINUTES

3.1 Minutes of annual general meeting held 21 October 2008

MOTION: DAY/MILNE

That the minutes of the annual general meeting held on 21 October 2008 be confirmed.

CARRIED

4. BUSINESS

4.1 Yearly report of the branch committee

MOTION: STANDING/GARRATT

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 to the meeting that his application of October 2008 pursuant to Section 269 of Schedule 1 of the *Workplace Relations Act* a certificate has been granted. That certificate provides that as the financial affairs of our PFA branch are encompassed by the financial affairs of an associated state body we are not required to produce financial records. That certificate was signed on 20 November 2008 by Mr T Nassios, Deputy Industrial Registrar.

The Secretary reported to the meeting that his application of October 2009 pursuant to Section 269 of Schedule 1 of the *Workplace Relations Act* a certificate has been granted. That certificate provides that as the financial affairs of our PFA branch are encompassed by the financial affairs of an associated state body we are not required to produce financial records. That certificate was signed on 20 October 2009 by Mr T Nassios, Deputy Industrial Registrar.



**Police Federation of Australia (SA Police Branch) Annual General Meeting
Tuesday 20 October 2009
Fenwick Hall, 1st Floor, PASA Building, 27 Carrington Street, Adelaide at 5.00 pm**



4.3 Motions by members

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 Secretary 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 the meeting closed at 5.10 pm.



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ELLIOTT, Mark

From: ELLIOTT, Mark
Sent: Monday, 18 October 2010 10:05 AM
To: STEWART, Iain
Subject: FW: APPLICATION PURSUANT TO SECTION 269 OF FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009
Attachments: 20101015-Ltr to Fair Work Australia.pdf; 20101015-PASA_AnnualReport_2010_text6.pdf

You have probably seen this one already

MARK ELLIOTT

Tribunal Services and Organisations

Fair Work Australia

Tel: 03 8661 7811
Fax: 03 9655 0410
mark.elliott@fwa.gov.au

11 Exhibition Street, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwa.gov.au

From: Lesley Dunstan [mailto:lesleydunstan@pasa.asn.au]
Sent: Friday, 15 October 2010 4:27 PM
To: ian.stewart@fwa.gov.au
Cc: ELLIOTT, Mark
Subject: APPLICATION PURSUANT TO SECTION 269 OF FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

Good afternoon Mr Stewart

Please find attached a copy of the application pursuant to Section 269 of the Fair Work (Registered Organisations) Act 2009, together with the Operating Report for the year ended 30 June 2010 made pursuant to Section 254 of the Fair Work (Registered Organisations) Act 2009 and a copy of the audited accounts.

(See attached file: 20101015-Ltr to Fair Work Australia.pdf)(See attached file: 20101015-PASA_AnnualReport_2010_text6.pdf)

Please note that the Operating Report is included in the letter to Fair Work Australia.

Lesley Dunstan
Executive Secretary



**POLICE ASSOCIATION
OF SOUTH AUSTRALIA**

27 Carrington Street, Adelaide SA
PO Box 6032, Adelaide SA 5000
T 08 8212 3055
F 08 8212 2002
www.pasa.asn.au

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FAIR WORK
AUSTRALIA

16 July 2010

Mr Andrew Dunn
Secretary
Police Federation of Australia - South Australia Police Branch
secretary@pasa.asn.au

Dear Mr Dunn,

**Lodgement of Financial Documents for year ended 30 June 2010 [FR2010/2529]
Fair Work (Registered Organisations) Act 2009 (the RO Act)**

The financial year of the Police Federation of Australia - South Australia Police Branch (the "reporting unit") has recently ended. This is a courtesy letter to remind you of the obligation to prepare and process the reporting unit's financial documents. The full financial report must be lodged with Fair Work Australia within a period of 5 months and 14 days or 6 months and 14 days, depending on your rules, of the end of the financial year.

The RO Act sets out a particular chronological order in which financial documents and statements must be prepared, audited, provided to members and presented to a meeting. The attached *Timeline/Planner* summarises these requirements.

In addition, financial reporting fact sheets and sample documents can be found on our Fair Work Australia website. You will find that the legislative requirements remain largely unchanged to that of the former requirements under Schedule 1 of the Workplace Relations Act 1996. The information can be viewed at www.fwa.gov.au – under *Registered Organisations – Overview – Fact sheets*. This site also contains the Financial reporting guidelines.

This office encourages you to lodge all financial reports electronically (e.g. as pdf files) at orgs@fwa.gov.au. Alternatively, you can forward the documents by fax to (03) 9655 0410.

Please do not hesitate to contact me on (03) 8661 7993 or by email at larry.powell@fwa.gov.au if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

Larry Powell
Tribunal Services and Organisations
Fair Work Australia

TIMELINE/ PLANNER

Financial reporting period ending:	/ /
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Prepare financial statements and Operating Report.
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(a) A Committee of Management Meeting must consider the financial statements, and if satisfied, pass a resolution declaring the various matters required to be included in the Committee of Management Statement.	/ /
(b) A #designated officer must sign the Statement which must then be forwarded to the auditor for consideration as part of the General Purpose Financial Report (GPFR).	

As soon as practicable after end of financial year

Auditor's Report prepared and signed and given to the Reporting Unit - s257	/ /
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*Within a reasonable time of having received the GPFR
(NB: Auditor's report must be dated on or after date of Committee of Management Statement*

Provide full report free of charge to members – s265 The full report includes: <ul style="list-style-type: none"> the General Purpose Financial Report (which includes the Committee of Management Statement); the Auditor's Report; and the Operating Report. 	/ /
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*(a) if the report is to be presented to a General Meeting (which must be held within 6 months after the end of the financial year), the report must be provided to members 21 days before the General Meeting,
or
(b) in any other case including where the report is presented to a Committee of Management meeting*, the report must be provided to members within 5 months of end of financial year.*

Present full report to: (a) General Meeting of Members - s266 (1),(2); OR (b) where the rules of organisation or branch allow* - a Committee of Management meeting - s266 (3)	/ / / /
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Within 6 months of end of financial year

Within 6 months of end of financial year

Lodge full report with Fair Work Australia, together with the #Designated Officer's certificate** – s268	/ /
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Within 14 days of meeting

* the full report may only be presented to a committee of management meeting if the rules of the reporting unit provide that a percentage of members (not exceeding 5%) are able to call a general meeting to consider the full report.

The Committee of Management Statement and the Designated Officer's certificate must be signed by the Secretary or another officer who is an elected official and who is authorised under the rules (or by resolution of the organisation) to sign the statement or certificate – s243.

++ The Designated Officer's certificate must state that the documents lodged are copies of the documents provided to members and presented to a meeting in accordance with s266 – dates of such events must be included in the certificate. The certificate cannot be signed by a non-elected official.