



30 October 2013

Mr Andrew Dunn
Secretary
Police Federation of Australia
South Australia Police Branch

By email: secretary@pasa.asn.au

Dear Mr Dunn

Application for certificate stating financial affairs of Branch are encompassed by financial affairs of associated State body for year ended 30 June 2012 (FR2012/231)

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 2012. The application was lodged with Fair Work Australia on 18 October 2012.

I have granted the application. My certificate is enclosed.

Yours sincerely

Chris Enright
Delegate of the General Manager
Fair Work Commission



CERTIFICATE

Fair Work (Registered Organisations) Act 2009

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

Police Federation of Australia
(FR2012/231)

MR ENRIGHT

MELBOURNE, 30 OCTOBER 2013

Reporting unit's financial affairs encompassed by associated State body

[1] On 18 October 2012 an application was made under s.269(2)(a) of the *Fair Work (Registered Organisations) Act 2009* (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 ending 30 June 2012.

[2] On 18 October 2012, the Branch lodged a copy of the audited accounts of the Association with Fair Work Australia.

[3] 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.

[4] I am further satisfied that:

- the Association has in accordance with prescribed State legislation, prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members; and
- there is no obligation to lodge the accounts with the relevant State authority; 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 s.254 of the Act has been prepared in respect of those activities of the Branch and has been provided to the members of the Branch with copies of the accounts.

[5] I am satisfied that the financial affairs of the Branch in respect of the financial year ending 30 June 2012, are encompassed by the financial affairs of the Association and I certify accordingly under s.269(2)(a) of the Act.



DELEGATE OF THE GENERAL MANAGER

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Police Federation of Australia

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Ref: AD:ah2:1830/12

12 October 2012

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*.

GROUNDINGS 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 the same members as the Reporting Unit.
3. The officers of the associated State body are 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 sincerely



ANDREW DUNN
SECRETARY

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

**OPERATING REPORT FOR YEAR ENDED 30 JUNE 2012
made pursuant to Section 254 of the *Workplace Relations Act 1996***

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 (then Deputy President) was a member of the Police Superannuation Board (SA) by appointment of the Governor until 4 October 2011.

Bernadette Zimmermann (then Vice President and now Deputy President) was a deputy member (to Trevor Haskell) of the Police Superannuation Board (SA) by appointment of the Governor until 4 October 2011 and a member of the Police Superannuation Board (SA) by appointment of the Governor since 5 October 2011.

James Tappin (committee member) was a deputy member of the Police Superannuation Board (SA) by appointment of the Governor until 4 October 2011 and a member of the Police Superannuation Board (SA) by appointment of the Governor since 5 October 2011.

David Reynolds (committee member) is a deputy member (to Bernadette Zimmermann) of the Police Superannuation Board (SA) by appointment of the Governor since 5 October 2011.

Julie Foley (committee member) is a deputy member (to James Tappin) of the Police Superannuation Board (SA) by appointment of the Governor since 5 October 2011.

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 4,753.

NUMBER OF EMPLOYEES

The number of persons who were, at the end of the reporting period, employees of the associated entity was eleven (11).

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) – retired 19 July 2011
- Bernadette Zimmermann (Vice President and Deputy President with effect from 5 October 2012)
- Allan Cannon (committee member and Vice President with effect from 5 December 2011)
- Barbara Parfitt (committee member) – retired on 4 July 2011
- David Reynolds (Treasurer)
- Trevor Milne (committee member)
- Rick Day (committee member)
- James Tappin (committee member)
- Elizabeth McGregor (committee member) – resigned on 11 July 2011
- Julie Foley (committee member)
- Christopher Walkley (committee member) elected on 5 October 2011.
- Michael Kent (committee member) elected on 15 February 2011
- Daryl Mundy (committee member) elected on 5 October 2011



ANDREW DUNN
SECRETARY

12 October 2012



2012

ANNUAL REPORT

& CONFERENCE AGENDA



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COMMITTEE



President
MARK CARROLL



Secretary
ANDREW DUNN



Deputy President
BERNADETTE
ZIMMERMANN



Vice-President
ALLAN CANNON



DAVID REYNOLDS



TREVOR MILNE



RICK DAY



JIM TAPPIN



JULIE FOLEY



CHRIS WALKLEY



DARYL MUNDY



MICHAEL KENT

STAFF



Assistant
Secretary
THOMAS
SCHEFFLER



Assistant
Secretary
DARREN
CORNELL



Police Journal
Associate Editor
BRETT WILLIAMS



Media and
Communications
Officer
DAVID RUSSELL



Finance Officer
WENDY KELLETT



Executive
Secretary
ANNE HEHNER



Executive
Secretary
ANITA
HAMILTON



Executive
Secretary
SARAH
STEPHENS



Receptionist/Clerk
SHELLEY FURBOW

DELEGATES

Metro North Branch

Port Adelaide

Henley Beach
Holden Hill
Gawler
Golden Grove
Salisbury
Northern Prosecution

Mitch Manning (chair)

Matthew Kluzek
Peter Kitto
David Savage
Simon Nappa
Taryn Trevelion
Tim Pfeiffer

Country North Branch

Port Lincoln

Ceduna
Coober Pedy
Kadina
Nuriootpa
Peterborough
Port Augusta
Port Pirie
Whyalla

Lloyd Parker (chair)

Scott Price
Jeff Page
Ric Schild
Michael Casey
Andrew Dredge
Peter Hore
Gavin Mildrum
Wayne Davison

Crime Command Branch

Major Crime

Adelaide
DOCIB
Elizabeth
Forensic Services
Fraud
Holden Hill
Port Adelaide
South Coast
Sturt

Peter Rodney (chair)

Dac Thomas
Jamie Dolan
Kym Wilson
Kristin Enman
Rhett Vormelker
Narelle Smith
Craig Johnston
Allan Dalglish
Brad Scott

Metro South Branch

Southern Traffic

Adelaide CBD
Netley
Norwood

Peter Schulze (chair)

Shelley Olsen
Mark Williams
Ralph Rogerson

South Coast

South Coast
Sturt
Southern Prosecution

Peter Clifton

Russell Stone
Michael Quinton
Andrew Heffernan

Country South Branch

Mount Gambier

Adelaide Hills
Berri
Millicent
Murray Bridge
Naracoorte
Renmark

Andy McClean (chair)

Joe McDonald
John Gardner
Nick Patterson
Kym Cocks
Andrew Burgwin
Dan Schatto

Operations Support Branch

Dog Ops

Police Academy
ACB
Police Band
Comcen
Firearms
HR
Mounted
STAR Ops
Traffic
Transit

Bryan Whitehorn (chair)

Francis Toner
George Blocki
Neil Conaghty
Athalie Edman
Jon Kemplay-Hill
Kelly-Ann Taylor-Wilson
Paul Marston
Daniel Garlik
David Kuchenmeister
Julian Snowden

Womens Branch

Jodie Cole (chair)

(no delegates)

ATSI Branch

Robert Agius (chair)

(no delegates)

Officers Branch

Alex Zimmermann

REPRESENTATIVES

COHSWAC
Superannuation

Darren Cornell
Bernadette Zimmermann
Jim Tappin

Housing
Leave Bank
Legacy

Tom Scheffler
Tom Scheffler
Allan Cannon

GENERAL HOUSEKEEPING AND RULES OF DEBATE

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 2012

DAY ONE – TUESDAY 16 OCTOBER 2012

0830	a	Delegates arrival
0840	b	Housekeeping
0900	c	Guests arrival Premier Leader of the Opposition Minister for Police Shadow Minister for Police
0905	1	President's welcome
0910	2	Premier's address and opening of conference
0930	3	Leader of the Opposition's address
0950	4	Media conference
1000	5	Morning tea – Police Club
1030	6	Keynote address – Ensuring transparency in unions – The Hon Robert McClelland, Federal Member for Barton
1200	7	Lunch – Police Club
1315	8	Policy Session – Best practice and governance – Secretary Andrew Dunn and Treasurer David Reynolds
1500	9	Afternoon tea – Police Club
1530	10	Step-Up Award Presentation
1545	11	Police Credit Union
1600	12	Police Club AGM
1615	13	PASA AGM
1630	14	PFA (SA Branch) AGM
1700	15	Adjournment
1900 for 1930	16	Conference dinner – Police Club

CONFERENCE 2012

DAY TWO – WEDNESDAY 17 OCTOBER 2012

0930	17	PASA Corporate Expansion and Strategic Plan – updates and outcomes – President Mark Carroll and Ms Karen Tamm
1030	18	Commissioner of Police – address and questions
1130	19	Does police culture impede the anti-corruption ideal: an unresolved dilemma – Celeste Lawson, Central Queensland University, Queensland
1230	20	Lunch – Police Club
1330-1345	21	Police Health report
1345-1445	22	Business session – issues include: Country housing, Enterprise Bargaining, Staffing, Identification Parades, Police Act and Regulations, Legislative Update, Police Journal
1445	23	Afternoon tea – Police Club
1515	24	Business session (continued)
1600	25	PASA award presentations
1700	26	Conference closure

PRESIDENT'S REPORT



I am privileged to welcome delegates and interstate guests to the 2012 annual conference, in the Association's 101ST year.

Since we last met, the Police Association, Australia's first trade union for cops, celebrated its centenary at a special dinner at the Adelaide Town Hall.

In my address, I made the point that the very source of the association strength, power, inspiration and influence is the membership itself – the exceptional men and women this union represents.

And, as a union, the association will go on dedicating itself to its members interests, just as diligently and as passionately as it has in the last 100 years.

This year our annual conference will discuss governance. The media reporting and scandal involving another union has made all unionists question these issues.

Former Commonwealth attorney-general and federal member for Barton Robert McClelland will give a keynote address to delegates on union governance issues. His address will focus on governance and accountability in unions across Australia.

The Police Association has a good story to tell about governance.

That story begins with the framing of the association rules. The rules provide for the members to control the committee of management as it does for delegates.

They require the association funds to be held and controlled consistent with the guidelines for trustee approved investments pursuant to the provisions of the *Trustee Act (SA) 1936* – notwithstanding that this act does not apply formally to the association. And any member has the power to inspect the books of account.

The association is registered pursuant to the *Fair Work Act 1994 (FWA)* which confers incorporation. The FWA details legislative requirements to ensure compliance with rules and the keeping and auditing of financial records.

The financial report is a special purpose report prepared in order to satisfy the financial reporting requirements of, and in accordance with, the *Associations Incorporation Act (SA)*.

And, as a branch of the Police Federation of Australia, the reporting requirements are consistent with the state entity and in line with federal law.

The association remains in a very strong financial position, as delegates will read from inspecting the financial statements as audited by Gray Perry – DFK. The association has no debt.

Transparent in its dealing, the association – a non-sectarian, apolitical organization – also uses *PASAweb* to publish committee minutes, policies, publications, news and events.

There has been a number of highlights for the association in the preceding 12 months.

Legislative outcomes

Criminal intelligence

The association was active in lobbying for the passage of the *Statutes Amendment (Criminal Intelligence) Bill 2010*.

This Harmonization Bill ensured that the regulatory scheme for the use of criminal intelligence as contained in the *Liquor Licensing Act 1997* – endorsed by the High-Court – was consistent across a range of other acts including the Firearms Act.

This provided the necessary legislative confidence for police to use criminal intelligence against serious and organized criminals to obtain firearm prohibition orders.

Shooting at a police officer

The Police Association welcomed legislation proposed by the government and the Opposition to create a new offence of shooting at a police officer.

Under the proposed laws, a maximum sentence of 25 years will apply to an offender who causes serious harm to a police officer by shooting at him or her, whether or not the offender intended to hit the officer.

The act of discharging a firearm at a police officer, without causing him or her any injury, will attract a maximum sentence of 10 years.

The move to legislate came after the association had lobbied both sides of politics to deliver the outcome.

The association made those representations in response to the 2010 shooting of its members Nathan Mulholland and Tung Tran, who were lured to a Paralowie house and fired at through the front screen door with a high-powered semi-automatic rifle by offender Daniel Paul Van-Setten.

After this legislation is passed, any person who shoots at a police officer can rightly expect to receive a significant custodial sentence for his or her actions.

Income protection

Police will now have their income protected in the event that they are injured as a result of criminal action directed at them in the course of duty, under a special income protection benefit negotiated by the Police Association.

The benefit paid to injured police will cover the difference between 100 per cent of their notional weekly earnings and the amount of workers compensation payments they receive, for a period of up to two years.

The benefit will effectively bridge the gap that existed previously between workers compensation payments and pre-injury earnings.

The new arrangement, which came into effect on July 12, 2012, was sought by the Police Association because of the unique nature of the police profession. The association was of the view that no officer should be disadvantaged by being injured as a result of the actions of criminals who they must come into contact with on a daily basis.

The regulations also provide for the benefit to be available from July 1, 2011, through an ex-gratia payment to any person who would have had an entitlement during the interim period before the regulations were promulgated.

The changes come after more than a year of negotiations between the association and government.

On February 28, 2011, after receiving submissions from the Police Association, government approved the provision of the benefit. And, on June 3, 2011 a heads-of-agreement between the association and government, which set out the terms and conditions of the benefit, was signed.

The benefit arises from the *Southern State Superannuation (Additional Income Protection for Police Officers) Variation Regulations 2012* and will be made through the Triple S Super SA scheme.

Serious and Organised Crime (Control) (Miscellaneous) Amendment Bill 2012

The association wrote to and lobbied the Opposition outlining its support for the *Serious and Organised Crime (Control) (Miscellaneous) Amendment Bill 2012*, and the *Statutes Amendment (Serious and Organised Crime) Bill 2012*.

The association argued for strong laws to investigate outlaw motorcycle gangs and that the government's bills take direct aim at eradicating serious criminal behaviour.

The Opposition supported the passage of the bills through parliament.

South Australian Civil and Administrative Tribunal (SACAT)

The association has written to Attorney-General John Rau, outlining its opposition to the establishment of the South Australian Civil and Administrative Tribunal (SACAT).

The generalized state government tribunal, if established, would usurp the role of the Police Disciplinary Tribunal (PDT), meaning that police disciplinary matters would be heard before a non-specialized body.

The PDT, as an essential element of the *Police Act (1998)* and *Police Complaints and Disciplinary Proceedings Act (1995)*, exists because of the unique nature of the police profession.

Consolidating the PDT into a general administrative tribunal is wholly unsatisfactory. Presently, the PDT acts promptly and resolves many matters after proceedings are issued.

PRESIDENT'S REPORT

continued

By contrast, applicants and parties who appear before the overburdened Victorian government administrative tribunal, suffer constant delays, which compromise justice.

The idea of subjecting our members and their discipline proceedings to the delays of such a tribunal is of great concern.

A further concern of the association is that the PDT is a costs jurisdiction, whereas the proposed SACAT would not be.

This means that, if the employer (SAPOL) prosecutes a member, it would not be liable to pay for the costs of the member's defence in the event that the prosecution is unsuccessful.

Under the PDT, if a member's defence is successful, SAPOL is often required to pay that member's legal costs.

This provides an important deterrent to prosecuting for the sake of prosecuting. Without it, there is no deterrent to prosecuting a case that will likely be unsuccessful.

This is inherently unfair and runs counter to the interests of justice.

Legal defence

The association has been at the forefront of protecting its members' legal interests. Of the many cases funded by the committee of management in the last year, two stand out.

Constable Norman Hoy

Association member Constable Norman Hoy pleaded not guilty in the District Court to one count of aggravated assault. The prosecution case will be that, after an alleged incident on September 18, 2010, Constable Hoy assaulted petrol baron Yasser Shahin. It was reported in *The Advertiser* that Mr Shahin retained Michael Abbott, QC, to file a complaint with the Police Complaints Authority, which led to the criminal charge.

Constable Hoy and his family have our full support. The committee of management has carefully considered the circumstances of this case and will fund the defence. The trial is set for January 2013.

Coronial inquest of Damien Kay

Police Association lawyer, TGB's Morry Bailes, represented two members in the coronial inquest of Damien Kay.

The association funded the legal representation of the two police – who detained Mr Kay under the *Mental Health Act* and took him to the Lyell McEwin Hospital for mental health assessment in September 2010 – after the Crown Solicitors Office elected not to do so.

In making that decision, the Crown cited a conflict of interest because it was also representing the doctor who had determined Mr Kay was not a suicide risk and signed his release. Mr Kay committed suicide two days later.

In response to rigorous questioning by Mr Bailes, the doctor admitted not asking to see the suicide note, and that if he had read it he would not have released Mr Kay.

No adverse findings were made against the members involved in this matter.

Industrial

Shop Trading and Holidays Bill 2012

The association joined other unions to support the push by the Shop Distributive and Allied Employees Association (SDA) to create two additional part-day public holidays in exchange for allowing shops to trade on public holidays.

Our members know what it is like to work inordinate hours on Christmas and New Year's Eve – and the benefits they miss out on.

Many of our members are rostered on New Year's Eve to start shift at 7pm and 7:30pm so they receive no payment at public-holiday rates for work performed after midnight. And many are then compelled to work overtime and night, because of that, work 12-hour shifts.

At the delegates meeting of February 22, overwhelming support for the passage of the bill through parliament was proclaimed. Through a motion, carried unanimously, delegates directed the committee of management to lobby state politicians to support the bill.

The secretary and I lobbied Green, Independent and Family First members of the Upper House, wrote to all politicians, and made comment publicly in the media, outlining the association's position.

Legislation was passed in March. This was a tremendous result for police who, for years, were subjected to a fundamentally unfair rostering practice. The public holidays will commence from 7pm until midnight on both days.

Country housing

The association is presently before the Industrial Relations Commission regarding a dispute about the provision of government housing for police residing within 100km of the Adelaide GPO.

The association's position is that all members who resided in government-subsidised housing before the announcement of the 100km policy should continue to receive their concessions.

And the association is lobbying the government to exempt the towns of Murray Bridge, Tailem Bend and Mannum from the new policy, which does not provide government housing within 100km of Adelaide.

That policy, especially for towns such as Murray Bridge and Tailem Bend, is short-sighted and makes a mockery of community policing.

By not providing housing in townships such as Murray Bridge, police will choose (and have done so) to reside outside of the town in areas such as Mt Barker and Strathalbyn. Over time, fewer police will live in the township in which they work.

The association firmly believes that this is a poor result for police service delivery in local communities.

Staffing

A special meeting of delegates took place of February 22 to discuss the association's response to the government decision to delay police recruiting. Half of the additional 313 police, over and above attrition, will not be recruited by 2014 as originally pledged.

At the meeting, delegates moved to ensure that Premier Weatherill was made aware how negatively the delay in recruiting front-line resources would impact on the capacity of members to perform the duties required of them.

Delegates also indicated that, in the event that the issue could not be resolved, the association should commit to a public awareness campaign highlighting the adverse impact of delayed recruiting on police and the communities they serve.

The association has also encouraged members to report low staff numbers via *PASAweb*.

Premier Weatherill's response to our concerns will be discussed at this conference.

Business

The Police Club

The Police Club turned 51, and is the only police club of its type left in Australia. The committee took the decision to engage the Basheer Hotel Group to operate the club as we set out to revitalize its operations.

The former business model would have meant the club would not have survived beyond this year.

Along with the appointment of the Basheer Group, new specific marketing initiatives have been implemented to encourage increased custom. The development of the front entrance will also assist in increasing the trade and profitability of the club.

I acknowledge Rebecca Barnes, Karen Tamm, and new club manager Stephanie Morrison for their efforts in overseeing the new business model.

Police lottery

The inaugural 2011 Police Lottery raised \$50,000 for Novita Children's Services, which awarded the association the Novita Community Partnership Award. The success of the lottery encouraged committee to conduct a second lottery in 2012. Novita will again be the nominated charity.

PRESIDENT'S REPORT

continued

Step-Up

The Step Up occupational health and safety campaign was launched in order to encourage members to exercise their right to a safe workplace, and submit hazard incident reports whenever they are exposed to or identify a danger in the workplace.

It came about because of the continual anecdotal complaint that members felt unfairly targeted by managers if they reported hazards.

The culture of resistance to reporting hazards needed to be addressed; and the all-encompassing campaign has been warmly received.

Six nominations were received for the inaugural award. Safework Australia chair Tom Phillips and SA Unions secretary Janet Giles joined me on the judging panel.

All six nominees, and the issues they identified throughout the year, are of exceptional quality. I also want to acknowledge publicly the efforts of Assistant Secretary Cornell and Media and Communications Officer David Russell for their contribution to the success of this campaign to date.

The winner will be announced at conference.

Members Buying Guide

Launched in June, the buying guide has delivered discounts to members and their families on a range of household and lifestyle expenses.

Accessible through *PASAw*eb, the buying guide only includes offers from providers who are exclusive to PASA members and deliver genuine savings or value.

More than 700 members have accessed the Romeos Grocery Card along with 1,000 retired members. Approximately 400 members have accessed the Power Direct electricity offer.

Corporate consultant Karen Tamm will look to extend the number and type of providers to the guide in the next 12 months.

The Police Journal

Published to an exceptionally high standard, the Police Journal's associate editor Brett Williams scored two major journalism awards since we last met. His outstanding feature *Uncovering the children's horror* (*Police Journal*, August 2011) won Best Feature in Print at the SA Press Club awards.

This feature also won Best Single Article of the Year at the Publishers Australia Excellence Awards in Sydney.

Brett's feature *Shotgun Slaughter – The Survivors* (*Police Journal*, August 2012) is nominated in this year's Walkley Awards. As Brett would underscore, none of this would be possible without the faith and trust our members and others bestow on Brett and the Police Journal.

The committee of management recognizes the long service and dedication Brett has given to the *Police Journal* and the association is thrilled that his extraordinary commitment and exceptional writing skill have been recognized by his peers.

Membership recruitment

The association contracted Media Works to produce a recruitment DVD to assist in the recruitment process for new members. It is titled *The Police Association... why belong?* and, along with a newly designed membership book and application form, is consistent with our vision of maintaining a high rate of membership.

It also introduces the Healthy, Wealthy and Wise marketing concept – a joint initiative between the three pillars of the police family – Police Health, PCU and PASA. This new initiative will be discussed further at conference.

Corporate activity

The association continues to develop strategic relationships with external providers to benefit the membership. These include corporate relationships with the Police Credit Union – our major sponsor – Police Health, Tindall Gask Bentley, Global Intertrade, Champion Travel, Winestate and Lion.

Our community partners include Novita and the Neil Sachse Foundation. The *Police Journal* continues to attract regular and long-standing advertisers that derive income also. Karen Tamm will present a full report to delegates on current and future activities.

Administration

Committee elections

The association welcomed new committee members Chris Walkley, Daryl Mundy and Michael Kent since we last met.

I reported last year on the retirements of long-serving committee member Barbara Parfitt and Deputy President Trevor Haskell along with the resignation of Liz McGregor.

All three new faces have brought a freshness and vibrancy to committee. Bernadette Zimmermann won the deputy presidency as did Allan Cannon the vice-presidency. Your association team is working in unity to continue to deliver the important outcomes our members richly deserve.

Executive Assistant – retirement

Long-serving executive assistant Lesley Dunstan has retired after 15 years' service. Lesley is well known among delegates and members and her corporate knowledge of our organization is highly valued.

On behalf of the committee of management, I acknowledge her dedication and loyalty to the association and members. We wish her a long and prosperous retirement.

The position was filled by Anita Hamilton and we hope she comes to love the place as much as Lesley did.

Staff

The membership is fortunate to have long-serving dedicated staff. This organization has a successful record of achievement, across a broad range of roles and functions.

Success can only come when you have a team of people working in unified support of each other for a common, collective purpose. I acknowledge their outstanding efforts – a term I rarely use, but one which is befitting of our PASA staff team.

And your committee of management is a cohesive unit, loyal to the membership and each other. As we all know, disunity is the great inhibitor of success.

MARK CARROLL
PRESIDENT

SECRETARY'S REPORT



Delegates and guests, welcome to conference 2012.

In this, our 101st year, I proudly present my 15th report to conference.

I join with the president in welcoming Chris Walkley, Daryl Mundy and Michael Kent to the committee of management.

This post-EB year has seen a high degree of activity regarding legislative and industrial matters.

Staffing

After some 15 years' service, executive secretary Lesley Dunstan announced her retirement earlier in the year. There is little that Lesley does not know about the association – or its office-bearers. Her departure has seen the loss of an incredible amount of corporate knowledge. Needless to say, we wish Lesley all the very best in her retirement.

After Lesley gave notice of her departure, the association undertook a rigorous screening process by which to select her replacement. The successful candidate was Anita Hamilton, who won the position out of a field of 86 applicants. The Police Association extends her a very warm welcome.

Our membership officer, Sarah Stephens, is currently studying full-time while enjoying her long service leave from the organization. She has been replaced on a temporary basis by Kurt Briggs.

I trust that you will make yourselves known to Anita and Kurt during the course of conference.

Delegate elections

Delegates will be aware that their term of office expires in December.

Assistant Secretary Scheffler will brief delegates about the nomination process during conference.

Committee election

The term of the current committee ends in March 2013 and a general election will be called in February 2013.

That election will be conducted by the Australian Electoral Commission in accordance with the rules of the Police Federation of Australia (South Australia Police Branch) and those of the Police Association. Notice of the election will be provided by way of association newsletter and notice in the February issue of the *Police Journal*.

Properties

The maintenance programme continues to pay dividends in raising and maintaining the standards of the properties the association offers as holiday rentals for the membership.

Our relationship with the contractor will continue to improve some properties and maintain the very high standard of others.

The take-up of the "new" Wallaroo property has been slow but steady. The popularity of the property has grown as members have become aware of its extremely high standard and access to the boat pontoon.

Since conference last convened, we have been able to secure the services of a permanent property manager providing an on-site contact for property renters and service-providers alike.

Again, the annual occupancy rates of all of the properties appear at the foot of this report.

Legal

The association continues to fund and underwrite a myriad of legal matters for members. Our legal workload continues, not unexpectedly, to be high, with 97 workers compensation files and 157 disciplinary and criminal files opened during the year.

We currently have 790 active legal files across the organization. All of our staff members, at some stage or another, touch on a number of legal matters; and, universally, our legal representatives report back on the high standard of preparation and work-up the association provides them.

The decision, some years ago, to rationalize the number of law firms the association would brief matters to has proven to be most advantageous. The degree of expertise we have been able to build up within the three firms that undertake the predominance of our work provides benefit to the organization and the members using those firms. Files can now be turned around with far greater expedience.

The predominance of association work is undertaken by Tindall Gask Bentley, Johnston Withers and Lieschke & Weatherill. We appreciate the enthusiasm with which practitioners from these firms operate when working for the association and its members.

Communications

Let me add to the comments of the president in congratulating *Police Journal* associate editor Brett Williams in regard to his achievements in the past year. Brett was the recipient of a national journalism award together with a state award later in the year.

We at the association have always known of the high standard that Brett brought to the journal – now the rest of the country does too.

Media and communications officer David Russell continues to maintain *PASAweb* on a day-to-day basis and has had the Police Club website and Facebook presence added to his portfolio.

The creation of the Members' Buying Guide and its inclusion on *PASAweb* has seen a marked increase in web traffic.

The publication of the *Police Journal* and *PASAweb* as interactive information sources are complemented by the annual tax receipt mail-out. The mail-out gives us the opportunity to provide information in a hard-copy format, as we are sometimes required to do, or might simply want to do.

Office technology

Computer roll-out five was undertaken in January this year with the now traditional roll-out, roll-in of equipment.

We continue to enjoy the fruits of technological advances worldwide; and, as with previous roll-outs, we continue to get "more for less" in terms of increasing the hardware capability within a similarly-priced lease.

Finance

As I am required to do, pursuant to my responsibilities under the constitution, I will table my annual financial report at the AGM later today.

I will be very pleased to report at the AGM that the association achieved a modest surplus in its operating expenses for the last financial year.

This is exactly as it should be.

Later in the conference, association treasurer David Reynolds and I will take great pleasure in presenting our "Best Practice and Governance" forum.

Our balance sheet is strong.

Our expenditure remains within our subscription-based income and we have no outstanding debt.

We should be very proud of our financial position. Again, our operating budget for the current financial year has been set by the committee of management to be within the constraints of our income.

Conclusion

I acknowledge the support that you, our delegates, together with our staff have shown the committee of management throughout the year.

Let me reiterate my thanks for the contribution of Ms Dunstan to the organization for the past 15 years.

ANDREW DUNN
SECRETARY

PROPERTY	FY 2009/2010	FY 2010/2011	FY 2011/2012
Adelaide Apartment A 2	76.99%	74.79%	71.78%
Adelaide Apartment B 23	76.71%	75.89%	73.97%
Blinman	19.18%	25.48%	28.22%
Glenelg	73.42%	80.27%	75.89%
Gold Coast	97.81%	97.81%	93.97%
Penneshaw	55.07%	58.63%	64.66%
Wallaroo	64.38%	53.50%	48.08%

ASSISTANT SECRETARY'S REPORT



Delegates and branch structure

The branch structure, predicated on both geographical and functional representation, remains a supremely dependable footing for the association.

Co-operation and communication among the committee of management, association staff, delegates and members is dynamic and highly effective. Be it by phone, letter, facsimile, e-mail, *PASAweb* or in person, the exchange of information has been vital to the organization.

The dedication delegates have shown in the day-to-day operations of the association is well recognized by the committee and membership.

Delegates' vacancies are only ever short-lived. After positions become vacant, owing to transfers, they are quickly filled by eager members.

Nine branches remain in place across the state to ensure fair representation across the membership. Individual workplaces have been established into workgroups, which are further grouped into branches.

A list of workplaces, workgroups and branches is accessible on *PASAweb* (www.pasa.asn.au) and in the *Police Journal* (journal.pasa.asn.au) at pages 6 and 7.

Movement of delegates

Since last conference, the delegates below have resigned their positions owing mainly to transfers:

Metro North Branch

- » Michael Kent (Golden Grove).
- » Sarah Vanderwielen (Parks).
- » Ben O'Leary (Parks).
- » Courtney Jaensch (Salisbury).
- » Glenn Shuttle (Elizabeth).

Metro South Branch

- » Nigel Savage (Adelaide CBD).

Crime Command Branch

- » Geoff Carson (Holden Hill).
- » Samantha Strange (Intell Support).
- » Stephen Daviess (Intell Support).

Country South Branch

- » Chris Walkley (Millicent).

Operations Support Branch

- » Jo-Anne Eason (HR).
- » Kelly-Anne Taylor-Wilson (Mounted).
- » Richard Fielder (ACB).

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 North Branch

- » Courtney Jaensch (Salisbury).
- » Taryn Trevelin (Salisbury).
- » Sarah Vanderwielen (Parks).

Metro South Branch

- » Shelley Olsen (Adelaide CBD).

Crime Command Branch

- » Narelle Smith (Holden Hill).
- » Stephen Daviess (Intell Support).

Country South Branch

- » Nick Patterson (Millicent).

Operations Support Branch

- » Kelly-Anne Taylor-Wilson (HR).
- » Paul Marston (Mounted).
- » George Blocki (ACB).

The association welcomes these new delegates and wishes them all the best in their role.

Delegate elections

The delegates' positions will go to ballot in December 2012, as per the constitution. Delegates who wish to renominate themselves this year should, if necessary, seek assistance from staff.

Delegate training

Delegates' training (introductory course), which took place on March 6, featured:

- » Structure and services of PASA.
- » Role of delegate.
- » Meetings.
- » OHS&W.
- » Award/EA2011.
- » *PASAweb*.
- » Workers compensation.
- » Equity and diversity.

Further training (advanced), which took place on March 7, featured:

- » Legal funding and disciplinary process.
- » Discipline and general legal.
- » Industrial law and issues.

Delegates also have the opportunity to receive one-on-one tuition, in respect of their roles, by association staff at any time.

Delegate packs are provided and contain:

- » Compendium.
- » Delegates manual.
- » Current training modules.
- » Enterprise agreement.
- » Award.
- » Police Association constitution.
- » Badge.

Branch meetings

The Crime Command, Operations Support, Metro South and Women's branches have met since last conference:

Delegates meeting

Since last conference, a delegates' meeting was held on February 22, 2012.

It was called to deal with the issue of staffing as a result of the government's decision to delay the recruitment of 313 new police by June 2014.

Police cadet programme

In February 2012, the association examined the Western Australia Police cadet programme, which give 16- to 18-year-olds the opportunity to enter into a two-year contract with the WA Police.

A three-week introductory course is provided and participants commence a TAFE certificate.

The cadets are deployed immediately after the introductory course into operational areas of policing, including: police stations, patrols, CIB and traffic.

The programme commenced in 2007 and is considered to be extremely successful. At the completion of or during the programme, cadets can be offered a placement on the standard six-month recruit programme.

Site visits

Association representatives have attended Aldinga police station, South Coast and Eastern Adelaide Criminal Justice Sections in relation to staffing issues since last conference. SAPOL has responded to those issues, which the association will continue to monitor.

Staff call-outs

An association on-call officer is available on 24 hours per day for urgent matters. After-hours information is provided through the office telephone, (08) 8212 3055. Communications Branch is provided with the association on call roster details on a weekly basis.

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

The discipline process can have a significant impact on members' career aspirations by way of penalties and subsequent eligibility for medals. The association makes detailed analyses of the discipline process and frequently requests and scrutinizes evidence which forms part of disclosure.

Delegates now attend most discipline interviews as support people in line with their association training. In some cases, members are referred to legal practitioners for advice and representation.

The Police Disciplinary Tribunal continues to hear police discipline matters. Staff and association legal representatives attend the tribunal in the interests of the membership for pleadings, pre-trial conferences and trials.

A number of files are negotiated by way of settlement early in the process. Agreed outcomes can include withdrawal of charges, alternative charges or reduction in category of penalty.

The disciplinary process can be perplexing to members so it is important to refer all members subject to a disciplinary matter to the association for information and advice.

ASSISTANT SECRETARY'S REPORT continued

A disciplinary process document is continually updated and available through the office and maintained on *PASAweb*.

Submissions

The association and/or its legal representatives continue to assist members to provide SAPOL with submissions in relation to:

- » Termination of employment.
- » Suspension from duty.
- » Penalty following guilty plea or finding of guilt in relation to disciplinary or criminal charges.

Delegates who become aware of members receiving instruction to "show cause" as to why they should not be terminated or suspended should inform those members to contact the association immediately.

Members served with documents pertaining to penalty should be advised to contact the association as soon as practicable.

Traffic Escort Group

Since last conference, the association has negotiated a daily traffic-escort allowance for officers supervising non-sworn employees.

Leave Bank

Several Leave Bank meetings have taken place. The association has disagreed with some recommendations of the committee. The association has concerns that use of personal sick leave and use of previous Leave Bank days are being used as a factor in determining non-eligibility to access the Leave Bank fund.

Police housing

The association has attended a number of Public Employment Housing Advisory Committee (PEHAC) meetings over the past year.

The association has been successful in negotiating upgrades and maintenance issues for depot houses.

The association is yet to settle a housing rental agreement with government and is currently in dispute in the Industrial Relations Commission over housing.

Association membership

Association membership remains at more than 99 per cent. Policing is one of the very few professions to continuously maintain that rate of participation. That high rate of membership is the basis of the association's industrial, political and economic strength.

Delegates have been on the go since last conference, attending and being active in delegates and branch meetings. They have also provided significant assistance by attending disciplinary interviews, particularly in the central Adelaide area.

I acknowledge all past and present delegates for their ongoing commitment to the membership and their loyalty to the association in general.

The association remains confident that, with the continued support of the delegates and membership, it will continue to deliver commendable industrial results.

TOM SCHEFFLER
ASSISTANT SECRETARY

ASSISTANT SECRETARY'S REPORT

I am pleased to provide a report to delegates in relation to the workings of the assistant secretary.

National OHS&W laws

All states, territories and the Commonwealth have agreed to work together to develop and implement model work health and safety laws including a model *Work Health and Safety (WHS) Act*, model *WHS Regulations* and model *Codes of Practice*.

The Police Federation of Australia and the Police Association have been active researching and talking to key stakeholders to ensure that no police officer is disadvantaged by the new legislation.

The harmonized work health and safety laws are operational in some states and territories. South Australia's legislation is still undergoing debate in the Legislative Council.

A code of practice for managing risks in policing is being formulated and discussed with the Police Federation of Australia and Australia New Zealand Policing Advisory Agency (ANZPAA). This is planned to create a code of practice for all police in Australia.

STEP Up – to a safer workplace

The Police Association continues to promote improvement to workplace safety. The Step Up campaign encourages police officers at all levels to be aware of, and to exercise their right to, a safe working environment.

Nominations for the Police Association Safety Award closed on August 31, 2012. The winner will be announced at the Police Association delegates' conference dinner in October 2012.

The association has a strong interest in occupational health and safety in the police environment. If you believe that your hazard report is not being dealt with, I encourage you to raise the matter with me.

COHSWAC

As the association's representative on the Commissioners Occupational Health Safety Welfare Advisory Committee (COHSWAC), I have the opportunity to review, monitor and raise members' issues with SAPOL every month.

Of numerous issues raised during the past year, many were attributable to the move to a new police headquarters building: speed stiles, locking mechanisms, and lighting, to name just a few. Also, police vehicles, policy implementation, injury management, personal protective equipment and the self-insured management system (SIMS) have been discussed.

Anna Stewart Memorial Project

Metro North Branch delegate Sarah Van Der Wielen participated in the 2012 Anna Stewart memorial project.

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

Leadership training

In combination with Assistant Secretary Tom Scheffler, the association offered delegates an opportunity to be involved in the third Leadership Training Development Course, on November 15 and 16, 2011. The components of the training were:

- » 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 deputy president and Steven Dolphin of Lieschke and Weatherill also provided presentations during the training. It was a great success and attending by:

- » Michael Casey.
- » Matthew Kluzek.
- » Neil Conaghty.
- » Julian Snowden.
- » Joseph McDonald.
- » Gavin Mildrum.
- » Kym Cocks.
- » Peter Schulz.



Enterprise Bargaining

The South Australia Police Enterprise Agreement (EA) 2011 was a great success with more than 99 per cent of members voting "yes" for the offer.

Since the outcome of the agreement, the Police Association has continued to negotiate outcomes in relation to:

- » Brevet sergeant eligibility for:
 - » Explosive Coordination Section.
 - » Field intelligence officers.
- » STAR Group operations allowance.
- » Flexible shift allowance eligibility.
- » Constable increment progression – tertiary qualification.
- » Traffic escort allowance.
- » Clause 14 - reviewing the working conditions to ensure members are treated equitably.
- » Fatigue management policy (the association has been researching issues surrounding the development of a fatigue management policy).
- » The *Review of Patrol Activities* with a view to achieving more streamlined, efficient and effective processes.

Industrial

The broad range of industrial issues with which I have assisted members in the past year include:

- » Part-time employment.
- » Working from home.
- » Flexible working conditions.
- » Brevet sergeant eligibility.
- » Grievances per the EA.
- » Claims.
- » Redeployment.
- » Performance management (IPM/PLAP/PIPs).
- » Sick leave.
- » Leave.
- » Transfers.
- » Rostering.
- » Country housing.
- » Probationary period extensions.
- » Tenure.

Industrial planning committee – Police Federation of Australia

I have attended the PFA industrial planning committee meetings to discuss on industrial issues across the nation. The IPC is a forum which also assists in sharing information and research for the next round of enterprise bargaining. Issues discussed include:

- » Discipline and conduct.
- » Family and lifestyle balance.
- » Legal assistance.
- » Equipment.
- » Span of control and distribution.
- » Salary, conditions and entitlements.
- » Workers compensation schemes.
- » Injury management and return to work.
- » Women's advisory committee matrixes.
- » Legislative frameworks.
- » Police pursuits and policy.

Women's plan

The Police Association women's branch plan is published on *PASAweb* for all members to access. Issues for women continue to be progressed through the plan and through enterprise agreements.

The women's branch holds regular meetings at the association.

Public holidays

Two new public holidays have been created between 7pm and midnight on Christmas Eve and New Year's Eve and all police officers who work during those times will be paid at public holiday rates.

The Police Association joined other state unions in the campaign to create the extra public holidays.

Conclusion

I acknowledge the commitment and support of all delegates and staff in the past year. I continue to meet as many delegates and members as possible in the workplace to obtain a better appreciation of their work environment and conditions of employment.

DARREN CORNELL
ASSISTANT SECRETARY

INDEPENDENT
AUDIT
2012
REPORTS



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BETTER BANKING

AUDIT REPORTS



Police Association of South Australia Statement By Members of the Executive Committee For the Year Ended 30 June 2012

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 outlined 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 2012 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 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

A handwritten signature in black ink, appearing to read 'Mark Carroll'.

.....
Mark Carroll
President

A handwritten signature in black ink, appearing to read 'Andrew Dunn'.

.....
Andrew Dunn
Secretary

Adelaide
Dated this 3rd day of September 2012

Police Association of South Australia
Independent Audit Report To The Members Of The Executive Committee
For the Year Ended 30 June 2012

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 2012, 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 2012 and the results of its operations for the year then ended.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Police Association of South Australia Inc. to meet the requirements of the *Associations Incorporation Act (SA)*. As a result, the financial report may not be suitable for another purpose

GRAY PERRY – DFK
Chartered Accountants



James W Perry
Partner

Adelaide
Dated this 3rd day of September 2012

AUDIT REPORTS



Police Association of South Australia Profit and Loss Account For the Year ended 30 June 2012

	\$ 2012	\$ 2011
RENTAL INCOME		
Rent Received - Holiday Properties	129,503	116,197
Rental Expenses - Holiday Properties	127,566	115,441
Net Holiday property rental income	1,937	757
Rent Received - Carrington Street	28,000	28,000
Net Rental Income - Nelson Place	2,500	-389
Net Rental Income - Carrington Street 1st floor	-3,484	14,037
Net Total Rental Income	28,953	42,405
OTHER INCOME		
Membership subscriptions	4,148,495	3,919,350
Interest Received	99,193	115,318
Reimbursement - legal aid	26,626	96,151
Sundry income	19,001	15,662
Corporate Income/Projects	143,541	0
Advertising Income	86,241	96,091
Wall to Wall	10,760	0
Police Lottery Ticket Sales	260	0
Total Other income	4,534,118	4,242,573
Total Net Income	4,563,071	4,284,978
EXPENSES		
Accounting, auditing and consulting fees	9,600	7,400
Affiliation fees	26,754	25,956
Bank charges and interest	27,439	26,084
Industrial expenses	31,349	151,679
Committee, delegates and meeting expenses	135,181	137,351
Conference/function expenses	81,184	93,123
Consultancy Fees	140,500	13,100
Death insurance - members	1,187,520	1,180,099
Depreciation	107,135	108,343
Gifts and donations	16,570	15,025
Insurance	27,628	31,081
Journal Production Costs	70,750	71,716
Legal fees	356,386	306,107
Loss on sale of fixed assets	0	4,168
Motor Vehicle Insurance & Costs	17,218	26,210
Occupancy Costs	121,468	125,056
Office and sundry expenses	207,396	209,015
Lobbying/Meetings/Functions	18,448	18,124
PASA History Project	47,138	4,917
PASA Kids	0	1,915
PFA (SA) Affiliation fees and meeting expenses	89,446	89,553
Police club subscriptions	148,037	136,975
Postage, printing and stationery	66,477	53,380
Publications	32,771	35,304
Telephone & communications	56,829	51,713
Salaries/Wages -related costs eg Workcover, Payroll Tax etc	1,516,822	1,510,709
Welfare assistance	0	319
Welfare death payment	6,000	12,000
Total Expenses	4,546,046	4,446,422
Operating Surplus/Deficit	17,025	-161,444
NON-OPERATING ITEMS		
INCOME		
Corporate		94,545
Profit on sale of Wallaroo	0	36,982
GLI Commission	848,457	
EXPENSES		
Purchase of New Property Wallaroo	0	29,725
Sale of Wallaroo property	0	9,588
Accumulated surplus brought forward	5,267,191	5,336,421
ACCUMULATED SURPLUS CARRIED FWD	6,132,672	5,267,191

Police Association of South Australia
 Balance Sheet
 As at 30 June 2012

	Notes	\$ 2012	\$ 2011
CURRENT ASSETS			
Cash	2	2,143,278	2,460,209
Receivables	3	118,178	99,077
Receivables - GLI Commission	3	848,457	0
Inventories	4	29,405	22,442
TOTAL CURRENT ASSETS		3,139,318	2,581,729
NON-CURRENT ASSETS			
Property, Plant and Equipment	5	7,405,994	7,490,240
TOTAL NON-CURRENT ASSETS		7,405,994	7,490,240
TOTAL ASSETS		10,545,312	10,071,968
CURRENT LIABILITIES			
Accounts Payable	6	254,284	722,275
Borrowings	7	37,130	28,704
Provisions	8	886,047	818,618
TOTAL CURRENT LIABILITIES		1,177,460	1,569,597
TOTAL LIABILITIES		1,177,460	1,569,597
NET ASSETS		9,367,852	8,502,371
EQUITY			
Reserves	9	3,235,180	3,235,180
Retained Profits		6,132,672	5,267,191
TOTAL EQUITY		9,367,852	8,502,371

AUDIT REPORTS



Police Association of South Australia Notes to the Financial Statements For the Year ended 30th June 2012

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.

NON OPERATING ITEMS

GLI commission represents the net rebate for period 1st July 2009 to 30th June 2012.

SALARIES & WAGES

Salaries & Wages expense for the financial year 2011-2012 is as follows:

Salaries/Wages - related costs eg Workcover, Payroll Tax etc	99,340
Salaries - Elected Officials	354,428
- Annual Leave/LSL Provision	87,909
Salaries - Industrial Staff	249,067
- Annual Leave/LSL Provision	66,078
Wages - Administration	438,056
- Annual Leave/LSL Provision	52,279
Superannuation	169,665
TOTAL	1,516,822

	\$ 2012	\$ 2011
2 CASH		
Petty cash imprest	350	350
PCU - investment account	59,958	142,895
PCU - Term deposits	1,931,048	1,833,138
PCU - Wall to Wall account	5,744	0
National Australia Bank	128,350	75,391
Westpac account	915	0
Bartercard Account	16,912	5,662
Term Deposit - GLI payouts	0	402,773
	<u>2,143,278</u>	<u>2,460,209</u>
3 RECEIVABLES		
Prepayments	60,528	56,972
Trade debtors	57,651	42,105
GLI Commission	848,457	
	<u>966,635</u>	<u>99,077</u>
4 INVENTORIES		
Association Emblems	29,405	22,442
	<u>29,405</u>	<u>22,442</u>
5 PROPERTY, PLANT & EQUIPMENT		
Carrington Street	3,884,226	3,884,226
Land & Building Nelson Place	494,581	494,581
Blinman	45,000	45,000
Glenelg	297,000	297,000
Kangaroo Island	135,000	135,000
Penneshaw	303,873	303,873
Wallaroo	0	0
Gold Coast Apartment	566,551	566,551
Adelaide Apartment A2	355,111	355,111
Adelaide Apartment B23	354,639	354,639
Wallaroo	574,000	574,000
	<u>7,009,981</u>	<u>7,009,981</u>
Furniture, fittings, carpets & plant	579,325	578,048
Less: Accumulated Depreciation	375,882	321,069
	<u>203,443</u>	<u>256,979</u>

AUDIT REPORTS



Police Association of South Australia Notes to the Financial Statements For the Year ended 30th June 2012

	\$ 2012	\$ 2011
Association motor vehicles - at cost	138,618	138,618
Less: Accumulated Depreciation	39,480	6,434
	<u>99,138</u>	<u>132,184</u>
Furniture & fittings - Level 1	34,272	23,935
Less: Accumulated Depreciation	18,475	15,605
	<u>15,797</u>	<u>8,331</u>
Furniture & fittings - Ground floor	57,213	56,559
Less: Accumulated Depreciation	25,323	16,451
	<u>31,890</u>	<u>40,108</u>
Furniture & fittings - holiday homes at cost	118,983	108,101
Less: Accumulated Depreciation	73,238	65,444
	<u>45,745</u>	<u>42,657</u>
Total Property, Plant & Equipment	<u>7,405,994</u>	<u>7,490,240</u>
6 PAYABLES		
Creditors	245,063	318,869
Sundry Creditors	8,221	-367
Bartercard Clearing Account	1,000	1,000
GLI Payouts	0	402,773
	<u>254,284</u>	<u>722,275</u>
7 BORROWINGS		
Unsecured:		
Revenue received in advance	37,130	28,704
	<u>37,130</u>	<u>28,704</u>
8 PROVISIONS		
Provision for Annual leave	206,988	210,379
Provision For Long Service Leave	679,060	608,239
	<u>886,047</u>	<u>818,618</u>
<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 \$30,310.98</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
	<u>3,235,180</u>	<u>3,235,180</u>

Police Club Inc
Independent Audit Report To The Members Of The Executive Committee
For the Year Ended 30 June 2012



Scope

We have audited the financial report, being a special purpose financial report of The Police Club Inc for the year ended 30 June 2012 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 2012 and the results of its operations for the year then ended.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Police Club Inc. to meet the requirements of the *Associations Incorporation Act (SA)*. As a result, the financial report may not be suitable for another purpose.

GRAY PERRY – DFK
Chartered Accountants

James W Perry
Partner

Adelaide
Dated this 3rd day of September 2012

AUDIT REPORTS



Police Club Inc Report By The Executive Committee For The Year Ended 30 June 2012

During or since the financial period ended 30 June 2012

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

Signed in accordance with a resolution of the Executive Committee.

On behalf of the Executive Committee

.....
Committee Member
President

.....
Committee Member
Secretary

Adelaide
Dated this 3rd day of September 2012

Police Club Inc
Statement by Members of the Executive Committee
For the Year Ended 30 June 2012

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 2012 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

.....
Committee Member
President

.....
Committee Member
Secretary

Adelaide
Dated this 3rd day of September 2012

AUDIT REPORTS



Police Club Inc Trading, Profit and Loss Statement For Period ended 30 June 2012

	\$ 2012	\$ 2011
INCOME		
Bar	143,291	150,395
Meals	58,115	0
Functions & Events	22,575	0
Take Away/Raffle	2,048	1,234
Wine Club Sales/Events/Membership	15,871	82
TOTAL INCOME	241,900	151,711
Less COST OF GOODS SOLD		
Bar Opening Stock	10,625	8,695
Bar Purchases	73,304	85,837
Food Purchases	33,979	0
Wine Club purchases/Stock	6,399	70
	<u>124,308</u>	<u>94,602</u>
Bar Closing Stock	9,812	10,625
Food Closing Stock	1,148	0
TOTAL COST OF GOODS SOLD	113,347	83,977
GROSS PROFIT FROM TRADING	128,553	67,734
EXPENDITURE		
Accountancy Fees	7,200	7,200
Advertising	1,186	195
Auditors Remuneration	6,498	6,500
Bank Charges	3,997	2,905
Cleaning	33,292	24,221
Depreciation	7,570	9,060
Disposable Supplies	290	576
Donations	-	-
Electricity	15,794	13,709
Management Fee	15,833	0
Gas	3,249	2,658
Glasses, Linen, Accessories	9,774	341
Hire Plant & Equipment	1,127	896
Insurance	13,973	15,154
Insurance Workcover	1,057	660
Licences & Fees	2,509	1,737
Postage, Printing & Stationery	2,531	-
Promotions	319	-
Rent to Police Association	28,000	28,000
Repairs & Maintenance	5,232	2,226
Security Costs	451	579
Small Plant & Equipment	1,656	688
Stocktaking Expenses	600	1,100
Subscriptions	5,073	-
Superannuation Contributions	4,330	1,874
Sundry Expenses	2,004	82
Telephone	1,974	1,690
Wages & Subcontractors	139,373	88,351
Waste Disposal	3,964	3,450
Wine Club launch	1,276	3,216
TOTAL EXPENSES	320,134	217,067
OTHER INCOME		
Other Income	9,442	14,381
Interest Received	1,757	2,175
Members Subscriptions	148,037	136,975
Profit/Loss on Sale of Non Current Assets	-86	-38
	<u>159,150</u>	<u>153,492</u>
OPERATING PROFIT/ LOSS BEFORE INCOME TAX	-32,431	4,158
Appropriation of Funds to Police Association		
OPERATING PROFIT/ LOSS AFTER APPROPRIATIONS	-32,431	4,158
Retained Profits at the beginning of the Financial Year	103,108	98,951
UNAPPROPRIATED PROFIT 30 JUNE 2012	70,677	103,108

Police Club Inc
Balance Sheet
As at 30 June 2012

	\$ 2012	\$ 2011
EQUITY		
Asset Revaluation Reserve	95,377	95,377
Retained Profits	70,677	103,108
TOTAL EQUITY	166,054	198,485
Represented By:		
CURRENT ASSETS		
Floats	3,260	2,960
Petty Cash	300	300
Investment Police Credit Union	10	10
Cash at Bank	14,670	68,039
Capital Account	11,835	0
ANZ EFTPOS Account	29,846	28,645
Bartercard Account	10,874	8,329
Trade Debtors	21,321	28,193
Prepayments	2,042	10,277
Stock on Hand - Bar	9,812	11,105
Stock on Hand - Food	1,148	0
Stock on Hand Wine Club	828	1,367
TOTAL CURRENT ASSETS	105,946	159,226
NON CURRENT ASSETS		
Improvements to Property at Cost or Valuation	70,608	67,368
Less Accumulated Amortisation	-37,829	-36,160
	32,779	31,208
Plant & Equipment at Cost or Valuation	145,090	118,913
Less Accumulated Depreciation	-85,394	-82,058
	59,696	36,856
TOTAL NON CURRENT ASSETS	92,475	68,064
TOTAL ASSETS	198,421	227,289
CURRENT LIABILITIES		
Advance Deposits	659	227
Trade Creditors	25,228	19,294
PAYG Tax Payable	1,167	138
GST Payable	2,703	2,273
Provision for Annual Leave	1,072	0
Wine Club Memberships in Advance	538	5,872
Bartercard Clearing Account	1,000	1,000
TOTAL CURRENT LIABILITIES	32,367	28,805
TOTAL LIABILITIES	32,367	28,805
NET ASSETS	166,054	198,485

AUDIT REPORTS



Police Club Inc
Other Income Statement
For Period ended 30 June 2012

	\$ 2012	\$ 2011
OTHER INCOME SCHEDULE		
Commission Received	138	365
Sundry Income	182	182
Room Hire	6,164	7,918
Police Credit Union Interest Rec'd	1,757	2,175
Member Subscriptions	148,037	136,975
Loss on Sale of Assets	-86	-38
Utilities Recharge	2,958	5,916
TOTAL OTHER INCOME	159,150	153,492

Police Club Inc
Liquor/Food Detailed Profit and Loss Statement
For Period ended 30 June 2012

	\$ 2012	\$ 2011
INCOME		
Bar	143,291	150,395
Meals	58,115	0
Functions & Events	22,575	0
Take Away/Raffle	2,048	1,234
Wine Club Sales/Events/Membership	15,871	82
TOTAL INCOME	241,900	151,711
Less COST OF GOODS SOLD		
Bar Opening Stock	10,625	8,695
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Wine Club purchases/Stock	6,399	70
	124,308	94,602
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Food Closing Stock	1,148	0
TOTAL COST OF GOODS SOLD	113,347	83,977
GROSS PROFIT FROM TRADING	128,553	67,734

Police Club Inc
Schedules to the Profit and Loss Statement
For Period ended 30 June 2012

	\$	\$
	2012	2011
EXPENDITURE		
Accountancy Fees	7,200	7,200
Advertising	1,186	195
Auditors Remuneration	6,498	6,500
Bank Charges	3,997	2,905
Cleaning	33,292	24,221
Depreciation	7,570	9,060
Disposable Supplies	290	576
Donations	-	-
Electricity	15,794	13,709
Management Fee	15,833	0
Gas	3,249	2,658
Glasses, Linen, Accessories	9,774	341
Hire Plant & Equipment	1,127	896
Insurance	13,973	15,154
Insurance Workcover	1,057	660
Licences & Fees	2,509	1,737
Postage, Printing & Stationery	2,531	-
Promotions	319	-
Rent to Police Association	28,000	28,000
Repairs & Maintenance	5,232	2,226
Security Costs	451	579
Small Plant & Equipment	1,656	688
Stocktaking Expenses	600	1,100
Subscriptions	5,073	-
Superannuation Contributions	4,330	1,874
Sundry Expenses	2,004	82
Telephone	1,974	1,690
Wages & Subcontractors	139,373	88,351
Waste Disposal	3,964	3,450
Wine Club events	1,276	3,216
TOTAL EXPENSES	320,134	217,067

AUDIT REPORTS



Police Club Inc Notes to the Financial Statements For the Year Ended 30 June 2012

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/food stocks are valued at cost.

ANNUAL CONFERENCE 2011 MINUTES



Proudly supported by POLICE CREDIT UNION



BETTER BANKING

MINUTES OF THE ANNUAL MEETING OF DELEGATES



Minutes of the Annual Meeting of Delegates held on
Tuesday 18 and Wednesday 19 October 2011
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am

TUESDAY 18 OCTOBER 2011

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Bernadette Zimmermann, Deputy President
Thomas Scheffler, Assistant Secretary
Darren Cornell, Assistant Secretary
David Russell, Media & Communications Officer
Police Association committee of management members
Interstate and overseas guests
See Appendix A (attendance list Tuesday 19 October 2010)
See Appendix B (attendance list Wednesday 20 October 2010)

APOLOGIES:

Committee:

Chris Walkley

Delegates:

Metro North Branch:

Glenn Shuttle

Metro South Branch:

Peter Clifton
Russell Stone

Crime Command Branch:

Kym Wilson
Geoff Carson – proxy, Narelle Smith
Samantha Strange – proxy, Steve Daviess
Kristin Enman
Craig Johnston

Operations Support Branch:

Bryan Whitehorn
David Kuchenmeister
Kelly-Anne Taylor-Wilson

Country North Branch:

Andrew Dredge

Observer:

Robert Agius, ATSI Branch

1. **PRESIDENT'S WELCOME**

The President welcomed delegates, committee, observers and interstate guests to the 2011 annual conference.

2. **WELCOME TO COUNTRY**

The President read the Kaurua 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 President introduced the Leader of the Opposition, Ms Isobel Redmond.

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 1045 hours.

6. **PROJECT SHIELD – NICHE RECORD MANAGEMENT SYSTEM – MS FIONA ELLISON & MR JOHN BOTTOMLEY (NICHE) & CHIEF INSPECTOR SCOTT ALLISON (SAPOL)**

The President introduced Ms Fiona Ellison and Mr John Bottomley of NICHE and Chief Inspector Scott Allison (SAPOL). Ms Ellison, Mr Bottomley and Chief Inspector Allison addressed conference relative to Project Shield and the NICHE Record Management System.

Conference adjourned at 1200 hours.

Conference resumed at 1315 hours.

7. **COMMISSIONER OF POLICE'S ADDRESS**

The President introduced the Commissioner of Police. The Commissioner of Police addressed conference and took questions from the floor.

8. **PASA FINANCIAL RISK ANALYSIS – MR PHILIP GALLAGHER**

The President introduced Mr Philip Gallagher. Mr Gallagher reported relative to the PASA financial risk analysis.

Conference adjourned at 1500 hours.

Conference resumed at 1530 hours.

9. **POLICE HEALTH REPORT**

The President introduced Mr Peter Shanahan, Mr Brian Marks and Mr Kevin Lawton from Police Health.

Mr Shanahan addressed committee relative to Police Health.

10. **POLICE CREDIT UNION REPORT**

The President introduced Mr Paul Modra from the Police Credit Union.

Mr Modra reported to committee relative to the Police Credit Union.

MINUTES OF THE ANNUAL MEETING OF DELEGATES



Minutes of the Annual Meeting of Delegates held on
Tuesday 18 and Wednesday 19 October 2011
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am

WEDNESDAY 19 OCTOBER 2011

Conference resumed at 1000 hours on Wednesday 19 October 2011.

The President reconvened conference.

11. LEGAL SERVICES FOR PASA MEMBERS

The President introduced Mr Morry Bailes, Managing Partner of Tindall Gask Bentley.

Mr Bailes provided an update relative to the extended legal services provided to members and their families.

12. PASA CORPORATE EXPANSION

The President introduced Ms Karen Tamm.

Ms Tamm reported to conference relative to PASA corporate expansion.

Conference adjourned at 1115 hours.

Conference resumed at 1145 hours.

13. PRACTICAL ADVANTAGES IN COMPUTERIZED PHOTO LINE-UPS – PROFESSOR NEIL BREWER, SCHOOL OF PSYCHOLOGY, FLINDERS UNIVERSITY

The President introduced Professor Neil Brewer of the School of Psychology at Flinders University.

Professor Brewer reported to conference relative to the practical advantages of computerized photo line-ups.

Conference adjourned at 1230 hours.

Conference resumed at 1330 hours.

14. SOLO PATROLS – MS JESSICA ANDERSON, RESEARCH ASSISTANT – AUSTRALIAN INSTITUTE OF CRIMINOLOGY

The President introduced Ms Jessica Anderson, Research Assistant from the Australian Institute of Criminology.

Ms Anderson presented a report to conference relative to solo patrols.

15. BUSINESS SESSION

15.1 Strategic Plan

The President advised the delegates that he had proposed to give an extensive presentation relative to the outcomes from the strategic plan. The President further advised that a written report would be provided to delegates in December should this be deemed acceptable.

The delegates accepted this alternative by consensus.

15.2 Reimbursement of study fees policy

The President advised that Assistant Secretary Cornell has distributed copies of the PASA reimbursement of study fees policy and requested that delegates study this document.

The President reported to delegates that he had been approached by a member who expressed dissatisfaction with the policy.

The President advised that he had met, in company with the Secretary, with the member relative to this matter.

The President reported that the committee of management discussed this matter when they met on Thursday 6 October 2011, at which time a motion was moved to bring this matter to the delegates for discussion.

The President requested if there were speakers for or against the policy.

There was discussion relative to this matter.

Mr Andrew McClean addressed the meeting in support of the policy.

MOTION: McCLEAN/MILDRUM

That this meeting of delegates endorses the PASA Study and Reimbursement of Fees policy and reaffirms its commitment to, and expectation of, the professional development of the committee and staff in line with the policy.

CARRIED UNANIMOUSLY

15.3 Country Housing

The President reported to delegates relative to this matter.

The President advised that he met with the Minister for Police (Mr Kevin Foley) ten weeks ago in an effort to achieve an equitable outcome. The President reported that no response has been received and PASA will be seeking a meeting with the new Minister for Police as soon as possible.

The President advised that existing terms and conditions for members already in police housing will be fought for.

The President advised that there is a Stage 3 Dispute meeting with SAPOL scheduled for Friday 28 October 2011 relative to this matter and that if resolution cannot be achieved the matter will proceed to the Industrial Relations Commission.

There was discussion that the Commissioner of Police had the opportunity to request exemption for stations when the policy was being determined.

15.4 Photo Line-ups

The President reported to delegates relative to this matter.

MOTION: SCOTT/CASEY

That this meeting of delegates supports the use of computerised photo line-ups and calls on the committee of management to lobby the SA Parliament to support legislative amendment in line with the recently defeated *Evidence (Identification) Amendment Bill*.

CARRIED

15.5 Solo Patrols

There was discussion relative to this matter.

MOTION: McCLEAN/PAGE

That this meeting of delegates directs the committee of management to continue to investigate the issue of solo patrols in conjunction with the PFA.

CARRIED

MINUTES OF THE ANNUAL MEETING OF DELEGATES



Minutes of the Annual Meeting of Delegates held on
Tuesday 18 and Wednesday 19 October 2011
Fenwick Hall, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am

16. PRESENTATION OF AWARDS

The President made the following presentations of service awards:

16.1 Delegates:

Alexander Zimmermann – 10-year service award and badge

Jeffery Page – six-year service award

16.2 Branch President

Jodie Cole – six-year award

16.3 Staff – Service Award

The President congratulated Mr Brett Williams on the service that he has given to the *Police Journal* commencing in 1994 and becoming full-time Associate Editor in 1997. The President congratulated Mr Williams on the quality of his work and reported that the lead story from the August edition has been reproduced – unedited – in the *Sunday Mail* and the *Herald Sun*. The President also advised that the *Police Journal* has been entered into national awards.

17. UNIFORM AND EQUIPMENT UPDATE – CHIEF SUPERINTENDENT DEAN MILLER, SAPOL

The President introduced Chief Superintendent Dean Miller of SAPOL. Chief Superintendent Miller provided an update relative to uniform and equipment.

18. BUSINESS SESSION

18.1 President's Report

MOTION: MANNING/KITTO

That the President's report, as published, be received.

CARRIED

18.2 Secretary's Report

MOTION: MANNING/KITTO

That the Secretary's report, as published, be received.

CARRIED

18.3 Assistant Secretary Scheffler's Report

MOTION: MANNING/KITTO

That Assistant Secretary Scheffler's report, as published, be received.

CARRIED

18.4 Assistant Secretary Cornell's Report

MOTION: MANNING/KITTO

That Assistant Secretary Cornell's report, as published, be received.

CARRIED

19. CLOSURE

The President thanked all delegates and interstate guests for their participation at the conference and acknowledged the work of all staff in the preparation for the conference.

The President declared the 2011 conference closed at 1530 hours.

POLICE CLUB AGM
PASA AGM
PFA (SA BRANCH) AGM
2012
AGENDAS



Proudly supported by POLICE CREDIT UNION



BETTER BANKING

ANNUAL GENERAL MEETING AGENDAS



Police Club Incorporated Annual General Meeting

Tuesday 16 October 2012

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 18 October 2011
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 16 October 2012
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 18 October 2011.
- 4. BUSINESS**
 - 4.1 To receive the general report of the business of the committee.
 - 4.2 To receive the audited financial statements of the Association.
 - 4.3 To consider motions by members, notice of which has been given in writing to the secretary at least 28 days prior to 16 October 2012.
 - 4.4 To appoint the Police Association delegates to SA Unions.
 - 4.5 To set the remuneration for delegates to SA Unions.
 - 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**

ANNUAL GENERAL MEETING AGENDAS



Police Federation of Australia (South Australia Police Branch) Annual General Meeting
Tuesday 16 October 2012
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 18 October 2011
4. **BUSINESS**
 - 4.1 To receive the general yearly report of the branch committee.
 - 4.2 To receive a report showing the financial position of the branch.
 - 4.3 To consider motions by members, notice of which has been given in writing to the secretary at least 28 days prior to 16 October 2012.
 - 4.4 To consider any notice of motion seeking to confer life membership upon any member or former member.
5. **CLOSURE**

POLICE CLUB AGM
PASA AGM
PFA (SA BRANCH) AGM
2011
MINUTES



ANNUAL GENERAL MEETING MINUTES



Minutes of the Annual General Meeting of the Police Club of SA Incorporated held at Fenwick Hall, 1st floor, 27 Carrington Street, Adelaide, at 4.00 pm Tuesday 18 October 2011.

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Bernadette Zimmermann, Deputy President
Thomas Scheffler, Assistant Secretary
Darren Cornell, Assistant Secretary
David Russell, Media & Communications Officer
See Appendix A (attendance list)

APOLOGIES:

Committee:

Chris Walkley

Delegates:

Glenn Shuttle, Metro North Branch
Peter Clifton, Metro South Branch
Russell Stone, Metro South Branch
Kristin Enman, Crime Command Branch
Kym Wilson, Crime Command Branch
Craig Johnston, Crime Command Branch
Geoff Carson – proxy, Narelle Smith – Crime Command Branch
Samantha Strange – proxy, Steve Daviess – Crime Command Branch
Bryan Whitehorn, Operations Support Branch
David Kuchenmeister, Operations Support Branch
Kelly-Anne Taylor-Wilson, Operations Support Branch
Andrew Dredge, Country North Branch

Observers:

Robert Agius, ATSI Branch

Merge Presser

1. ADOPTION OF THE AGENDA

The agenda was adopted as set.

2. CONFIRMATION OF MINUTES OF AGM 19 OCTOBER 2010

MOTION: MILDRUM/MANNING

That the minutes of the annual general meeting held on 19 October 2010 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: MILDRUM/MANNING

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

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 no notices of motion pursuant to Rule 14.3 seeking to confer life membership upon a member or former member.

4. CLOSURE

There being no further business, the meeting was closed at 4.10 pm.

ANNUAL GENERAL MEETING MINUTES



Minutes of the Annual General Meeting of Police Association of South Australia held at Fenwick Hall, PASA Building, 1st Floor, 27 Carrington Street, Adelaide at 4.15 pm Tuesday 18 October 2011

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Bernadette Zimmermann, Deputy President
Thomas Scheffler, Assistant Secretary
Darren Cornell, Member Liaison Officer
David Russell, Media & Communications Officer
See Appendix A (attendance list)

The President opened the 99th annual general meeting of the Police Association of South Australia.

1. APOLOGIES

Committee:

Chris Walkley

Delegates:

Glenn Shuttle, Metro North Branch
Peter Clifton, Metro South Branch
Russell Stone, Metro South Branch
Kristin Enman, Crime Command Branch
Kym Wilson, Crime Command Branch
Craig Johnston, Crime Command Branch
Geoff Carson – proxy, Narelle Smith – Crime Command Branch
Samantha Strange – proxy, Steve Daviess – Crime Command Branch
Bryan Whitehorn, Operations Support Branch
David Kuchenmeister, Operations Support Branch
Kelly-Anne Taylor-Wilson, Operations Support Branch
Andrew Dredge, Country North Branch

Observers:

Robert Agius, ATSI Branch
Merge Presser

2. ADOPTION OF THE AGENDA

The agenda was adopted as set.

3. CONFIRMATION OF MINUTES

3.1 Meeting held 19 October 2010

MOTION: MANNING/SCOTT

That the minutes of the annual general meeting held on 19 October 2010 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: MILDRUM/KITTO

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: MANNING/MILDRUM

That the annual audit report of the Police Association of South Australia be received.

CARRIED

4.3 Motions by members, notice of which has been given in writing to the Secretary at least 28 days prior to 19 October 2010

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.

MOTION: SCHULZE/QUINTON

That the delegates to the United Trades and Labour Council (trading as SA Unions) be the President, the Secretary, the Deputy President, the Vice President and the Assistant Secretaries.

CARRIED

4.5 Remuneration for delegates to the United Trades and Labour Council.

As no remuneration needs to be set, this matter lapsed.

4.6 Remuneration for the committee of management (excluding the President and Secretary)

The President reported to the meeting relative to this matter.

MOTION: MILDRUM/RODNEY

With immediate effect, attendance fees paid to members of the committee pursuant to the motion of this meeting of 15 October 2002 be discontinued.

CARRIED

MOTION: MILDRUM/RODNEY

With effect from 1 November 2011 the honoraria paid to members of the committee be set at:

Deputy President	}	
Vice President	}	\$9,000 per annum
Treasurer	}	
Member of committee		\$8,400 per annum

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.

4.8 Committee retirements and resignation

The President reported on the retirement of former Deputy President Trevor Haskell and former committee member Barbara Parfitt and the resignation from the committee of management of former committee member Elizabeth McGregor.

The President expressed his appreciation for the work of Mr Haskell, Ms Parfitt and Ms McGregor over many years of service as members of the committee of management.

4.9 Committee by-elections

The President congratulated Ms Bernadette Zimmermann on her election as Deputy President and congratulated Mr Chris Walkley and Mr Daryl Mundy on their election to the committee of management.

The President advised that due to the election of Ms Zimmermann to the position of Deputy President, an election will be conducted to fill the vacant position of Vice President. The President advised that if this position is filled from within the committee of management, there will be another election for a committee of management position.

The President advised that the committee of management will come up for re-election in 2013.

Assistant Secretary Scheffler reported that there is no requirement for a delegates' election this year and that the next delegates' election will be held in 2012.

5. CLOSURE

There being no further business, the President declared the meeting closed at 4.25 pm.

ANNUAL GENERAL MEETING MINUTES



Minutes of the Annual General Meeting of Police Federation of Australia
(South Australia Police Branch) held at Fenwick Hall, PASA Building,
1st Floor, 27 Carrington Street, Adelaide at 4.30 pm Tuesday 18 October 2011

PRESENT:

Mark Carroll, President
Andrew Dunn, Secretary
Bernadette Zimmermann, Deputy President
Thomas Scheffler, Assistant Secretary
Darren Cornell, Assistant Secretary
David Russell, Media & Communications 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

Committee:

Chris Walkley

Delegates:

Glenn Shuttle, Metro North Branch
Peter Clifton, Metro South Branch
Russell Stone, Metro South Branch
Kristin Enman, Crime Command Branch
Kym Wilson, Crime Command Branch
Craig Johnston, Crime Command Branch
Geoff Carson – proxy, Narelle Smith – Crime Command Branch
Samantha Strange – proxy, Steve Daviess – Crime Command Branch
Bryan Whitehorn, Operations Support Branch
David Kuchenmeister, Operations Support Branch
Kelly-Anne Taylor-Wilson, Operations Support Branch
Andrew Dredge, Country North Branch

Observers:

Robert Agius, ATSI Branch

Merge Presser

2. ADOPTION OF THE AGENDA

The agenda was adopted as set.

3. CONFIRMATION OF MINUTES

3.1 Minutes of annual general meeting held 19 October 2010

MOTION: MANNING/MILDRUM

That the minutes of the annual general meeting held on 19 October 2010 be confirmed.

CARRIED

4. BUSINESS

4.1 Yearly report of the branch committee

The President introduced Mr Mark Burgess, CEO of the Police Federation of Australia.

Mr Burgess addressed the meeting and reported on the key issues throughout the year.

Some of the key issues addressed have been:

- » Industrial relations agenda and the impact of Fair Work Australia. Mr Burgess reported that Victoria and the AFP are the only jurisdictions operating in the federal arena.
- » Superannuation.
- » Workers compensation – harmonisation of workers compensation laws across the country.
- » OHS – harmonisation of OHS laws across the country.
- » Code of practice for policing.
- » Taxation – salary sacrifice issue.

Mr Burgess reported on issues to be raised with the Federal Minister for Police.

- » Serious and organised crime.
- » Unexplained wealth.
- » National work force.

Mr Burgess advised that he has advised that collaborative purchasing – initiated by Mr Carroll, President of the SA Police Branch – could save millions of dollars nationally, but that agreement has not been reached among the commissioners of the various jurisdictions.

Mr Burgess reported that he has been lobbying both government and the opposition relative to the sell-off of the radio broadband spectrum to private enterprise in an effort to maintain a small portion of the network in government for the use of emergency services.

The President congratulated Mr Burgess on the work that he has done.

MOTION: PFEIFFER/MILDRUM

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 2011 pursuant to Section 269 of the *Fair Work (Registered Organisations) Act 2009*, 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 17 October 2011 by Mr T Nassios, Deputy Industrial Registrar.

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 4.45 pm.

