



10 November 2014

Mr Thomas Scheffler  
Secretary, South Australia Branch  
Police Federation of Australia

Email sent: [annehehner@pasa.asn.au](mailto:annehehner@pasa.asn.au)

Dear Mr Scheffler

**Section 269 application for certificate stating financial affairs of reporting unit are encompassed by financial affairs of associated State body for year ended 30 June 2014 (FR2014/77)**

I refer to the application lodged pursuant to section 269 of the *Fair Work (Registered Organisations) Act 2009* in respect of the South Australia Branch of the Police Federation of Australia for the financial year ended 30 June 2014. The application was lodged with the Fair Work Commission on 5 November 2014.

I have granted the application. The certificate is attached.

If you wish to discuss this matter, please contact Stephen Kellett on (02) 6723 7237 or by email at [stephen.kellett@fwc.gov.au](mailto:stephen.kellett@fwc.gov.au).

Yours sincerely

A handwritten signature in blue ink, appearing to be 'CE', is located below the text 'Yours sincerely'. The signature is stylized and somewhat abstract.

Chris Enright  
Delegate of the General Manager



# 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**  
(FR2014/77)

MR ENRIGHT

MELBOURNE, 10 NOVEMBER 2014

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

[1] On 5 November 2014 an application was made under s.269(2)(a) of the *Fair Work (Registered Organisations) Act 2009* (the Act) by the Police Federation of Australia, South Australia Police Branch (the reporting unit) for a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of the Police Association of South Australia (the Association), an associated State body, in respect of the financial year ending 30 June 2014.

[2] On 5 November 2014, the reporting unit lodged a copy of the audited accounts of the Association with the Fair Work Commission.

[3] I am satisfied that the Association:

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

[4] I am further satisfied that:

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

[5] I am satisfied that the financial affairs of the reporting unit in respect of the financial year ending 30 June 2014, 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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<Price code A>

**From:** KELLETT, Stephen  
**To:** ["annehehner@pasa.asn.au"](mailto:annehehner@pasa.asn.au)  
**Subject:** Financial reporting - s269 exemption - Police Fed. of Aust. SA Branch - certificate  
**Date:** Monday, 10 November 2014 10:55:00 AM  
**Attachments:** [PFA SA Cert\\_s269.pdf](#)

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Dear Ms Hehner,

Please see attached the Delegate's letter and certificate in respect of the above.

Yours sincerely

STEPHEN KELLETT  
Regulatory Compliance Branch  
**FAIR WORK COMMISSION**

80 William Street  
EAST SYDNEY NSW 2011

(ph) (02) 6723 7237  
(email) [stephen.kellett@fwc.gov.au](mailto:stephen.kellett@fwc.gov.au)



**From:** [KELLETT, Stephen](mailto:KELLETT.Stephen)  
**To:** [KELLETT, Stephen](mailto:KELLETT.Stephen)  
**Subject:** FW: [Kellett] ON CMS FR2014/77 Lodgement of PASA Annual report as per Section 269 of the Fair Work (Registered Organisations) Act 2009  
**Date:** Sunday, 9 November 2014 6:07:56 AM  
**Attachments:** [20141103-Copy of PFA-SA Branch letter to Fair Work Australia.pdf](#)  
[PASA\\_ARconference\\_2014\\_print.pdf](#)

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**From:** Anne Hehner [<mailto:annehehner@pasa.asn.au>]  
**Sent:** Wednesday, 5 November 2014 11:43 AM  
**To:** Orgs  
**Subject:** [Kellett] ON CMS FR2014/77 Lodgement of PASA Annual report as per Section 269 of the Fair Work (Registered Organisations) Act 2009

[FR2014/77](#)

Attn The General Manager

Please find attached for your records an electronic copy of our 2014 Annual Report together with a copy of letter dated 3 November 2014. The original copy of the letter and printed report have been posted to your office today.

*(See attached file: 20141103-Copy of PFA-SA Branch letter to Fair Work Australia.pdf)*

*(See attached file: PASA\_ARconference\_2014\_print.pdf)*

We look forward to receiving the certification documentation at your earliest convenience.

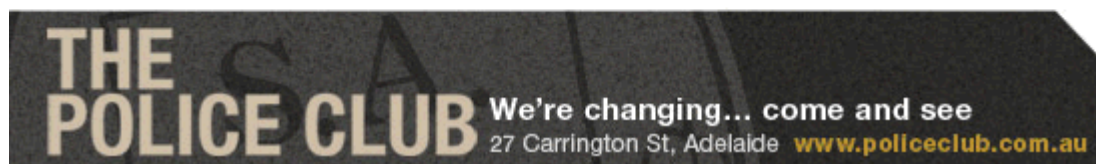
Kind regards

Anne Hehner



**Anne Hehner**  
Executive Secretary

**POLICE ASSOCIATION OF SOUTH AUSTRALIA**  
27 Carrington Street, Adelaide SA P PO Box 6032, Adelaide SA 5000  
T 08 8212 3055 F 08 8212 2002 E [ah@pasa.asn.au](mailto:ah@pasa.asn.au)  
[www.pasa.asn.au](http://www.pasa.asn.au)





Police Federation  
of Australia

South Australia Police Branch

ABN 73 802 822 770

27 Carrington Street

Adelaide SA 5000

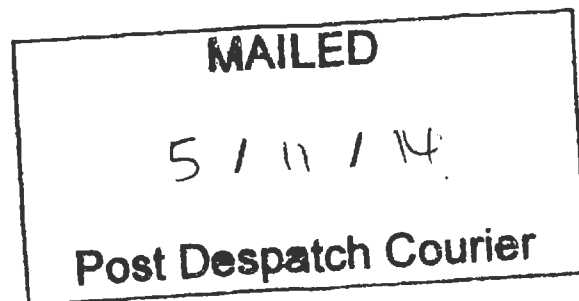
Tel: (08) 8212 3055

Fax: (08) 8212 2002

Ref: TS:ah:1830/14

3 November 2014

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*.

**FOUNDATIONS 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 is contained within the 2014 Annual Report book which is enclosed herein;
- 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 and has also been provided electronically;
- 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



**THOMAS SCHEFFLER**  
**SECRETARY**

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

**OPERATING REPORT FOR YEAR ENDED 30 JUNE 2014**  
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;

David Reynolds (committee member and treasurer) ceased being a member of the Police Superannuation Board (SA) on 31 October 2014.

Thomas Scheffler (Secretary) commenced as a member of the Police Superannuation Board (SA) by appointment of the Governor on 31 October 2014.

Bernadette Zimmermann (Organizer) is a member 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 4715.

**NUMBER OF EMPLOYEES**

The number of persons who were, at the end of the reporting period, employees of the associated entity was nine (9).

## **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)
- Tom Scheffler (Secretary)
- Trevor Milne (Deputy President)
- Allan Cannon (Vice President)
- David Reynolds (Treasurer)
- Christopher Walkley (committee member)
- Michael Kent (committee member)
- Daryl Mundy (committee member)
- Samantha Strange (committee member)
- Julian Snowden (committee member)
- Michael Manning (committee member)
- James Tappin (committee member) – elected November 2013



**THOMAS SCHEFFLER  
SECRETARY**

3 November 2014

Police Association of South Australia



# 2014 ANNUAL REPORT

## & CONFERENCE AGENDA



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BETTER BANKING

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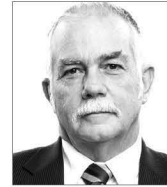
# COMMITTEE



President  
MARK CARROLL



Secretary  
THOMAS  
SCHEFFLER



Deputy President  
TREVOR MILNE



Vice-President  
ALLAN CANNON



DAVID REYNOLDS



CHRIS WALKLEY



DARYL MUNDY



MICHAEL KENT



MITCH MANNING



JULIAN  
SNOWDEN



SAMANTHA  
STRANGE



JIM TAPPIN

# STAFF



Organizer  
BERNADETTE  
ZIMMERMANN



Grievance Officer  
MATTHEW  
KARGER



Police Journal  
Editor  
BRETT WILLIAMS



Media and  
Communications  
Officer  
NICHOLAS  
DAMIANI



Finance Officer  
WENDY KELLETT



Executive  
Secretary  
ANNE HEHNER



Executive  
Secretary  
SARAH  
STEPHENS



Executive  
Secretary  
JAN WELSBY



Receptionist/Clerk  
SHELLEY FURBOW



# DELEGATES

## Metro North Branch

### Elizabeth

Henley Beach  
Holden Hill  
Gawler  
Golden Grove  
Parks  
Port Adelaide  
Salisbury  
Northern Prosecution

### Glenn Pink

Matthew Kluzek  
Nigel Savage  
David Savage  
Simon Nappa  
Sonia Giacomelli  
Rebecca Burns  
Taryn Trevelion  
Tim Pfeiffer

## Country North Branch

### Port Lincoln

Ceduna  
Coober Pedy  
Kadina  
Nuriootpa  
Port Augusta  
Port Pirie

### Lloyd Parker (chair)

Anthony Taylor  
Jeff Page  
Ric Schild  
Michael Casey  
Peter Hore  
Gavin Mildrum

## Crime Command Branch

### Elizabeth

Major Crime  
Adelaide  
DOCIB  
Forensic Services  
Fraud  
Holden Hill  
Intelligence Support  
Port Adelaide  
South Coast  
Sturt

### Kym Wilson (chair)

Campbell Hill  
Dac Thomas  
Dwayne Illies  
Adam Gates  
Jamie Dolan  
Narelle Smith  
Kevin Hunt  
Robert Beattie  
Jason Tank  
Brad Scott

## Metro South Branch

### Sturt

Netley

### Michael Quinton (chair)

Mark Williams

Norwood  
South Coast  
South Coast  
Southern Traffic  
Southern Prosecution

Ralph Rogerson  
Peter Clifton  
Russell Stone  
Peter Tellam  
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  
Grant Baker  
Dan Schatto

## Operations Support Branch

### Dog Ops

Police Academy  
ACB  
Police Band  
Firearms  
HR  
Mounted  
STAR Operations  
Traffic  
Transit

### Bryan Whitehorn (chair)

Francis Toner  
George Blocki  
Neil Conaghty  
Leonie Turner  
David Wardrop  
Kelly-Anne Taylor-Wilson  
Wayne Spencer  
David Kuchenmeister  
Michael Tomney

## Womens Branch

### Jodie Cole (chair)

(no delegates)

## ATSI Branch

### Shane Bloomfield (chair)

(no delegates)

## Officers Branch

Alex Zimmermann

# REPRESENTATIVES

COHSWAC  
Housing  
Leave Bank  
Legacy  
Police Dependants Fund

Bernadette Zimmermann  
Bernadette Zimmermann  
Bernadette Zimmermann  
Allan Cannon  
Tom Scheffler

Superannuation

Bernadette Zimmermann  
David Reynolds

# 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

To minimise interruptions, we request that telephones are to be turned off or 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 2014

### DAY ONE – TUESDAY 14 OCTOBER 2014

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
<b>1000</b>	<b>5</b>	<b>Morning tea – Police Club</b>
1030	6	Commissioner of Police
1130	7	EA 2014 – President
<b>1200</b>	<b>8</b>	<b>Lunch – Police Club</b>
1315	9	Mr Ben McDevitt AM APM – Australian Sports Anti-Doping Authority
1420	10	Step-Up Award Presentation
1430	11	Remuneration Strategy – Mercer Consulting – Ms Adrienne Best
<b>1500</b>	<b>12</b>	<b>Afternoon tea – Police Club</b>
1530	13	Police Credit Union
1545	14	Police Health
1600	15	Police Club AGM
1615	16	PASA AGM
1630	17	PFA (SA Branch) AGM
1700	18	Adjournment
<b>1900 for 1930</b>	<b>19</b>	<b>Conference dinner – Police Club</b>

## CONFERENCE 2014

### DAY TWO – WEDNESDAY 15 OCTOBER 2014

0930	20	Review
1000	21	Is Bail Broken? – Professor Andrew Goldsmith, Flinders University
1100	22	Business Session » Carrington Street Redevelopment » Administration Audit » Strategic Plan » Industrial Issues
1200	23	Lunch – Police Club
1315	24	Social Trends – Avril Henry
1445	25	Afternoon tea – Police Club
1515	26	Business Session continued
1600	27	Conference closure

# PRESIDENT'S REPORT



Welcome delegates and interstate guests to the 2014 annual conference.

This conference is an important part of the way the association does its business.

Our agenda also focuses on the need to enhance the professional capabilities of attendees.

This year's keynote speakers will not only educate and challenge our delegates but also inspire.

A number of highlights have come about for the association in the last 12 months.

## Legislative outcomes

### Protection from liability for police

The association last year lobbied for legislation to provide police officers protection from criminal or civil liability for an act or omission in the discharge or purported discharge of their duties if the act or omission was performed honestly.

To provide such protection, Family First MLC Robert Brokenshire filed an amendment to the *Statutes Amendment (Police) Bill 2013* to change the current section 65 of the *Police Act*.

The Law Society of South Australia firmly opposed the amendment, arguing that police should not be above the law and remain accountable for their behaviour.

The society insisted that the concept of immunity from criminal liability was misconceived for any person, no matter what his or her position in society.

To ensure that members of parliament understood the counter argument to the assertions the Law Society put forward, the association sought barristerial advice. Some of the key points which formed part of that advice were that:

- » It is important to recognize the crucial role that police officers play in the service of each one of us, thereby ensuring both public safety and the perception of public safety.
- » It is assumed that a police officer will pursue that critical role fearlessly, to the point of prioritizing the physical safety and wellbeing of members of the public and the enforcement of the law ahead of his or her own safety.

- » Parliament provided police officers with several types of powers, duties and functions and identified the circumstances in which those powers and duties were entitled to be employed so as to enable police to perform the various tasks to be undertaken on behalf of the community.
- » South Australians expect individual police officers to make decisions in the performance of their duties in an instant, under pressure, in situations of unpredictability and without the benefit necessarily of a precedent or backup. Sometimes it is a decision that protects property, prevents the commission of an offence, results in the apprehension of a dangerous criminal or saves a life.
- » South Australians are well aware that police officers are part of their community – they are only human and, from time to time, make errors of judgement or find themselves subject to criticism and complaint by those in respect of whom their powers and duties are exercised.
- » A necessary balance needed to be struck so that the fear of a potential criminal charge or civil suit did not become a factor in the decision to act or not to act.

The amendment sought by the association was akin to the already proclaimed section 127 of the *Fire and Emergency Services Act 2005* and no difficulties, as alluded to by the Law Society, have resulted in the enactment of that section.

The association was able to present that advice to members of parliament; and, on the strength of the points it contained, the amendment won passage through parliament.

This victory will prove a great benefit to police officers who carry the expectation of the public to prioritize others' physical safety and welfare ahead of their own.

### Police Regulations 2014

As I reported at last year's conference, the *Statutes Amendment (Police) Bill 2013* was undergoing debate in the Legislative Council after it had passed the House of Assembly on July 24, 2013.

The bill has now been proclaimed after the conclusion of negotiations for the *Police Regulations 2014*. SAPOL had reviewed all provisions in the Police Regulations and identified the need for seven amendments to existing regulations. Those amendments were agreed.

SAPOL accepted many of the association's submissions about a drug- and alcohol-testing regime.

### **Police Superannuation**

The association is currently seeking amendments to the *Police Superannuation Act 1990*. The current government contribution for police is 10 per cent of salary. The superannuation guarantee has to be paid in respect of normal-time earnings, which encompass full shift-work loadings and rates of pay for rostered work on weekends and public holidays.

The superannuation guarantee increased by 0.25 per cent of salary as of July 1, 2013 and again on July 1, 2014, increasing it from 9 per cent of salary to 9.5 per cent of salary.

The 10 per cent employer contribution that included an additional 1 per cent of salary was agreed to be paid to police officers when the police lump-sum scheme closed on May 3, 1994.

Police officers have always received a premium since that time above the legislative superannuation guarantee. The association expected that premium to remain so that, when the superannuation guarantee increased, the 1 per cent premium would be maintained.

The government has refused to maintain it, so, instead of a member of Triple S Police Superannuation receiving an employer contribution of 10.5 per cent, the premium has been eroded by 0.5 per cent.

The Police Association is considering its legal options in respect of a challenge to the government's refusal. The government bases its position on its interpretation of section 5 (3) of the *Triple S Act*.

However, as part of the current round of enterprise bargaining, the association will raise with government the possibility of changes to police superannuation.

Members who dedicate their working lives to the police profession should unquestionably have the ability to retire with dignity. Policing takes a heavy toll on both the mind and body; and much academic research confirms as much.

Against the backdrop of this evidence, the association intends to negotiate for changes to the scheme. Proposals under the association's considerations include:

- » The option to make compulsory member contribution on a pre-tax basis.
- » Increasing level of employer contributions linked to service.
- » Increasing level of death and disability insurance to address Commonwealth proposed increase in preservation age.
- » Review of shift work loading in police pension scheme to reflect actual earnings from shift work.

The Police Association committee of management aspires to improve its members' superannuation in this round of enterprise bargaining and beyond.

### **Mandatory blood-testing of offenders who assault police**

The association commenced lobbying for the introduction of mandatory blood-testing of offenders who assault police after delegates passed a motion at the 2012 conference directing the committee of management to do so.

When a member, in the course of duty, is spat on, bitten or otherwise assaulted in a way involving an exchange of bodily fluids, it is essential that officers have access to blood samples from the assailant for testing.

In this way, treatment for any illness or disease so communicated can be the subject of early diagnosis and medical intervention.

Premier Jay Weatherill announced at the 2013 conference that his government was committed to legislating to provide for such an outcome. It has done so, and the *Criminal Law (Forensic Procedures) (Blood Testing for Diseases) Amendment Bill 2014* is currently before parliament.

The bill, if passed, will enable a senior police officer to order that a biological sample be taken from an offender in those circumstances.

The biological sample is admissible as forensic evidence and must be destroyed after use.

The sample is likely to be of blood, which will determine whether an offender is a carrier of a communicable disease. If the test is positive, our exposed members will be able to be treated earlier than would have previously been the case.

# PRESIDENT'S REPORT

continued

## **Return to Work Bill 2014**

The *Return to Work Bill 2014* and the *South Australian Employment Tribunal Bill 2014* were introduced to parliament on August 6, 2014.

The existing *Workers Rehabilitation and Compensation Act 1986* would be repealed in its entirety and replaced by the *Return to Work Act*.

The draft bill includes the removal of some entitlements, some improved benefits and processes, and some risks and ambiguity around new provisions and drafting.

One of the great concerns for police relates to a finite two-year period of entitlement for all workers other than those assessed with 30 per cent whole-person impairment.

The association believes that the 30 per cent threshold is too high. Most workers who suffer a serious injury and are totally incapacitated for work will not meet this threshold.

Almost all workers who suffer a long-term psychiatric injury and total incapacity are unlikely to meet this threshold.

The association has sought legal advice regarding this issue and will lobby government for amendment to the bill.

## **Reform of South Australian government boards and committees**

The Weatherill government intends to axe all government boards and committees by presumptive abolition as of October 30, 2014. Opportunity has been provided for individual ministers to argue for the retention of boards they deem necessary.

The association has written to Minister Piccolo to argue for the retention of the Police Disciplinary Tribunal, the Police Superannuation Board, and the Police Review Tribunal.

We argue that it would be wholly counterproductive to abolish or consolidate the PDT into a general administrative tribunal. The PDT acts promptly and resolves many matters after the issuance of proceedings.

It sets trial dates expeditiously and its existing processes afford both prosecution and defence fairness and equity.

The functions of the Police Superannuation Board include:

- » The collection of contributions.
- » Payments of defined benefits which include the payment of fortnightly pensions to retired police officers, spouses and children.
- » Determinations of police invalidity and death claims.

The majority of the board is made up of both serving and retired police officers who have significant experience, knowledge and understanding of the police occupation and culture. The association has argued that it should remain in place and we see no valid argument to the contrary.

In respect of the Police Review Tribunal, the *Police Act 1998* provides sworn police with a mechanism for the review of certain termination, transfer and promotion decisions.

Decisions of the Police Review Tribunal may be appealed to the Administrative and Disciplinary division of the District Court.

The *Police Act 1998* affords the commissioner of police wide-ranging powers. The capacity of a police officer to seek review of a decision of the commissioner – by an independent statutory tribunal – accords with natural justice.

The association has argued that the absence of an independent review would be inconsistent with the general management standards as set out in section 10 (2) of the act.

The association also argued that it was crucial to the integrity and reputation of SAPOL that any selection processes for merit-based appointment were transparent, objective and credible, and subject to impartial review.

Further, the current arrangements have worked particularly well which is evident from the long history of police-specific review tribunals for promotional grievances.

The association awaits advice from the government in respect of those boards.



### **Identification parades**

The association successfully lobbied the government for reforms to the identification parade process. SAPOL announced in early July that it had reviewed and amended the general order for identification to allow for photographs or video to be used in lieu of traditional police line-ups for identifying suspects.

In 2012, the association commissioned Professor Neil Brewer to prepare an eyewitness identification test to assist in allaying the fears of some parliamentarians who held concerns about changes to longstanding identification processes.

Professor Brewer cited evidence that live line-ups did not demonstrate any superior performance in terms of preventing identification of innocent suspects or maximizing the identification of offenders.

The association provided a subsequent report to Commissioner Gary Burns.

We argued during the lobbying process that traditional police line-ups were often unsuccessful and difficult to organize because victims were sometimes reluctant to come face-to-face with offenders.

Further, finding volunteers with sufficiently similar features to those of the relevant suspects was sometimes problematic. The amendments to the general order became operative on July 7.

### **Legal defence**

The establishment of the Independent Commissioner Against Corruption came about in October 2013.

The association refers members to legal practitioners and bears the costs associated with advice, preparation and representation, be it through the provision of statements and documents or attendance at hearings.

Recoveries of funding have yet to be discussed with government. Previously the government has reimbursed the association for funding provided via Legal Bulletin 20 or as ex gratia payments for matters including:

- » Criminal hearings.
- » Coronial hearings.
- » Royal commissions.

Secretary Tom Scheffler is currently preparing a submission to government in respect of appropriate arrangements for legal representation and funding concerning ICAC matters.

### **Industrial**

#### **Allergic reactions to SAPOL uniform**

The association wrote to SAPOL in January 2014 after members had complained of suffering allergic reactions to the new uniform.

The affected members' allergies often manifested themselves as skin rashes, particularly in the hip and abdominal areas. In each case, medical experts established symptoms resulted from skin contact with the uniforms.

The association commissioned the CSIRO to conduct tests on the uniforms to determine what harmful materials, if any, they contained.

The CSIRO tested for the presence of formaldehyde resins, as well as other heavy metals and detergent residues. No dangerous levels of these materials were evident from the testing.

The CSIRO also tested for the presence azo dyes but, again, no traces of harmful dispersed dyes were found.

SAPOL was seeking its own independent scientific analysis of the uniform fabric.

SAPOL provided affected members with a number of options:

- » Wear plain clothes.
- » Wear the old light blue uniform.
- » Receive an entirely new uniform from a different batch.

All updates on the CSIRO testing were published on PASAweb.

#### **Overcrowding in prisons**

The Police Association has written to the police minister in respect of a number of police cells which have been closed to police prisoners.

This issue has gone on throughout the year. It comes as a result of the need for the Department for Correctional Services to house its prisoners in the Sturt, Holden Hill and Port Adelaide cells.

# PRESIDENT'S REPORT

continued

Police cells are not designed for long-term incarceration. The situation requires a long-term solution and we have sought advice from the minister about government's intention.

The South Australian prison population continues to increase and nothing indicates that it will decline in the foreseeable future. Clearly, the inability of police to access their cells is problematic for service delivery.

## **Enterprise bargaining**

The association has met government and SAPOL negotiators on several occasions in respect of striking a new enterprise agreement.

The enterprise bargaining framework has served the industrial relations scene in South Australia for the last 20 years. The current government has committed to maintaining that framework.

It has also assured the association that, as a minimum, association members' salaries will be maintained at the midpoint of police salaries in Australia. Ensuring salaries do not fall below this midpoint is an association priority.

The government has said that, without evidence of productivity and efficiency measures within the industry, wage increases will be capped at 2.5 per cent.

SAPOL has been in a constant state of review in the last 18 months with a number of efficiency outcomes.

The first salary instalment in the next enterprise agreement applied from the beginning of the first full pay period commencing on or after July 1, 2014. When an agreement is finalized, members will receive back pay to that date.

## **Emotional survival skills**

The Police Association, in conjunction with Police Health and the Police Credit Union, sponsored the appearance by US behavioural scientist and former police officer Dr Kevin Gilmartin at the Adelaide Convention Centre in March. He gave a presentation about surviving the personal impact of police work.

Dr Gilmartin discussed strategies designed to prevent affected police officers from isolating themselves emotionally from family, friends and colleagues. He also offered his professional advice about how to avoid burnout.

Dr Gilmartin's list of credentials is impressive. Among others things, he is a veteran of the US Marine Corps, a former vice-president of The Society of Police and Criminal Psychology, and a consultant to US and Canadian law enforcement agencies.

He also wrote the book *Emotional Survival for Law Enforcement*.

The Healthy Wealthy & Wise initiative – established by the Police Association, Police Health and Police Credit Union – staged the Gilmartin presentation and accommodated free admission. About 700 members and their families attended and around 500 members received free copies of Dr Gilmartin's book.

Dr Gilmartin returns to Adelaide in November. He will appear at the Adelaide Convention Centre on November 17. I encourage all delegates, members and their families who did not make it to Dr Gilmartin's first presentation to attend this time.

## **Other issues**

Other industrial issues which staff have dealt with include:

- » Police Prosecution issues.
- » Voluntary flexible working arrangements.
- » G20 entitlements.
- » Staffing.
- » SAPOL organizational review.
- » Hazards in the workplace.

## **Business**

### **Police Club**

The Police Club continues to generate increased trade. Police Club manager Bronwyn Hunter and chef Leon Wijesinghe have excelled in the year in review.

Owing to the marketing initiatives of last 12-24 months, more members have used their club in the last 12 months than in many previous years. The next step for the club will be refurbishment, but only in line with a decision by committee.

### **Property review – Carrington St**

Carrington St has been association headquarters for more than 50 years. We have a clear desire to remain at this address for the foreseeable future.

Our building, at the current point of its life cycle, needs some degree of renewal.

As part of its forward planning, the committee of management commissioned a property review. A range of options would be canvassed including both short- and long-term refurbishments and redevelopment.

Each option carries a very different cost and risk profile. This needs to be understood in order for committee and delegates to make informed decisions about how it should proceed with renewal.

This issue will be discussed in greater detail during the conference business session.

### **Pre-retirement health checks**

In the hope of improving the pre-retirement health-check member service, it has recently undergone review.

The committee of management will fund the purchase of an ECG machine and an Omron automatic sphygmomanometer cuff and gauge for use at GP Partners Hutt St consulting rooms. This is so that members who undergo retirement health checks can be assessed for cardiac abnormalities, high blood pressure and hypertension.

### **Staff**

The association would not enjoy its ongoing industrial success and reputation if it were not for the high standard of input our current team delivers.

Over the period of our great history, many have contributed outstanding service, but I rate our present employees as the best team we have ever assembled.

In all of their areas of responsibility – industrial, administration, publishing and media and communications – they have excelled during the year in review, and previously.

I am grateful for not only their expertise but also their support to me and to the secretary and committee of management.

### **Police Journal**

Our flagship publication, the *Police Journal*, is a source of continuing pride to the association.

Just three months ago, the Ohio-based Trade, Association and Business Publications International (TABPI) awarded the journal silver and bronze for Best Single Issue and Best Opening Page or Spread respectively.

I said at the time that to receive recognition in Australia was one thing – and we have done that – but to receive it from a US-based international body was truly special.

And, of course, these Tabbie awards came after the Award of Excellence the journal received in Berlin last year at the International Creative Media Awards.

Our editor, Brett Williams, continues to guide the journal through change and refinement; and these international successes link back to his address to conference in 2012.

He explained the importance of keeping the journal fresh and contemporary. Had we not stuck to that course, the national and world acclaim for the journal would never have come.

I congratulate Brett and our graphic designer, Sam Kleidon, and photographer Steve McCawley.

**MARK CARROLL  
PRESIDENT**

# SECRETARY'S REPORT



Delegates and guests, welcome to the 2014 annual conference.

In this, our 103rd year, I proudly present my second conference report as secretary.

Much activity, in terms of the state election and legislative and industrial matters, has taken place this year.

## Movement of delegates

Delegates who relinquished their positions since last conference:

- » Anne-Marie Hockley.
- » Scott Price.
- » Andrew Dredge.
- » Wayne Davison.
- » Rhett Vormelker.
- » Craig Johnston.
- » Peter Schulze.
- » Kim Williams.
- » Athalie Edman.
- » Jon Kemplay-Hill.

I thank these delegates for supporting their workgroups and assisting the association generally.

New delegates since last conference:

- » Rebecca Burns.
- » Anthony Taylor.
- » Nathan Paskett.
- » Michael Ball.
- » Dwayne Illies.
- » Robert Beattie.
- » Peter Tellam.
- » Melissa Eason.
- » Leonie Turner.

The participation rate in terms of female delegates has increased significantly over the past 12 months.

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

## Proxy delegates

Delegates have been proactive in nominating proxies since last conference with all but a few having proxy positions.

## Delegate training

Since last conference, Police Association organizer Bernadette Zimmerman has facilitated the introductory and advanced legal training (November 2013) and Psychological Fitness and Preventing Suicide training course, and Legal (2014).

Police Association of New South Wales assistant secretary Julie Carroll attended, as did lawyer Rachael Shaw of Tindall Gask Bentley Lawyers.

## Delegate elections

Delegate positions will go to ballot in 2014, as per the Police Association constitution. Delegates who wish to renominate this year should, if necessary, seek assistance from staff.

## Committee elections

A committee by-election took place in November 2013 after Trevor Milne won office as deputy president. This resulted in the election of Jim Tappin to the committee of management.

Jim is well known within the association and has had many years' experience as a committee member.

The elections were 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.

Please make yourself known to your committee of management.

## Staffing

Since last conference, the association has employed Matt Karger as a grievance officer and Jan Welsby as an executive assistant. Both started their employment just days before last conference.

Matt has a vast range of industrial and HR experience. He is part of the front line of the organization and takes the majority of calls in respect of day-to-day issues, such as criminal, discipline, transfers, workers compensation, and OHSW.

Jan Welsby provides executive support and has become an integral member of the administration team.

Make yourselves known to Matt and Jan during the course of the conference.

### Properties

Our holiday homes and apartments – on the Gold Coast and in Adelaide, Glenelg, Wallaroo, Blinman and Penneshaw – continue to provide a value-for-money service to members.

The association continues to receive accolades for providing this accommodation, which both metropolitan and regional members access.

All the properties boast a continued consistency of the annual occupancy rates. A table of occupancy appears at the foot of this report.

Our three-level headquarters property at 27 Carrington St, Adelaide is under review to ensure that it meets short-, medium- and long-term needs.

### Legal

The association continues to fund and underwrite a myriad of legal matters for its members. Our legal workload continues to be high, with 86 workers compensation files and 101 disciplinary and criminal files opened during the year.

We currently have 452 active legal files across the organization.

All our staff members, at one 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.

Tindall Gask Bentley Lawyers and Lieschke & Weatherill undertake the bulk of association work. We also refer members to barrister and solicitor Rocky Perrotta and Sharon Thomas of Thomas Legal.

We appreciate the efficiency, effectiveness and professionalism these firms provide the association and its members.

Tindall Gask Bentley Lawyers is now providing legal services to the Western Australia Police Union and Northern Territory Police Association as the firm's expertise is highly sought, particularly on police-related matters.

### Communications

I would add to the comments of the president in congratulating *Police Journal* editor Brett Williams in respect of the achievements to which he has led the journal this past year.

In addition to the silver and bronze TABPI awards the journal won in Ohio, it also received two honourable mentions – one for Best Feature Article and one for Best Focus/Profile Article.

We now hope the journal achieves highly in the Publishers Australia Excellence Awards in Sydney and the SA Press Club Awards in Adelaide, both in November.

PROPERTY	FY 2011/2012	FY 2012/2013	FY 2013/2014
Adelaide Apartment A 2	71.78%	78.08%	81.10%
Adelaide Apartment B 23	73.97%	76.71%	79.73%
Blinman	28.22%	31.10%	35.62%
Glenelg	75.89%	81.10%	77.26%
Gold Coast	93.97%	97.81%	95.89%
Penneshaw	64.66%	48.77%	49.59%
Wallaroo	48.08%	51.78%	42.74%

# SECRETARY'S REPORT

continued

Our media and communications officer, Nick Damiani, writes industrial articles for the journal while he continues to maintain PASAweb and the Police Club website and Facebook.

The number of products available to members at discounted rates through the Members' Buying Guide on PASAweb has increased.

The annual tax receipt mail-out complements the *Police Journal* and PASAweb as interactive information sources. The mail-out gives us the opportunity to provide information in a hard-copy format, as we sometimes must do or simply prefer to do.

## Office technology

The association is reviewing on-site data storage facilities and optic fibre internet connection. The expectation is that cost-savings would be made while achieving faster internet facilities.

Moreover, if on-site data storage is viable it will enhance security within our disaster management plan.

Free Wi-Fi is now available to Police Club patrons when they make purchases.

## Finance

Pursuant to responsibilities under the association constitution and sections 253 and 254 of the *Fair Work (Registered Organisations) Act 2009*, I will table the annual financial report at the AGM later today.

The association achieved a significant surplus in its operating expenses for the last financial year.

This is the first surplus of this magnitude the association has seen.

Expenditure remains within the subscription-based income and there is no outstanding debt.

## Police discipline

Few, if any, occupations compare with policing in terms of scrutiny, accountability and discipline.

And, while our members continue to serve on the front line, members of the public are encouraged to make complaints to a variety of watchdog bodies.

Aggrieved offenders, many with psychological or substance-abuse issues, make most of the complaints.

Unsubstantiated complaints far outweigh the legitimate ones. In any case, all complaints undergo vigorous investigation.

The investigations overwhelm many members and are increasing. Time lags are lengthy between the investigation and adjudication of matters, and then between the making of decisions and notifying members of outcomes. This is the cause of significant stress and anxiety.

Many officers find that they are unable to win promotions or secure transfers. Some others end up transferred and given harsh administrative orders which restrict their ability to communicate with colleagues.

More difficult for members suspended from duty is the loss of shift penalties and complete pay for a period of three months.

Although they can apply for secondary employment, suspended members find it difficult to gain such work as most employers are hesitant to take on suspended officers.

It is vitally important that members receive the appropriate information and advice at the earliest opportunity to prepare themselves for the immediate future.

Trained delegates continue to attend many discipline interviews as support people. In some cases, members are also referred to legal practitioners for advice and representation.



The association has been concerned with the lack of particulars provided to members before an interview. This improper practice has caused interviews to be delayed until sufficient particularity has been provided in order to proceed with interviews.

The association has raised these concerns a number of times with SAPOL and will continue to do so as required.

After matters are finalized, disciplinary outcomes might continue to impact on members by way of penalties, inability to attain promotion and subsequent ineligibility for medals.

The association provides services such as assessing the matter at hand and frequently requests and scrutinizes evidence which forms part of disclosure.

The association updates a disciplinary process document on PASAweb regularly. The document describes the step-by-step process concerning disciplinary matters from start to finish and how the association assists members through that process.

### Graduates dinner

Since last conference, the association has staged six graduate dinners in the Fenwick Function Centre. New members and their partners and families continue to receive this Healthy, Wealthy & Wise initiative well.

### Retiring Members Dinner

The association hosted the annual Retiring Members Dinner at the Hilton Hotel Adelaide on June 27, 2014, when about 300 people attended.

The dinner, at which the police band provides entertainment, has continued to be an outstanding success. The association is grateful to the Police Credit Union for its continued sponsorship and support of the event.

### Police Association posters

Through its delegates, the association has distributed new posters throughout workplaces highlighting enterprise bargaining efforts and the services the association provides. New posters providing further information will be forwarded for distribution in the future.

### Anna Stewart Memorial Programme

Metro North Branch Salisbury delegate Narelle Smith is participating in the 2014 Anna Stewart memorial programme.

Under a new format, the programme enabled Narelle to interact with elected officials and staff and gave her a significant insight into the day-to-day workings of the association and other unions.

### Association membership

The association continues to enjoy its membership rate of more than 99 per cent.

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

With continued support from delegates and the membership, the association is certain to deliver appropriate outcomes.

**TOM SCHEFFLER**  
**SECRETARY**





# INDEPENDENT AUDIT 2014 REPORTS



Proudly supported by **POLICE CREDIT UNION**



**BETTER BANKING**

# AUDIT REPORTS

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## Police Association of South Australia Statement By Members of the Executive Committee For the Year Ended 30 June 2014

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

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

- (1) Presents a true and fair view of the financial position of the Police Association of South Australia as at 30 June 2014 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 that reads "Mark Carroll".

.....  
Mark Carroll  
President

A handwritten signature in black ink that reads "Thomas Scheffler".

.....  
Thomas Scheffler  
Secretary

Adelaide  
Dated this 29th day of August 2014

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Police Association of South Australia  
Independent Audit Report To The Members Of The Executive Committee  
for the Year Ended 30 June 2014

**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 2014, 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.

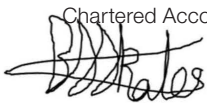
**Audit Opinion**

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 2014 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



.....  
Brendon J Skates  
Partner

Adelaide  
Dated this 29th day of August 2014

# AUDIT REPORTS



## Police Association of South Australia Profit and Loss Account For the Year ended 30 June 2014

	\$ 2014	\$ 2013
<b>RENTAL INCOME</b>		
Rent Received - Holiday Properties	143,888	146,315
Rental Expenses - Holiday Properties	135,045	133,722
<b>Net Holiday property rental income</b>	<b>8,843</b>	<b>12,593</b>
Rent Received - Carrington Street	28,000	28,000
Net Rental Income - Nelson Place	2,912	2,469
<b>Net Total Rental Income</b>	<b>39,755</b>	<b>43,062</b>
<b>OTHER INCOME</b>		
Membership subscriptions	4,729,892	4,551,515
Interest Received	88,685	112,813
Reimbursement - legal aid	95,653	77,449
Sundry income	18,167	19,879
Corporate Income/Projects/Advertising	191,952	189,608
Advertising Income	23,020	48,095
Wall to Wall	8,405	4,770
Police Lottery Ticket Sales	3,840	1,758
<b>Total Other income</b>	<b>5,159,615</b>	<b>5,005,886</b>
<b>Total Net Income</b>	<b>5,199,370</b>	<b>5,048,948</b>
<b>EXPENSES</b>		
Accounting, auditing and consulting fees	9,300	8,950
Affiliation fees	25,661	23,971
Bank charges	30,239	28,773
Building Projects	18,109	0
Industrial expenses	48,881	6,329
Committee, delegates and meeting expenses	130,576	124,142
Conference/function expenses	73,544	92,377
Consultancy Fees	151,280	181,820
Death insurance - members	1,515,856	1,435,862
Depreciation	97,217	102,829
Gifts and donations	15,047	15,361
Insurance	22,478	24,700
Journal Production Costs	85,065	88,693
Legal fees	482,592	517,408
Loss on sale of assets	2,779	3,122
Motor Vehicle Insurance & Costs	22,521	22,662
Occupancy Costs	146,671	168,664
Office and sundry expenses	184,962	222,026
Lobbying/Meetings/Functions	74,475	34,136
PASA Kids	0	2,500
PFA (SA) Affiliation fees and meeting expenses	85,493	85,016
Police club subscriptions/Renovations	160,697	168,393
Postage, printing and stationery	54,254	59,525
Publications	26,243	29,056
Telephone & communications	49,302	47,538
Salaries/Wages - related costs eg Workcover, Payroll Tax etc	1,401,502	1,523,261
Wall to Wall	9,802	8,035
Welfare assistance	0	600
Welfare death payment	3,000	9,000
<b>Total Expenses</b>	<b>4,927,546</b>	<b>5,034,747</b>
<b>Operating Surplus/Deficit</b>	<b>271,824</b>	<b>14,201</b>
<b>NON-OPERATING ITEMS</b>		
<b>INCOME</b>		
GLI Commission	0	0
<b>EXPENSES</b>		
Accumulated surplus brought forward	6,146,874	6,132,672
<b>ACCUMULATED SURPLUS CARRIED FWD</b>	<b>6,418,698</b>	<b>6,146,874</b>

Police Association of South Australia  
Balance Sheet  
As at 30 June 2014

	Notes	\$ 2014	\$ 2013
<b>CURRENT ASSETS</b>			
Cash	2	3,608,620	3,812,383
Receivables	3	113,686	98,131
Receivables - GLI Commission	3	0	0
Inventories	4	36,795	33,402
<b>TOTAL CURRENT ASSETS</b>		<b>3,759,101</b>	<b>3,943,917</b>
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	5	7,377,647	7,469,645
<b>TOTAL NON-CURRENT ASSETS</b>		<b>7,377,647</b>	<b>7,469,645</b>
<b>TOTAL ASSETS</b>		<b>11,136,748</b>	<b>11,413,561</b>
<b>CURRENT LIABILITIES</b>			
Accounts Payable	6	803,187	1,318,928
Borrowings	7	36,887	35,738
Provisions	8	642,795	676,841
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,482,870</b>	<b>2,031,507</b>
<b>TOTAL LIABILITIES</b>		<b>1,482,870</b>	<b>2,031,507</b>
<b>NET ASSETS</b>		<b>9,653,878</b>	<b>9,382,054</b>
<b>EQUITY</b>			
Reserves	9	3,235,180	3,235,180
Retained Profits		6,418,698	6,146,874
<b>TOTAL EQUITY</b>		<b>9,653,878</b>	<b>9,382,054</b>

# AUDIT REPORTS



## Police Association of South Australia Notes to the Financial Statements For the Year ended 30th June 2014

### 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.

#### SALARIES & WAGES

Salaries & Wages expense for the financial year 2013-2014 is as follows:

Salaries/Wages	- related costs eg Workcover, Payroll Tax etc	118,479
Salaries	- Elected Officials	363,149
	- Annual Leave/LSL Provision	63,998
Salaries	- Industrial Staff	231,444
	- Annual Leave/LSL Provision	-51,689
Wages	- Administration	457,076
	- Annual Leave/LSL Provision	56,392
Superannuation		162,653
<b>Total</b>		<b>1,401,502</b>

	\$ 2014	\$ 2013
<b>2 CASH</b>		
Petty cash imprest	350	350
PCU - investment account	142,192	26,998
PCU - Term deposits	2,722,201	2,465,745
PCU - Wall to Wall account	6,269	8,050
National Australia Bank	168,147	151,490
Westpac account	30,081	27,662
Bartercard Account	19,883	22,820
Term Deposit - GLI payouts	519,496	1,109,268
	<b>3,608,620</b>	<b>3,812,383</b>
<b>3 RECEIVABLES</b>		
Prepayments	48,878	30,597
Trade debtors	64,808	67,533
GLI Commission	0	0
	<b>113,686</b>	<b>98,131</b>
<b>4 INVENTORIES</b>		
Association Emblems	36,795	33,402
	<b>36,795</b>	<b>33,402</b>
<b>5 PROPERTY, PLANT &amp; EQUIPMENT</b>		
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
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
Marina Berth Wallaroo	41,000	41,000
	<b>7,050,981</b>	<b>7,050,981</b>
Furniture, fittings, carpets & plant	642,244	651,432
Less: Accumulated Depreciation	480,616	435,613
	<b>161,629</b>	<b>215,819</b>
Association motor vehicles - at cost	95,495	133,298
Less: Accumulated Depreciation	29,235	44,134
	<b>66,259</b>	<b>89,164</b>
Furniture & fittings - Level 1	73,781	71,866
Less: Accumulated Depreciation	36,040	26,942
	<b>37,741</b>	<b>44,925</b>
Furniture & fittings - Ground floor	60,133	60,133
Less: Accumulated Depreciation	37,716	31,931
	<b>22,418</b>	<b>28,203</b>
Furniture & fittings - holiday homes at cost	127,669	122,274
Less: Accumulated Depreciation	89,050	81,720
	<b>38,619</b>	<b>40,554</b>
Total Property, Plant & Equipment	<b>7,377,647</b>	<b>7,469,645</b>

# AUDIT REPORTS



## Police Association of South Australia Notes to the Financial Statements For the Year ended 30 June 2014

	\$ 2014	\$ 2013
<b>6 PAYABLES</b>		
Creditors	273,449	197,900
Sundry Creditors	9,242	10,760
Bartercard Clearing Account	1,000	1,000
GLI Payouts	519,496	1,109,268
	<u>803,187</u>	<u>1,318,928</u>
<b>7 BORROWINGS</b>		
Unsecured:		
Revenue received in advance	36,887	35,738
	<u>36,887</u>	<u>35,738</u>
<b>8 PROVISIONS</b>		
Provision for Annual leave	143,916	125,748
Provision For Long Service Leave	498,879	551,093
	<u>642,795</u>	<u>676,841</u>
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 \$23,329.07		
<b>9 RESERVES</b>		
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 2014



### Scope

We have audited the financial report, being a special purpose financial report of The Police Club Inc for the year ended 30 June 2014 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 2014 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

.....  
Brendon J Skates

Partner

Adelaide

Dated this 29th day of August 2014

# AUDIT REPORTS

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## Police Club Inc Report By The Executive Committee For The Year Ended 30 June 2014

During or since the financial period ended 30 June 2014

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

Signed in accordance with a resolution of the Executive Committee.

On behalf of the Executive Committee

.....  
Mark Carroll  
President

.....  
Thomas Scheffler  
Secretary

Adelaide  
Dated this 29th day of August 2014

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Police Club Inc  
Statement by Members of the Executive Committee  
For the Year Ended 30 June 2014

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 2014 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 29th day of August 2014

# AUDIT REPORTS



## Police Club Inc Trading, Profit and Loss Statement For Period ended 30 June 2014

	\$ 2014	\$ 2013
<b>INCOME</b>		
Bar	117,822	118,928
Meals	179,911	172,474
Functions & Events - Food & Bar	87,212	63,440
Take Away/Raffle	445	420
Wine Club Sales/Events/Membership	2,618	3,961
<b>TOTAL INCOME</b>	<b>388,008</b>	<b>359,224</b>
<b>Less COST OF GOODS SOLD</b>		
Bar Opening Stock	9,637	9,812
Bar Purchases	50,137	48,162
Food Opening Stock	3,394	1,149
Food Purchases	85,208	74,906
Wine Club purchases/Stock	95	269
	148,471	134,298
Bar Closing Stock	10,230	9,637
Food Closing Stock	2,690	3,394
<b>TOTAL COST OF GOODS SOLD</b>	<b>135,552</b>	<b>121,266</b>
<b>GROSS PROFIT FROM TRADING</b>	<b>252,457</b>	<b>237,957</b>
<b>EXPENDITURE</b>		
Accountancy Fees	7,200	7,200
Advertising	375	2,687
Auditors Remuneration	6,800	6,700
Bank Charges	3,787	3,572
Cleaning	31,547	29,527
Computer Expenses/Database	1,013	1,329
Depreciation	8,590	8,926
Disposable Supplies	269	0
Donations	200	1,855
Electricity	22,468	20,693
Entertainment	500	0
Management Fee	26,000	26,000
Gas	2,228	2,521
Glasses, Linen, Accessories	11,163	12,623
Hire Plant & Equipment	811	1,429
Insurance	12,804	14,510
Insurance Workcover	6,185	4,216
Licences & Fees	3,558	4,567
Postage, Printing & Stationery	492	2,270
Promotions	3,147	180
Rent to Police Association	28,000	28,000
Repairs & Maintenance	6,752	6,229
Security Costs	823	1,116
Small Plant & Equipment	1,377	860
Subscriptions	109	273
Superannuation Contributions	14,437	13,795
Sundry Expenses	559	1,003
Telephone	2,682	2,685
Wages & Subcontractors	211,233	192,596
Waste Disposal	4,650	4,559
Web Hosting & Maintenance	300	300
<b>TOTAL EXPENSES</b>	<b>420,058</b>	<b>402,218</b>
<b>OTHER INCOME</b>		
Other Income	7,364	20,623
Interest Received	415	503
Members Subscriptions	160,697	155,794
Profit/Loss on Sale of Non Current Assets	-2,128	0
	166,348	176,920
<b>OPERATING PROFIT/ LOSS BEFORE INCOME TAX</b>	<b>-1,253</b>	<b>12,658</b>
Appropriation of Funds to Police Association		
<b>OPERATING PROFIT/ LOSS AFTER APPROPRIATIONS</b>	<b>-1,253</b>	<b>12,658</b>
Retained Profits at the beginning of the Financial Year	83,335	70,677
<b>UNAPPROPRIATED PROFIT 30 JUNE 2014</b>	<b>82,082</b>	<b>83,335</b>

Police Club Inc  
Balance Sheet  
For Period ended 30 June 2014

	\$ 2014	\$ 2013
<b>EQUITY</b>		
Asset Revaluation Reserve	95,377	95,377
Retained Profits	82,083	83,336
<b>TOTAL EQUITY</b>	<b>177,459</b>	<b>178,712</b>
<b>Represented By:</b>		
<b>CURRENT ASSETS</b>		
Floats	4,260	4,260
Petty Cash	300	300
Investment Police Credit Union	10	10
Cash at Bank	23,758	6,163
Capital Account	36,986	46,986
ANZ EFTPOS Account	8,234	9,081
Bartercard Account	10,139	9,993
Trade Debtors	28,392	15,854
Prepayments	6,123	7,221
Stock on Hand - Bar	10,230	9,637
Stock on Hand - Food	2,690	3,394
Stock on Hand Wine Club	464	559
<b>TOTAL CURRENT ASSETS</b>	<b>131,586</b>	<b>113,459</b>
<b>NON CURRENT ASSETS</b>		
Improvements to Property at Cost or Valuation	83,207	83,207
Less Accumulated Amortisation	-42,319	-39,866
	40,888	43,342
Plant & Equipment at Cost or Valuation	145,261	151,033
Less Accumulated Depreciation	-93,266	-92,284
	51,996	58,749
<b>TOTAL NON CURRENT ASSETS</b>	<b>92,883</b>	<b>102,091</b>
<b>TOTAL ASSETS</b>	<b>224,470</b>	<b>215,550</b>
<b>CURRENT LIABILITIES</b>		
Advance Deposits	227	0
Trade Creditors	35,059	30,881
PAYG Tax Payable	2,455	2,074
Gift Vouchers	230	45
GST Payable	2,112	918
Provision for Annual Leave	5,927	1,619
Wine Club Memberships in Advance	0	300
Bartercard Clearing Account	1,000	1,000
<b>TOTAL CURRENT LIABILITIES</b>	<b>47,010</b>	<b>36,837</b>
<b>TOTAL LIABILITIES</b>	<b>47,010</b>	<b>36,837</b>
<b>NET ASSETS</b>	<b>177,459</b>	<b>178,712</b>

# AUDIT REPORTS



Police Club Inc  
Other Income Statement  
For Period ended 30 June 2014

	\$	\$
	2014	2013
<b>OTHER INCOME SCHEDULE</b>		
Commission Received	0	0
Sundry Income	550	1,824
Room Hire	6,814	4,345
PASA Reimb re Bldg renovations	0	12,600
Police Credit Union Interest Rec'd	415	503
Member Subscriptions	160,697	155,794
Donation	0	1,855
Loss on Sale of Assets	-2,128	0
<b>TOTAL OTHER INCOME</b>	<b>166,348</b>	<b>176,920</b>

Police Club Inc  
Liquor/Food Detailed Profit and Loss Statement  
For Period ended 30 June 2014

	\$	\$
	2014	2013
<b>INCOME</b>		
Bar	117,822	118,928
Meals	179,911	172,474
Functions & Events	87,212	63,440
Take Away/Raffle	445	420
Wine Club Sales/Events/Membership	2,618	3,961
<b>TOTAL INCOME</b>	<b>388,008</b>	<b>359,224</b>
<b>Less COST OF GOODS SOLD</b>		
Bar Opening Stock	9,637	9,812
Bar Purchases	50,137	48,162
Food Opening Stock	3,394	1,149
Food Purchases	85,208	74,906
Wine Club purchases/Stock	95	269
	<u>148,471</u>	<u>134,298</u>
Bar Closing Stock	10,230	9,637
Food Closing Stock	2,690	3,394
<b>TOTAL COST OF GOODS SOLD</b>	<b>135,552</b>	<b>121,266</b>
<b>GROSS PROFIT FROM TRADING</b>	<b>252,457</b>	<b>237,957</b>

Police Club Inc  
Schedules to the Profit and Loss Statement  
For Period ended 30 June 2014

	\$	\$
	2014	2013
<b>EXPENDITURE</b>		
Accountancy Fees	7,200	7,200
Advertising	375	2,687
Auditors Remuneration	6,800	6,700
Bank Charges	3,787	3,572
Cleaning	31,547	29,527
Computer Expenses/Database	1,013	1,329
Depreciation	8,590	8,926
Disposable Supplies	269	0
Donations	200	1,855
Electricity	22,468	20,693
Entertainment	500	0
Management Fee	26,000	26,000
Gas	2,228	2,521
Glasses, Linen, Accessories	11,163	12,623
Hire Plant & Equipment	811	1,429
Insurance	12,804	14,510
Insurance Workcover	6,185	4,216
Licences & Fees	3,558	4,567
Postage, Printing & Stationery	492	2,270
Promotions	3,147	180
Rent to Police Association	28,000	28,000
Repairs & Maintenance	6,752	6,229
Security Costs	823	1,116
Small Plant & Equipment	1,377	860
Subscriptions	109	273
Superannuation Contributions	14,437	13,795
Sundry Expenses	559	1,003
Telephone	2,682	2,685
Wages & Subcontractors	211,233	192,596
Waste Disposal	4,650	4,559
Web Hosting & Maintenance	300	300
<b>TOTAL EXPENSES</b>	<b>420,058</b>	<b>402,218</b>

# AUDIT REPORTS

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## Police Club Inc Notes to the Financial Statements For the Year Ended 30 June 2014

### 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 2013 MINUTES



Proudly supported by **POLICE CREDIT UNION**



**BETTER BANKING**

# MINUTES OF THE ANNUAL MEETING OF DELEGATES

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Minutes of the Annual Meeting of Delegates held on  
Tuesday 15 and Wednesday 16 October 2013  
Fenwick Function Centre, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am

## TUESDAY, 15 OCTOBER 2013

### PRESENT:

Mark Carroll, President  
Thomas Scheffler, Secretary  
Trevor Milne, Deputy President  
Allan Cannon, Vice President  
David Reynolds, Treasurer  
Daryl Mundy  
Chris Walkley  
Michael Kent  
Michael Manning  
Samantha Strange  
Julian Snowden  
Bernadette Zimmermann, Organiser  
See Appendix A (attendance list)

### APOLOGIES:

#### *Delegates:*

Daniel Schatto – Country South Branch  
Grant Baker – Country South Branch  
Scott Price – Country North Branch  
Gavin Mildrum – Country North Branch  
Kym Wilson – Crime Command Branch  
Craig Johnston – Crime Command Branch  
Campbell Hill – Crime Command Branch  
George Blocki – Operations support branch  
David Wardrop – Operations support branch  
Sonia Giacomelli – Metro North branch  
Ann-Marie Hockley – Metro North branch  
Glenn Pink – Metro North Branch

### 1. PRESIDENT'S WELCOME

The President welcomed delegates, committee, observers and interstate guests to the 2013 annual conference and performed the welcome to country.

### 2. FORMAL OPENING AND PREMIER'S ADDRESS

The President introduced the Premier, the Hon Jay Weatherill, MP.

The Premier addressed the delegates and formally opened the conference.

### 3. LEADER OF THE OPPOSITION'S ADDRESS

The Leader of the Opposition, Mr Steven Marshall addressed the delegates.

### 4. MEDIA CONFERENCE

A brief media conference was held.

*Conference adjourned at 10.00am.*

*Conference resumed at 10.30am.*

## 5. POLICE AND SOCIAL MEDIA

Professor Andrew Goldsmith of Flinders University addressed conference relative to police and social media.

## 6. PASA SOCIAL MEDIA POLICY

The President addressed conference relative to the PASA social media policy.  
There was general discussion relative to this matter.

*Conference adjourned 12 noon.*

*Conference resumed 1.15pm.*

## 7. POLITICAL AND INDUSTRIAL LANDSCAPE IN QUEENSLAND

Mr Ian Leavers, President of the QPUE addressed conference relative to the political and industrial landscape in Queensland.

## 8. INDEPENDENT COMMISSIONER AGAINST CORRUPTION

Mr Grant Moyle addressed conference relative to the Independent Commissioner Against Corruption.

*Conference adjourned 3.00pm.*

*Conference resumed 3.30pm.*

## 9. STEP-UP AWARD PRESENTATION

The President reported on the Step-Up Occupational Health and Safety Campaign and advised that two nominations were received for the award this year.

The two nominees were:

- » Richard Hern
- » Robert Scurrah

Both nominees were awarded certificates in recognition of their involvement in workplace safety.  
The winner was Sgt Robert Scurrah of Kangaroo Island Police Station.

## 10. POLICE CREDIT UNION

The President introduced Mr Costa Anastasiou, CEO of the PCU, who provided an overview of PCU operations.

*Conference adjourned 4.00pm.*

*Conference reconvened Wednesday, 17 October 2012 at 9.30 am.*

## WEDNESDAY, 16 OCTOBER 2013

### 11. EXTENDED LEGAL SERVICE

Mr Morry Bailes of Tindall Gask Bentley addressed conference relative to the extended legal service provided to PASA members and their families. Mr Bailes highlighted the new product on offer for members in that Enduring Power of Attorneys will be provided free.

### 12. 'SINISTER INTENT'

Ms Karen Davis, former detective senior constable in the New South Wales Police Force and author of 'Sinister Intent' addressed conference relative to her experiences as a police officer.

Ms Davis took questions from the floor and signed copies of her book for delegates.

### 13. BUSINESS SESSION

The President introduced the Hon Robert Brokenshire, Family First Party member of the Legislative Council.

Mr Brokenshire addressed conference relative to the Statutes Amendment (Assault on Police) Bill 2011, which he has proposed.

*Conference adjourned at 12 noon.*

*Conference resumed at 1.15 pm*

# MINUTES OF THE ANNUAL MEETING OF DELEGATES

---



Minutes of the Annual Meeting of Delegates held on  
Tuesday 15 and Wednesday 16 October 2013  
Fenwick Function Centre, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am

## 14. POLICE HEALTH REPORT

The President introduced Mr Kevin Lawton, Deputy Chairman of Police Health, who reported on Police Health activities.

## 15. BUSINESS SESSION

### 15.1 Social Media Policy

The President referred conference to the discussions that were held on Tuesday relative to the association's Social Media Policy.

*MOTION: A ZIMMERMANN/McDONALD*

That this meeting of delegates endorses the Social Media Policy for inclusion in PASA's Policy Manual.

*CARRIED*

### 15.2 President's Report

*MOTION: McCLEAN/GARDNER*

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

*CARRIED*

### 15.3 Secretary's Report

*MOTION: QUINTON/McDONALD*

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

*CARRIED*

### 15.4 EB2014

The President provided an overview of the progress towards the next enterprise agreement and advised that it has been proposed to hold a delegates' meeting after the state election to finalise the association's position.

The President requested that delegates provide feedback as to issues to be included in the formulation of the claim.

#### 15.4.1 Change of PID

*Raised by delegate Jon Kempplay-Hill*

Conference was advised that the wording of PID 1157 has recently been changed from a flexible shift allowance position to shift work position and that this change was made without consultation.

The President advised that any position to which the FSA applies will continue to receive it per the current enterprise agreement. The President also advised that the flexible shift allowance must be ratified in each agreement.

#### 15.4.2 Superannuation

*Raised by delegate Joe McDonald*

The possibility of an increase in superannuation was queried.

The President advised that PASA has written to the government relative to a potential breach of the contract which relates to superannuation for police officers and advised that PASA is currently awaiting a reply relative to this matter.

#### 15.4.3 Wage maintenance

*Raised by delegates Andy McClean & Bryan Whitehorn*

There was discussion relative to the fact that members are losing their penalty rates for extended periods of time when performing duties which place them on day shift only, such as country IMOST trainer or Dog Operations members training new dogs. Conference was advised that the training of a new dog can take up to six months, thus causing the member to lose six months of shift work penalties.

This issue to be considered in EB2014.

#### **15.4.4 Review of lateral transfer policy**

*Raised by delegate Andrew Dredge*

There was discussion relative to difficulties with the lateral transfer policy.

#### **15.4.5 TOIL**

*Raised by delegate Michael Quinton*

There was discussion relative to the fact that TOIL is only paid at hour for hour basis.

#### **15.4.6 Definition of weekend**

*Raised by delegate Kim Williams*

There was discussion relative to the need for clarification of the definition of a clear weekend off as it applies to the seven-week roster.

#### **15.4.7 Increments for ranks**

*Raised by delegate Ric Schild*

There was discussion relative to the possibility of more increments for ranks to provide an increase in pay.

#### **15.4.8 Extended hours rostering**

*Raised by committee member Julian Snowden*

There was discussion relative to the progress of extended hours rostering.

#### **15.4.9 Higher duties relieving**

*Raised by delegates Russell Stone & Jamie Dolan*

There was discussion relative to the inequities of the system of higher duties relieving which require a member to relieve for five consecutive days to qualify for higher duties relieving, and in particular, the fact that part-time workers are unlikely to qualify for higher duties relieving under the current system.

#### **15.4.10 Paid meal breaks**

*Raised by delegate Russell Stone*

There was discussion relative to paid meal breaks.

#### **15.4.11 Operational sergeant PID**

*Raised by delegate Tim Pfeiffer*

There was discussion relative to the possibility of the operational sergeant PID becoming generic.

#### **15.4.12 Correspondence from members**

The President advised that committee has compiled a list of items from discussions and member input since the last enterprise agreement.

The list comprises the following items:

- » PDO accumulation
- » Paid meal breaks
- » Salary sacrifice
- » Higher duties relieving
- » Cells relieving
- » Living away from home – country headquarters sergeants

*MOTION: QUINTON/KEMPLAY-HILL*

That the committee of management recall delegates in 2014 to finalise the association's enterprise bargaining position on behalf of members.

*CARRIED*

### **16. COMMISSIONER OF POLICE'S ADDRESS**

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

*Conference adjourned at 3.15 pm*

*Conference resumed at 3.30 pm.*

# MINUTES OF THE ANNUAL MEETING OF DELEGATES

---



Minutes of the Annual Meeting of Delegates held on  
Tuesday 15 and Wednesday 16 October 2013  
Fenwick Function Centre, 1st Floor, 27 Carrington Street, Adelaide at 9.00 am

## 17 PASA AWARD PRESENTATION

The President made the following presentation of service awards:

*Delegates:*

John Gardner	6-year service award
Andrew Heffernan	6-year service award
Tim Pfeiffer	10-year service award and badge
Ralph Rogerson	10-year service award and badge
Lloyd Parker	10-year service award and badge

*Committee:*

Trevor Milne	10-year service award and badge
--------------	---------------------------------

## 18. 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 2013 conference closed at 4.00 pm.

POLICE CLUB AGM  
PASA AGM  
PFA (SA BRANCH) AGM  
2014  
AGENDAS



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**BETTER BANKING**

# ANNUAL GENERAL MEETING AGENDAS

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Police Club Incorporated Annual General Meeting  
Tuesday 14 October 2014  
Fenwick Function Centre, PASA Building, 1st Floor, 27 Carrington Street, Adelaide

## AGENDA

1. **APOLOGIES**
2. **ADOPTION OF THE AGENDA**
3. **CONFIRMATION OF MINUTES**
  - 3.1 Meeting held 15 October 2013
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**



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Police Association of South Australia Annual General Meeting  
Tuesday 14 October 2014  
Fenwick Function Centre, PASA Building, 1st Floor, 27 Carrington Street, Adelaide



## AGENDA

### 1. APOLOGIES

### 2. ADOPTION OF THE AGENDA

### 3. CONFIRMATION OF MINUTES

3.1 Meeting held 15 October 2013.

### 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 14 October 2014.

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

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Police Federation of Australia (South Australia Police Branch) Annual General Meeting  
Tuesday 14 October 2014  
Fenwick Function Centre, PASA Building, 1st Floor, 27 Carrington Street, Adelaide

## AGENDA

### 1. APOLOGIES

### 2. ADOPTION OF THE AGENDA

### 3. CONFIRMATION OF MINUTES

3.1 Meeting held 15 October 2013

### 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 14 October 2014.

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  
2013  
MINUTES



Proudly supported by **POLICE CREDIT UNION**



**BETTER BANKING**

# ANNUAL GENERAL MEETING MINUTES

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Police Club of SA Incorporated Annual General Meeting  
Fenwick Function Centre, PASA Building, 1st Floor, 27 Carrington Street, Adelaide  
4.00 pm Tuesday 15 October 2013

## **PRESENT:**

Mark Carroll, President  
Thomas Scheffler, Secretary  
Trevor Milne, Deputy President  
Allan Cannon, Vice President  
David Reynolds, Treasurer  
Daryl Mundy  
Chris Walkley  
Michael Kent  
Michael Manning  
Samantha Strange  
Julian Snowden  
Bernadette Zimmermann, Organiser  
See Appendix A (attendance list)

## **APOLOGIES:**

Merge Presser

### *Delegates:*

Daniel Schatto – Country South Branch  
Grant Baker – Country South Branch  
Scott Price – Country North Branch  
Gavin Mildrum – Country North Branch  
Kym Wilson – Crime Command Branch  
Craig Johnston – Crime Command Branch  
Campbell Hill – Crime Command Branch  
George Blocki – Operations support branch  
David Wardrop – Operations support branch  
Sonia Giacomelli – Metro North branch  
Ann-Marie Hockley – Metro North branch  
Glenn Pink – Metro North Branch  
Simon Nappa – Metro North Branch

## **1. ADOPTION OF THE AGENDA**

The agenda was adopted as set.

## **2. CONFIRMATION OF MINUTES OF AGM 16 OCTOBER 2012**

*MOTION: McCLEAN/SCOTT*

That the minutes of the annual general meeting held on 16 October 2012 be confirmed.

*CARRIED*

### 3. BUSINESS

#### 3.1 President's Report

The President reported on Club developments over the review period.

#### 3.2 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: GARDNER/A ZIMMERMANN*

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

*CARRIED*

#### 3.3 Proposals, matters or other business submitted to the meeting

The Secretary reported that there were no notice of proposals, matters or other business submitted for presentation.

#### 3.4 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 4.08 pm.

# ANNUAL GENERAL MEETING MINUTES

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Police Association of South Australia Annual General Meeting  
Fenwick Function Centre, PASA Building, 1st Floor, 27 Carrington Street, Adelaide  
4.15 pm Tuesday 15 October 2013

## **PRESENT:**

Mark Carroll, President  
Thomas Scheffler, Secretary  
Trevor Milne, Deputy President  
Allan Cannon, Vice President  
David Reynolds, Treasurer  
Daryl Mundy  
Chris Walkley  
Michael Kent  
Michael Manning  
Samantha Strange  
Julian Snowden  
Bernadette Zimmermann, Organiser  
See Appendix A (attendance list)

The President opened the 101st annual general meeting of the Police Association of South Australia.

## **1. APOLOGIES**

### *Delegates:*

Daniel Schatto – Country South Branch  
Grant Baker – Country South Branch  
Scott Price – Country North Branch  
Gavin Mildrum – Country North Branch  
Kym Wilson – Crime Command Branch  
Craig Johnston – Crime Command Branch  
Campbell Hill – Crime Command Branch  
George Blocki – Operations support branch  
David Wardrop – Operations support branch  
Sonia Giacomelli – Metro North branch  
Ann-Marie Hockley – Metro North branch  
Glenn Pink – Metro North Branch  
Simon Nappa – Metro North Branch

## **2. ADOPTION OF THE AGENDA**

The agenda was adopted as set.

## **3. CONFIRMATION OF MINUTES**

### **3.1 Meeting held 16 October 2012**

*MOTION: SCHULZE/SCOTT*

That the minutes of the annual general meeting held on 16 October 2012 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: WHITEHORN/KUCHENMEISTER*

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: HORE/COCKS*

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 15 October 2013

The Secretary reported that he had received no notice of motions.

### 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: WHITEHORN/COCKS*

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 Organiser

*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 committee (excluding President and Secretary)

The President reported to the meeting that there has been discussion relative to this matter and advised that there will be no change to remuneration to committee (excluding the President and the Secretary).

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

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

## 5. CLOSURE

The President expressed his appreciation to the auditors for attending the meeting.

There being no further business, the President declared the meeting closed at 4.12 pm.

# ANNUAL GENERAL MEETING MINUTES

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Police Federation of Australia (South Australia Police Branch) Annual General Meeting  
Fenwick Function Centre, PASA Building, 1st Floor, 27 Carrington Street, Adelaide  
4.30 pm Tuesday 15 October 2013

## **PRESENT:**

Mark Carroll, President  
Thomas Scheffler, Secretary  
Trevor Milne, Deputy President  
Allan Cannon, Vice President  
David Reynolds, Treasurer  
Daryl Mundy  
Chris Walkley  
Michael Kent  
Michael Manning  
Julian Snowden  
Bernadette Zimmermann, Organiser  
See Appendix A (attendance list)

## **1. APOLOGIES**

### *Delegates:*

Daniel Schatto – Country South Branch  
Grant Baker – Country South Branch  
Scott Price – Country North Branch  
Gavin Mildrum – Country North Branch  
Kym Wilson – Crime Command Branch  
Craig Johnston – Crime Command Branch  
Campbell Hill – Crime Command Branch  
George Blocki – Operations support branch  
David Wardrop – Operations support branch  
Sonia Giacomelli – Metro North branch  
Ann-Marie Hockley – Metro North branch  
Glenn Pink – Metro North Branch  
Simon Nappa – Metro North Branch

## **2. ADOPTION OF THE AGENDA**

The agenda was adopted as set.

## **3. CONFIRMATION OF MINUTES**

### **3.1 Minutes of annual general meeting held 16 October 2012**

*MOTION: WHITEHORN/EDMAN*

That the minutes of the annual general meeting held on 16 October 2012 be confirmed.

*CARRIED*

## **4. BUSINESS**

### **4.1 Report showing the financial position of the branch**

The Secretary reported to the meeting that he has made application pursuant to section 269 of the *Fair Work (Registered Organisations) Act 2009* which will provide an exemption from financial reporting on behalf of the PFA SAPB (given that the entity does not trade).



#### 4.2 Proposed amendment to rules

The Secretary reported to conference relative to this matter.

*MOTION: KLUZEK/McDONALD*

That the amendment to Rule 44B (f)(iii) of the Police Federation of Australia, Part C – South Australia Police Branch Rules *vide* Rule 51A (a)(b) of the Police Federation of Australia, Part C – South Australia Branch Rules be endorsed.

*CARRIED*

#### 4.3 Motions by members

The Secretary reported that he had received no notice of motions.

#### 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.

#### 4.5 Yearly report of the committee of management

The President introduced Mr Vince Kelly, the President of the PFA. Mr Kelly addressed the meeting and advised that there are now over 57,000 members in the PFA. Mr Kelly then reported relative to the work carried out by the PFA during the year. Items addressed included:

Superannuation  
Police profession  
Industrial relations issues  
Workers compensation  
IDG funding  
Police health and safety – draft code of practice released  
National child care trial  
National Police Service Medal  
Serious and organised crime – outlaw motorcycle gangs  
Australian crime prevention programme  
Mobile broad band network  
Alcohol-related violence and crime  
Collaborative purchasing  
Immigration issues

Mr Kelly advised that other national issues addressed during the year were:

Capped FBT (salary sacrifice)  
Private health insurance rebate  
Recognition of Australian police

Mr Kelly concluded his address by reiterating the importance of the strong relationships between jurisdictions for the furtherance of the aims of the PFA to improve conditions for police across Australia.

*MOTION: THOMAS/KUCHENMEISTER*

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

*CARRIED*

#### 5. CLOSURE

There being no further business, the President declared the meeting closed at 4.40 pm.

[REDACTED]

[REDACTED]



31 July 2014

Mr Thomas Scheffler  
Secretary  
Police Federation of Australia-South Australia Police Branch  
Sent by email: [secretary@pasa.asn.au](mailto:secretary@pasa.asn.au)

Dear Mr Scheffler,

**Re: Lodgement of Financial Report - [FR2014/77]  
Fair Work (Registered Organisations) Act 2009 (the RO Act)**

The financial year of the South Australia Police Branch of the Police Federation of Australia (the reporting unit) ended on 30 June 2014.

This is a courtesy letter to remind you of the obligation to prepare and lodge the financial report for the reporting unit by the due date, namely 15 January 2015 (being the expiry date of 6 months and 14 days from the end of the financial year), under s.268 of the RO Act.

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

Fact sheets and guidance notes in relation to financial reporting under the RO Act are provided on the Fair Work Commission website. Further, the General Manager's updated Reporting Guidelines, that apply to all financial reports prepared on or after 30 June 2014, are also available on the website. For your convenience, our webinar video and slides on the Reporting Guidelines have also been placed on the website.

The Fair Work Commission has also developed a model set of financial statements. There is no requirement to use this model but it may be a useful resource to ensure compliance with the RO Act, the Reporting Guidelines and the Australian Accounting Standards. All of the above information can be accessed through our website under [Financial Reporting](#).

The financial report and any statement of loans, grants or donations made during the financial year (statement must be lodged within 90 days of end of financial year) can be emailed to [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au). A sample statement of loans, grants or donations is available at [sample documents](#).

**It should be noted that s.268 is a civil penalty provision.** Failure to lodge a financial report may result in legal proceedings being issued with the possibility of a pecuniary penalty (up to \$51,000 for a body corporate and \$10,200 for an individual per contravention) being imposed upon an officer whose conduct led to the contravention and/or your organisation.

Should you seek any clarification in relation to the above, please contact me on (03) 8661 7936 or via email at [robert.pfeiffer@fwc.gov.au](mailto:robert.pfeiffer@fwc.gov.au) .

Yours sincerely,

Robert Pfeiffer  
Senior Adviser  
Regulatory Compliance Branch

## TIMELINE/ PLANNER

Financial reporting period ending:	/ /	
Prepare financial statements and Operating Report.		
(a) A Committee of Management Meeting must consider the financial statements, and if satisfied, pass a resolution declaring the various matters required to be included in the Committee of Management Statement.	/ /	As soon as practicable after end of financial year
(b) A # designated officer must sign the Statement which must then be forwarded to the auditor for consideration as part of the General Purpose Financial Report (GPFR).	/ /	
Auditor's Report prepared and signed and given to the Reporting Unit - s257	/ /	<p>Within a reasonable time of having received the GPFR</p> <p>(NB: Auditor's report must be dated on or after date of Committee of Management Statement)</p>
<p>Provide full report free of charge to members – s265</p> <p>The full report includes:</p> <ul style="list-style-type: none"> <li>the General Purpose Financial Report (which includes the Committee of Management Statement);</li> <li>the Auditor's Report; and</li> <li>the Operating Report.</li> </ul>	/ /	<p>(a) if the report is to be presented to a General Meeting (which must be held within 6 months after the end of the financial year), the report must be provided to members 21 days before the General Meeting,</p> <p>or</p> <p>(b) in any other case including where the report is presented to a Committee of Management meeting*, the report must be provided to members within 5 months of end of financial year.</p>
Present full report to:		
(a) General Meeting of Members - s266 (1),(2); OR	/ /	Within 6 months of end of financial year
(b) where the rules of organisation or branch allow* - a Committee of Management meeting - s266 (3)	/ /	Within 6 months of end of financial year
Lodge full report with the Fair Work Commission, together with the #Designated Officer's certificate++ – s268	/ /	Within 14 days of meeting

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

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

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