

2019 ANNUAL CONFERENCE MOTIONS

1.0 CORPORATE

1.1 EXECUTIVE MOTION

Conference directs the Board of Directors to lobby the State Government and the Commissioner of Police to ensure there are suitable security arrangements for all police facilities and stations, focusing on the security for both for staff and persons in custody.

Explanation

Preliminary inspections of police facilities across the State has shown significant deficiencies in police buildings. Police officers have been subject to unwanted attention from non-police personnel; at times have been threatened and assaulted; and police and private vehicles have been damaged. This is a significant threat to members of the WA Police Force and it is incumbent on this Government to provide appropriate security and safe working conditions for our people.

Police officers are subject to increasingly difficult workloads and significant increases in dangerous tasking. Due to the scourge of methamphetamine and the level of terrorist threat we are now dealing with significantly more unpredictable and dangerous people.

One of the most significant risks we undertake as a police officer is holding people in custody. Police officers and police auxiliary officers take this role seriously and we are intent on ensuring the safe of passage of people through our custody. Police facilities, particularly in regional WA, are lacking and are putting both our Members and those in custody at risk.

1.2 EXECUTIVE MOTION

Conference directs the Board of Directors to lobby the Commissioner of Police to develop a program to assist with the mentoring of police officers.

Explanation

The previous mentoring program has fallen away and there is a real need to implement a program to assist Members.

WAPU receives continuous feedback from the membership with regards to the promotion system. Officers are so busy in their day-to-day many find they do not have time to undertake further training for development. Previously, the WA Police Force held training for officers at each rank which seems to have fallen by the wayside.

Some issues experienced by officers seeking promotion include a difficulty in identifying opportunities and framing examples where they can demonstrate that they have met the capability profiles for the next rank, and how to structure those examples. This issue has been compounded by the fact that there is not a contemporary performance management framework in place. Anecdotal evidence suggests that Members will not apply for promotion due to the draconian tenure policies which exist in the WA Police Force, subsequently the WA Police Force may miss out on excellent managers/leaders who are not in a position to transfer.

Mentoring does not only have to relate to promotion and may include some in-service training to develop officers for other roles within the WA Police Force or to better themselves in their current role.

1.3 EXECUTIVE MOTION

In accordance with Rule 11.5 (f) the amount of death benefit paid from the WAPU Death Benefit Levy on the death of a Member (including Retired Member) and a Retired Member's spouse be increased to \$5,000

Explanation

The Death Benefit Levy was increased from \$2,750 to \$3,500 at the 2012 Annual Conference.

The amounts proposed take into account the increased cost of funerals over the last seven year and will provide greater support to our Members' families during their time of grief.

1.4 EXECUTIVE MOTION

Conference directs the Board of Directors to lobby the Commissioner of Police to review non-operational status and the deployment of non-operational police officers.

Explanation

Currently positions are identified as "operational", "non-operational" and either/or.

There are many roles within the WA Police Force that exist only as "operational". Many of these roles are supervisor roles and the supervisor is rarely on the road, instead dealing with resourcing or logistics from an office environment.

Many of our injured officers, many of whom were injured on the job, are non-operational for a medium to long term period. Whilst they are injured they are still capable of leading staff and making decisions. Not giving these officers opportunities discredits their many years of service and the valuable contribution they want to make to policing. By investing in and trusting our people, the WA Police Force will receive a far greater benefit than by discarding them.

2.0 INDUSTRIAL

2.1 EXECUTIVE MOTION

Conference directs the Board of Directors to lobby the Commissioner of Police to conduct a comprehensive review of Officer in Charge and Commissioned Officer Hours of Duty, with a view to better recognising the expectations placed on those officers' availability and utilisation.

Explanation

There has long been a growing expectation on OICs to respond to tasking outside their sub-district, be "rostered" specific hours, or to work for significant lengths of time within their sub-district rather than recall other staff. This increased utilisation severely impacts the OICs ability to self-manage their time, which directly impacts their wellbeing. Recent directions from the Employee Relations Division instructs OICs they are not permitted to manage their additional hours beyond the week they may incurred, reminding them their salary is compensation for whatever number of hours they are required to work. This instruction brings into question the appropriateness of the current OIC rates of pay, where the weekly hours are increased without the opportunity to adjust.

Similarly, there is a trend to "roster" commissioned officers in some work areas, which limits their ability to manage their hours to average 40 hours per week. The expectation, supported by current arrangements, sees them available 24/7 with work demands being forced through rostering outweighing other considerations when it comes to managing their hours.

2.2 EXECUTIVE MOTION

Conference directs the Board of Directors to lobby the Commissioner of Police to establish a working group to fully investigate and address the Deployment Policy, with a significant focus on tenure.

Explanation

Tenure is a divisive issue within the WA Police Force with a wide range of views and opinions.

Several WA Police Union Annual Conferences have discussed motions relating to tenure and to date an acceptable resolution has yet to be found. This year, Branches have again provided a large number of motions relating to tenure, all with differing views so, the Board of Directors believes a working group made up of sworn personnel from all portfolios as well as a Union representative is the best way to solve this matter.

2.3 WEST PILBARA BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the current tenure restrictions to a six-year maximum, where tenure is applied. Further, subsequent extension to the seven-year be at the discretion of the relevant district superintendent and be based upon the performance the officer in reaching KPIs, as well as the schooling and family needs of the officer.

Explanation

The reasons for extended tenure in regional WA can be for many and varied reasons including family, personal and professional reasons. This minor amendment will allow for officers to allow their children to complete schooling at one school. This will aid in the stability of the child at the school and aid their mental wellbeing of the upheaval of the challenges related to transitioning between schools.

This will also in turn save the WA Police Force a significant amount of money, being that each transfer costs an average of about \$20,000 if the department can save 100 transfers that are currently being forced due to maximum tenure there will be a saving of \$2 million.

A change to the policy allowing for family/schooling circumstances to be taken into account will lead to happier personnel and their families, who are not being forced to leave their current positions whilst children are attending school.

2.4 STATE TRAFFIC OPERATIONS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to remove tenure for Members attached to the State Traffic Portfolio.

Explanation

Given the limited locations of metropolitan State Traffic being Midland, Warwick and Forrestdale, and the style of policing delivered, the portfolio traditionally struggles to attract potential and suitable employees through the WA Police Force Deployment Unit.

Once a Member commences within the portfolio, dependant on their role, develop a repertoire of skills specific to the role which is developed over time. Some areas, although not 'specialist' require vigorous training which is then enhanced over a long period of service.

Many Members attached to the portfolio are there because they want to conduct the type of policing that traffic/road policing requires.

The current maximum tenure of four years is counterproductive, the training undertaken and the experience developed over time and does not maximise a 'return of service' from a member, policing jurisdictions throughout Australia and New Zealand do not enforce tenure of traffic/road policing members and officers throughout this region are subject to performance management and generally sat within this area of policing for the long term, should they desire.

2.5 STATE TRAFFIC OPERATIONS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to extend the maximum tenure to six years with an additional two x one-year extensions available based on performance for Members attached to the State Traffic Portfolio.

Explanation

Members attached to State Traffic Operations are subject to the same tenure policy as general policing within the eight-district metropolitan area. General policing officers are able to work within the same district for a period of eight years provided they work at two separate work locations in that district of no more than four years. This allows a general policing officer

the security and knowledge that their workplace will not change significantly relative to distance travelled to and from minimising adverse effects such as fatigue and work-life balance.

Members attached to many areas within the traffic portfolio have developed a special skillset across many facets of road/traffic policing. An officer attached to State Traffic who may work at TEG 2 (Midland) has only the option of TEG 1 (36 kms away) or TEG 3 (26 kms away) if they seek to perform the same role. It does not make sense to force an officer to change location after four years to fulfil the same role somewhere else in the portfolio. The change to commuting distances are significant and would have a detrimental effect on officer's health and wellbeing inclusive of increased fatigue and work-life balance.

There are other officers attached to the portfolio who are being forced to seek positions elsewhere, to which some are being adversely affected due to medical reasons. Given the limitations for job vacancies for non-operational officers, forcing the officer to seek another position after four years can adversely affect their mental and physical health and wellbeing.

2.6 NORTHERN ROG BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to review the tenure policy for State Operations Division and Regional Operations Group and bring it in line with either:

- The Metropolitan Region Portfolio where officers have two years minimum and four years maximum station tenure. Officers may complete two consecutive tenure periods in two different stations within the same district. After completing two consecutive tenure periods within the same district, officers are required to actively seek transfer to an alternative district/portfolio; and
- Officers within the State Traffic Operations Division may complete consecutive tenure periods (two years minimum and four years maximum) across different traffic groups. For example, upon completion of tenure in Traffic Enforcement Group 1, an officer may apply for transfer to Traffic Enforcement Group 2 and complete a further tenure period of two years minimum and four years maximum; or
- The Tactical Response Group who have a minimum tenure of three years and maximum of five years.

Explanation

Currently, Regional Operations Group have a minimum tenure of two years and maximum of four years which is also the maximum for the division.

Over recent years, the role of Regional Operations Group has changed and the extent of our capabilities has grown requiring additional active armed offender training with the AR15 patrol rifles. This accompanied with public order, tactical commander, confined space extraction, tactical arrest option, breathing apparatus and lock on training, it becomes a large investment for the Agency given that many of these skills are perishable over time and require requalification.

It is also important to retain officers with experience to ensure an appropriate response when dealing with high risk situations such as active armed offenders. Given that it is a new role an

extension of tenure would also allow the division to succession plan, ensuring a good cross section of both experienced and newly trained officers.

The benefits of increasing tenure would ensure a fairer tenure policy across districts/divisions, be more cost effective, retain experienced staff and provide a better capability as an Agency.

2.7 NORTHERN ROG BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the tenure policy to a model that keeps minimum tenure and replaces maximum tenure to open ended, subject to performance management.

Explanation

Presently, the WA Police Force is the only jurisdiction in Australia that broadly applies a maximum tenure. The cost to officers, both financially and psychologically, when they are being forced to move for no other reason than time diligently served can be severe, with many officers performing at a high level feeling they are punished despite doing their job well.

If an officer is forced to move after completing district tenure, for some Members this can double or even triple the commute to get to the next closest district leading to financial hardship, fatigue and loss of productivity due to disillusionment with their workplace.

Further, the financial cost to the Agency moving officers constantly can be high. Tenure is applied in an unfair and ad hoc way with 58 police stations (*shown below*) having no maximum tenure and the policy's own wording stating: "continuance beyond minimum tenure is at the discretion of the district head and is dependent on organisational needs and the officer's professional development needs". This is the policy that should be adopted across the WA Police Force.

Albany, Australind, Bencubbin, Beverley, Boddington, Boyup Brook, Bridgetown, Brookton, Bruce Rock, Bunbury, Carnamah, Collie, Corrigin, Cranbrook, Cunderdin, Dalwallinu, Donnybrook, Dowerin, Dumbleyung, Geraldton, Gnowangerup, Goomalling, Harvey, Hopetoun, Jerramungup, Kalgoorlie, Kojonup, Kondinin, Koorda, Kulin, Lake Grace, Manjimup, Merredin, Mingenew, Morawa, Mount Barker, Mukinbudin, Nannup, Naremben, Narrogin, Northam, Northampton, Pemberton, Perenjori, Pingelly, Quairading, Tambellup, Three Springs, Toodyay, Wagin, Waroona, Wickiepin, Williams, Wongan Hills, Wundowie, Wyalkatchem, Yarloop, York.

2.8 MIDLAND BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the maximum tenure for positions currently subject to a four-year maximum, to a new six-year maximum.

Explanation

Significant knowledge, skills and experience is consistently lost from positions with a maximum tenure of four years due to adherence to tenure policy. Often this occurs just as or not long after the employee has reached their optimum performance in the position, and only

after significant time and money has been expended by the Agency on the employee and the position.

Whilst WAPU acknowledges the Agency's stated goal to develop all of its employees, hence the current enforcement of tenure policy by the Agency, WAPU recognises that by extending maximum tenure from four years to five years, the Agency stands to gain a greater benefit from the investment in the employee and the position, by retaining that knowledge, skill and experience in the position for an increased period of time.

By the Agency increasing maximum tenure from four years to six years, the Agency will maintain adherence to the tenure policy and their reasons for it, whilst benefiting from: increased morale, increased productivity through retention of skilled and experienced employees in a role for longer, reduction in the knock-on costs of training and moving new-to-role employees, and by providing org units and employees with the increased ability to plan ahead e.g. schooling.

2.9 MIDLAND WORKSHOPS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to review the current tenure policy in regard to areas such as Forensic Division which have specialist criteria.

Explanation

Forensic officers undertake formal, in house and on the job studies and training which are ongoing. Also, the courts have a requirement that officers giving expert evidence have particular qualifications or a certain level of experience. These specialised officers cannot be readily replaced if the tenure policy is enforced. We request a minimum tenure of 10 years to ensure return of service.

2.10 PROSECUTING BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to extend the maximum tenure to six years with an additional two x one-year extension available based on performance for Members attached to the Prosecuting Division

Explanation

Prosecuting is a unique role in that it is completely different to all other policing roles. On a daily basis, prosecutors have to do their job against solicitors and barristers who have completed at least four years university study in law with many of them having decades of experience.

Staff retention at prosecuting services is an ongoing issue due to other factors such as lack of shift allowances and no real prospect of promotion, another compounding factor is staff having to leave due to tenure restrictions.

Prosecutors have seven weeks additional training when they commence their tenure and continue to build their knowledge and skills throughout their tenure. With current tenure restrictions in place, a vast amount of knowledge and skill is lost as senior prosecuting staff leave or are forced to leave once their tenure is up. The staff who are forced into another position are then given a minimum tenure role in a position they do not wish to be in.

2.11 SOUTHERN ROG BRANCH

Conference directs the Board of Directors to change tenure policy in respect of the Regional Operations Group and to bring it into line with the rest of the metropolitan area.

Explanation

Along with general duty policing Regional Operations Group (ROG) officers, are expected to qualify in the following skills: PORT Basic, PORT Intermediate, PORT Advanced, Protester Lock On removal, Protester removal, Stadium Tactics, ROG empty hand tactics, Public Order Evidence Gathering, Confined Space Extraction, Flexi Cuffs, Fast Straps, Avon C50 Full Face Respirator, Enhanced AR15 user, Public Order Tactical Command, Public Order Strategic Command (Sgts and above), Constables within the unit must qualify and remain competent in PORT and enhanced AR15 user.

Sergeants must qualify and remain competent in PORT, AR15 enhanced user and Public Order Tactical Command.

Due to the nature of the courses and competing priorities such as tasking support and deployments to regional WA, it can take up to two years for officers to become qualified.

Under current tenure policy, State Operations Division has a four-year maximum division tenure (one tenure period only).

It is towards the end of this compulsory tenure period that officers have built significant specialist knowledge relating to their respective areas have to move and transfer to areas that have no or little relationship with that specialist knowledge.

The loss of experienced, qualified staff adversely influences the ability of ROG to maintain a high standard of service delivery and impacts on the development of officers.

It also negatively affects the morale of officers wanting to remain and build on their expertise.

The rest of the metropolitan area has the following tenure policy; officers within the Metropolitan Region Portfolio have two years minimum and four years maximum station tenure. Officers may complete two consecutive tenure periods in two different stations within the same district.

The Branch wants tenure policy in relation to State Operations Division (ROG) amended as follows:

- Two years minimum, four years maximum, with two consecutive tenure periods in two different stations within the same district; or
- Three years minimum, five years maximum.

2.12 WEST PILBARA BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the current transfer practices relating to moving out of Government Regional Officer Housing (GROH) by allowing one day (classified as a work day) to be allocated as a cleaning day.

Explanation

Currently as it sits, officers are having a pack day followed by an up lift day before driving out of town however, the cleaning of the house to the standards of GROH are attempted to be completed around the movers. It is a requirement of GROH to have the address cleaned and have the carpets professionally cleaned.

Officers are under no illusion this needs to happen however, the incidents of GROH sending bills to officers after months of being out of the address for cleaning are occurring. There is no provision for the officers to attempt to rectify this as they often have transferred hundreds of kilometres away.

By allowing the officers a cleaning day the standards of GROH will be met, stress and time pressures on officers and their families will be reduced. It will also allow incoming officers the peace of mind that their new home is fit to move into and has been left in a positive state.

2.13 WEST PILBARA BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the Police Manual Policy HR14.07.2.2 in relation to the Deployment Panel Chair and remove the words: "the chair has authority to supersede recommendations made on an EOI selection file without further consultation. Decisions made by the Deployment Panel Chair are final."

Replacing this with: "Should the Deployment Panel Chair differ with the selected applicant to the OIC of the selection panel, an independent person (superintendent or higher rank of the vacancy location) will be appointed to hear reasoning from both and make a final decision."

Explanation

As it stands, OICs go through a rigorous selection process including vetting and interviews which are designed to identify the best candidate for the vacant position. Once this recommendation is sent to the Deployment Panel, they can disregard the selection panel and choose an alternate officer with no consultation with limited information as they are not a part of the selection process. In line with the Code of Conduct in openness, honesty, fairness and accountability this would provide a fairer process for all parties involved.

2.14 STATE TRAFFIC OPERATIONS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to remove the discrimination and inequity by including all employees in Clause 31 Bereavement Leave sub-clause 7.

Explanation

Subject to prior approval from the employer, a regional employee entitled to bereavement leave and who as a result of that bereavement travels to a location within Western Australia that is more than 240 kms from their workplace will be granted paid time off for the travel period undertaken in ordinary hours up to a maximum of two rostered shifts per bereavement.

In May, a Member's father in law passed away in his home town of Esperance, the Member's wife, who is a nurse, gave up her job months before to go and care for her father. Under the award the Member was entitled to two days bereavement leave, which given the distance to Esperance was used on travel there and back. The Member was required to take annual leave for the additional days required to be with his wife and the funeral. A regional-based employee under the award would have been entitled to, subject to approval, two rostered shifts for travel purposes, if there was a need for them to travel the same distance from their workplace.

2.15 TRAFFIC ENFORCEMENT GROUP NORTH

Conference directs the Board of Directors to lobby the Commissioner of Police to allow sworn police officers to be fully reimbursed for all costs pertaining to one full body mole scan per year at a location and time of their choosing without a referral note or needing to meet the current \$200 threshold on medical claims.

Explanation

Presently, Members can claim most out of pocket expenses arising from medical procedures, provided they have a note from a referring physician (referral). Under current policy, Members cannot make a claim for reimbursement until they have accrued a minimum of \$200 of claim(s) under this process. It is no secret that operational Members are exposed to the sun frequently on a daily basis and as such are at a higher risk of developing skin cancer which can show up on areas of the body that do not receive sun exposure.

It is proven that early detection of skin cancer is lifesaving. The WA Police Force must recognise the extreme importance of the early detection of skin cancer and permit Members to be fully reimbursed for one full body mole scan per year at a location and time of their choosing. Furthermore, claims to this procedure should be independent of the \$200 minimum threshold as presently required by all other procedures to give operational Members the freedom and confidence to undertake these yearly checks.

2.16 MIRRABOOKA BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police asking for HR-09.01 Part Time Arrangements, HR-09.02 Home Based Work and HR-09.03 Flexible Work Options to be reviewed, with a view to restrict the number of arrangement revisions or changes permitted in a calendar year to a set period of time agreed to by both the employer and employee. The current policy allows for unlimited reviews and changes to existing arrangements resulting in some Members having changes made as frequently as every three months.

Explanation

Current policy under HR09.04.1 Stage 7 Review states a review must occur when request is presented by either the work area or employee. This policy allows for unlimited reviews and changes to existing arrangements within the 12-month period with some Members having changes made as frequently as every 3 months.

With no predetermined timeframe for reviews, Members have a feeling of uncertainty and instability in the workplace which adds unnecessary stresses, particularly when there are external ramifications to frequent changes such as child care.

2.17 MIDLAND BRANCH

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2.18 MIDLAND WORKSHOPS BRANCH

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2.19 WEST KIMBERLEY BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to increase the Night and Weekend Shift Penalties.

Explanation

Shift penalties have only increased by the percentage of the wages increase for many years. Other areas of the public sector are paid penalties at a much higher rate. There has been many suggestions of a frontline allowance but this has never eventuated. Determining “frontline” also poses further question as to what this is.

Frontline allowance has been sought on many occasions without success. Taking the approach to increase shift penalties will ensure a fair rise in pay for shift working officers, who are predominately frontline.

\$150 per night shift, \$100 per weekend shift would place frontline officers in line with other police jurisdictions.

To ensure equity across the WA Police Force, we suggest an increase in the penalties that effect the frontline working officers that are greatly affected. Night / Weekend Shift interferes not only with your health and wellbeing but also family and home life.

2.20 PROSECUTING BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to investigate and approve an attraction and retention allowance for police prosecuting officers.

Explanation

Police prosecutors have to undertake a mandatory seven-week training course and continuous training and studying throughout their careers as prosecutors. This training and development is to allow them to sufficiently handle all matters that arise within the Magistrates Court as representatives of the WA Police Force.

These matters can be simple or very complexing matters with the prosecutors facing solicitors and barristers who have all undertaken a minimum of four years university study to do the same job as prosecutors are expected to do.

In order to do this role, officers have to sacrifice all shift allowances/shift penalties that they previously would have been entitled to, making the role of a prosecutor less appealing resulting in regular staff shortages and staff having to leave. As it stands, there is no other unit within the WA Police Force that could do this role without the training and development and specialist skills that are learned as a prosecutor. The community and the WA Police Force expect prosecutors to have high success rates and perform to an excellent standard.

2.21 SOUTHERN ROG BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the Country Deployment Allowance (CDA) to increase the amount paid from \$20 per night to \$75 per night for all staff who travel overnight away from their work location as part of their duties.

Explanation

Regional Operations Group Officers are expected to deploy to regional WA with little to no notice in response to ongoing operational situations. This can have significant impact on an

officer's personal life. In addition, the shifts worked whilst on deployment are often changed meaning a loss of shift penalty for the involved officers. Currently, the allowance is set at \$20 per night. The Branch requests this be amended to \$75 per night to better compensate the inconvenience placed upon deploying officers.

2.22 AIR WING BRANCH

Conference directs the Board of Directors to direct the Commissioner of Police to implement a specialist allowance for Police Air Wing officers based on competency and qualifications held by officers to fulfil their duties.

Explanation

An allowance of 10 per cent is sought for Air Wing officers to remunerate them for conducting their unique and specialised role.

Air Wing officers are required to undertake a stringent training package to allow them to conduct the aviation duties expected of their position description. These include getting and maintaining Aviation Medical Clearance, completing and renewing Helicopter Underwater Egress Training, maintaining a high level of physical fitness to complete the role which is assessed biannually.

The expertise and levels of risk associated with the various tasks undertaken require officers to be placed in high risk situations such as: Low level water operations conducting marine search and rescue searches along with the associated recovery techniques; Helocasting (Rescue Crewman deployment from the helicopter overwater); Winching operations over land and sea up to heights of 250 feet: and Remote low level NVG operations looking for missing persons.

The training burden on officers is intense and continual and is now mandated by Civil Aviation Safety Authority (CASA) to be of a Certificate IV level which officers now must complete as part of being operational.

We are the only government asset in Western Australia that conducts Aerial Fire Support operations, provides officer deployment around the state, provides a resolution strategy within the evade police policy and provides back-up to DFES for fire mapping and aerial logistics.

Officers are also penalised financially on the decision to join Air Wing as there is a significant reduction in shift allowances and overtime as there is restrictions placed upon flight duty periods by CASA regulations which they must adhere to or face scrutiny and penalty from that authority. This has been a motivating factor in some transfers out of the unit.

Conversely, the lack of earning potential whilst attached to Air Wing has deterred excellent candidates from applying to the unit as they require the extra shift penalties and overtime they generally incur with their work to maintain their standard of living.

The cost to train an officer from initial transfer to a fully qualified tactical flight officer at Air Wing is a sizeable amount. The specialist allowance would alleviate some pressures regarding staff turnover and loss of experience.

2.23 CENTRAL MIDLANDS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to revisit Clause 12(16) Hours of Duty - OICs to add the discretion of adjustment of hours to go beyond the immediate week in which the additional hours are worked.

A sub-clause to be added that allows some adjust of hours worked to be taken the following week.

Explanation

Under the present arrangements, country OICs and Members relieving as country OICs need to self-regulate the hours they work each week to try and average it out at 40 hours.

Whilst it is expected that country OICs will have no fixed hours of duty, this is known as intermittent duties.

This means that if an OIC works an eight-hour shift on a Monday from 8am to 4pm and then is called out to attend a job from 7pm to 10pm (three hours), they have worked 11 out of their 40 hours so they then adjust their working hours to average out at 40 hours for that week. The OIC does not have to work from 8am to 4pm or any other set shift each day.

In the majority of country stations, the OIC is not only the officer in charge of the station by an integral part of the workforce and makes up one of the patrolling / tasking officers for that station from time-to-time.

In many country stations, an OIC works a set rostered shift that is subject to a shift penalty which then they are entitled to claim that shift penalty for the time worked. This means that if the OIC works excessive hours the previous shift, the second officer is without a partner for the next shift as the OIC is adjusting. This is neither a safe practice nor acceptable under the OSH (safety of our fellow officers) or policy (single officer patrol) to occur.

If the week was an afternoon shift week and excessive hours are worked during that week, then the next day shift / intermittent duty week is when the OIC or a relieving (OIC) officer should be able to adjust these hours.

2.24 CENTRAL MIDLANDS BRANCH

Conference directs the Board of Directors to lobby the Commissioner to obtain definitive direction as to when an OIC can be paid overtime, even though he is working that day however, is undertaking tasking duties in another sub-district which incurs overtime and that direction then placed into the next Industrial Agreement.

Explanation

Under the present arrangements, if a country OIC travels away from his / her sub-district and assists as back-up staff / tasking for an incident in another sub-district, which then incurs

overtime, they are expected to adjust these additional hours in accordance with Clause 12(16).

It is acknowledged that this has been an ongoing issue throughout regional WA for many years, and in the past some district superintendents and OICs have taken it upon themselves to pay the overtime, then an audit from Management Audit Unit requires the officer to repay the funds as they deem this to be a breach of the Industrial Agreement / policy and the OIC is deemed not entitled to be paid this overtime.

Can we have a definitive answer, as can be clearly seen the OIC is not acting as an OIC when performing tasks in another sub-district, yet is expected to adjust their hours as if they had incurred the overtime undertaking duties in their sub-district.

2.25 ROCKINGHAM KWINANA BRANCH

Conference directs the Board of Directors to encourage review of pay level for detective investigators.

Explanation

The WA Police Force currently have several different levels of investigators, level one to level seven. All levels come with different training and responsibility. This is not reflected in the pay grade. Investigators are specialised and are required at times to make critical decisions impacting on life and property, later to be scrutinised at the Supreme, District or Coroner's Court.

The WA Police Force recognise the importance of ongoing professional development for detectives. This process is managed by way of the investigator levels (i levels), in conjunction with the WA Police Force Investigation Doctrine.

So if this is recognised why it is not reflected in a pay scale? For example, every one level should receive a pay increase with training and responsibility received.

Can the Union be tasked to request a pay scale for different investigation levels?

Officers who hold level (i1) to (i3) are not designated as detectives.

Investigator levels will be designated in the following way:

(i1) Investigator:

- Recruits
- Probationary constables.

(i2) Investigator:

- Permanent constables
- First class constables.

(i3) Investigator:

- Substantive senior constable (or higher), or officers that have:
 - Undertaken a General Investigators Course, or;
 - Former detectives with less than two years' service as a substantive (i5) detective.

(i4) Probationary detective:

- Officers who have successfully completed the Introductory (i4) Detective Investigation Training (DIT) Course, and;
- Are in the process of completing the (i4) Detective Development Program.

(i5) Permanent detective:

- Detectives who have successfully completed the (i4) Detective Development Program; or
- Detectives who completed their full detective probation requirements prior to the introduction of the investigator levels.

(i6) Detective supervisor:

- Detectives who have successfully completed the (i6) Detective Supervisor Course, and;
- Holds a minimum substantive (or acting) rank of sergeant.

(i7) Senior investigating officer:

- A current or former (i5 or higher) detective
- Has successfully completed the (i7) Senior Investigating Officer (SIO) Course or a recognised contemporary equivalent program
- Holds a minimum substantive (or acting) rank of senior sergeant; or
- Is appointed by the Assistant Commissioner (State Crime) for a specific operational or agency need.

3.0 LEGAL

3.1 LEEUWIN NATURALISTE BRANCH

Conference directs the Board of Directors to lobby the State Government to review and amend Section 21 and 22 of the *Police Act 1892*.

Explanation

Section 21 reads: “Every non-commissioned officer and constable of the Police Force shall execute all process to him directed for levying the amount of any recognisance forfeited to Her Majesty, or of any fine imposed on any jurors, witnesses, parties, or persons, at any Court of Judicature, or any other fine imposed under any Act in force in the said State, and any process, or any other warrant or command of any Justice directed, delivered, or given to any such non-commissioned officer or constable, shall or may be executed and enforced by any other such officer or constable, or his assistants; and every such last-mentioned officer, constable, and his assistants, shall have all and every the same rights, powers, and authorities for and in the execution of such process, order, warrant, or command, as if the same had originally been directed to him or them expressly by name. And a breach of the condition of a recognisance may be proved upon ex parte proof on oath thereof.”

The section is very broad and needs to be amended so that police are responsible for specific police-initiated activity with the Courts. For example, Busselton Police have recently been requested to serve a summons on behalf of the Department of Mines & Petroleum, for a prosecution they have commenced. The Court has provided this section as the explanation for why police need to serve this summons.

Between serving violence restraining orders, VRO respondent, protected person and witness summonses, witness summons for your own and other stations, firearm files (regional WA), MDL medical revocations, etc. Police are already doing enough work as glorified post deliverers.

The section should be amended/replaced to reflect something similar to: “police processes and other prosecuting authority processes” where other processes are carried out by a bailiff or sheriff appointed by that authority or the Court.

Section 22 reads: “The Commissioner or other commissioned officer of police shall take care that a sufficient number of police constables shall be available to every court of summary jurisdiction for the purpose of executing such summonses and warrants as may be directed to them, and returning the same.”

The Branch understands the responsibility of police when assisting in Court processes. However, for the same reasons stated above, police should only be dealing with Police initiated processes. Police have enough responsibility as it is, without taking on the Courts work if requested when there are other options.

Overall, any positive amendments to these sections would increase time for actual police-related activities.

4.0 OPERATIONAL

4.1 GERALDTON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to research, commit to, and roll out crowd dispersal equipment and relevant training to all police officers at large regional WA police stations.

Explanation

Officers in regional WA towns such as, but not exclusively, Geraldton, Carnarvon, and Kalgoorlie have been experiencing increasing numbers of incidents involving large crowds fighting. In these areas, there are simply not enough police to deploy to effectively engage and disperse the crowds using traditional public order methods (shields, formations and batons).

This then places officers in a difficult position, do they wade in, hugely outnumbered, untrained, with insufficient equipment and backup which could ultimately end up with officers seriously injured or killed. Or do they stand back, observed, record and document the incident and key offenders, to be able to locate and arrest them after the crowds have naturally dispersed. This unfortunately from the public's point of view makes the police look as they are doing nothing, and also increases the risk of serious injury or death to people involved in the disorder.

Giving regional officers the training and ready access to additional equipment that can allow officers to remain at a safer distance whilst deploying these crowd dispersal methods in order to separate the parties and quickly reduce the risk to all parties.

4.2 GERALDTON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police and the Minister for Police for a legislated assurance that police officers will not be subject to disciplinary action, be civilly liable or be criminally liable for any injuries or death in violent crowd situations if the aforementioned motion requesting ready access to crowd dispersal devices is denied by the Commissioner.

Explanation

If attending officers are unable to enter or control a crowd due to numbers and/or weapons they are restricted to watching and recording. Members feel uncomfortable with such when serious injuries and deaths have resulted, and will again. Members feel exposed to legal or disciplinary action as eventually somebody will claim it as a neglect of duty.

4.3 GASCOYNE BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to mandate training time for all FTE in Regional WA.

Explanation

Police officers in regional WA are at a disadvantage as far as attending training. Due to operational requirements in the current climate, it is difficult for officers to leave their regional stations to undertake training without leaving their respective stations short staffed.

Many regional stations are struggling to fill vacancies which is having a major impact on those police officers that are left policing those towns. Most training approval is at the discretion of the OIC and if they are unable to obtain a relief officer for the time of the training, the training is put by the way side.

This is leaving regional WA police officers at a disadvantage. By mandating training it can then be factored into a roster and advance notice given to be able to find a relief officer or alternative whilst that officer undertakes training. Most regional WA stations rely upon themselves for any critical incidents and many officers are not trained in such simple things as Pursuit, P1 or AR15. These are believed to be necessary qualifications of officers in particularly remote locations.

4.4 MAYLANDS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to conduct a comprehensive review into the policy and process surrounding the retirement of dogs within the Canine Section with a view to greater clarity of the process and support for Members choosing to rehome the dog.

Explanation

Canine handlers who elect to take ownership of a dog who is retired from service are given little support by the Agency, other than payment of vet fees for pre-existing conditions. Policy SS-03.05 as gazetted on Wednesday 31 October 2018 surrounds the rehoming of retired dogs and paragraph three of the section reads: "Why do we have this policy?"

The WA Police Force has a responsibility for the care and management of police dogs, including making decisions in respect to their deactivation from duty and subsequent disposal as a working asset. Without rehoming, retired service police dogs would need to be kennelled and cared for on police facilities.

There is then the section 'What is our policy?'

Retired service police dogs considered suitable for rehoming will be gifted to the approved owner without payment. The keywords here are "considered suitable".

The WA Police Force has no procedure in place for assessing the dog's suitability for rehoming as a pet. They are merely signed over on a form that from that point on relinquished the WA Police Force of any responsibilities for the dog's actions.

One such dog handed over on this type of form was PD NAS. Just six months prior to his retirement from service, he was deemed so dangerous that the OIC of the Canine Section was fully aware of an action plan for when PD NAS was in the Maylands Police Kennels. Special signs were made to be placed on his kennel warning staff of his manner and instructions on feeding and walking him were created.

The officer now owning the dog has no support from the Canine Section, they will not assist with any form of kennelling during leave periods or when the officer is required to travel away

in his current role with ROG. He cannot kennel the animal at public kennels as none of them will take him due to the officer having a duty to tell them of his background and temperament.

Without officers taking such animals into their care upon retirement the WA Police Force would be left with the long-term responsibility for such animals and it is fair and reasonable for them to give a degree of help and support beyond that of vet fees.

4.5 PERTH WATCH HOUSE BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police, to establish minimum staffing numbers for Custodial Staff working in the Perth Watch House on any given shift.

Explanation

There is clear evidence that in busy periods the workload on available staff is compromising the efficiency and effectiveness of Perth Watch House operations and the safety of officers.

A shift recently had 10 staff, three of which are unable to leave their positions. This left seven officers, including sergeants and supervisors to move over 50 detainees, some of which were aggressive and uncooperative.

Regularly, a team will only have two officers conducting regular cell checks on up to 70 people, and two officers admitting and processing detainees. Police officers are having to wait extended periods of time and detainees are being forced to spend hours in holding cells waiting to be processed. Perth Watch House is also having to turn down numerous escort, hospital guard and mental health escort requests which then keep police off the road for extended periods.

Staffing issues means Perth Watch House regularly has a backlog of detainees to admit and process, which fosters an environment that is under severe and constant pressure, dealing with volatile conditions that is rife with fatigue and OSH issues.

Meal breaks are unable to be taken, fatigue is not able to be managed, morale and mental health of officers is declining, and therefore more officers are calling in sick, leaving more pressure on the remaining officers which compounds the issue.

4.6 COMMISSIONED OFFICERS BRANCH

Conference directs the Board of Directors to lobby the WA Police Force to design and implement improved processes for commissioned officer selection using de-identified applications, panel members with actual sworn policing experience and include at least one panel member who is external to the Agency.

Explanation

Many other jurisdictions, nationally and internationally, use de-identified applications in their promotional selection processes to remove the risk of bias and promote independence in candidate selection. Due to the small size of the WA Police Force in comparison, it may be beneficial to engage more independent panel members in the process. It is recommended that consideration is given to engaging independent subject matter experts to conduct short

listing of applications and that panel members should have a good knowledge and awareness regarding operational policing matters. These changes to the selection process will deliver more transparency and confidence in panel selection outcomes.

5.0 WELFARE

5.1 BUNBURY-AUSTRALIND BRANCH

Conference directs the Board of Directors to conduct research in to the benefits of mandatory counselling for Members involved in a critical incident.

Explanation

Given the amount of traumatic incidents and scenes that police officers encounter, and the culture of the Members, offers of support post-incident often aren't taken up. Symptoms of PTSD often don't show up until years later and there is a time delay in Members receiving assistance, often once they are retired or nearing retirement. Research to be conducted by WAPU into the best model to be operated for counselling, if making it mandatory benefits Members and the type of critical incident that would warrant mandatory counselling.

5.2 COMMISSIONED OFFICERS BRANCH

Conference directs the Board of Directors to lobby the WA Police Force to design and implement resilience mental health training for police officers.

Explanation

Internationally there is a move to introduce resilience training for police officers. There used to be mental health training in the WA Police Force delivered by the Academy however, this was ceased. In light of the rising pressures of policing and the emerging issues involving mental injury to police officers, resilience training would be beneficial. There is considerable information in the US and international arena in support of this type of training and it is understood that the WA Police Force Academy may be currently considering something along these lines.

5.3 LEEUWIN NATURALIST BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to make 5.11 or similar lower back support belts the mandatory option available to all officers when ordering them from SIMR.

Explanation

As most Members have probably noticed, an increasing amount of officers have bought their own lower back support belts to assist with general lower back pain. The 5.11 belts, for example, disperse the weight of accoutrements across a larger area of the lower back to relieve pressure.

If these came with the belt that is already available to all officers on SIMR, it would prevent officers from buying their own and would be greatly beneficial from a general OSH perspective.

6.0 GOVERNMENT REGIONAL OFFICERS HOUSING (GROH)

6.1 EXECUTIVE MOTION

Conference directs the Board of Directors to lobby the Commissioner of Police to supply police officers in GROH with housing which meets a consistent standard.

Explanation

Recently, we have observed officers in regional communities facing significant upheaval as a result of issues surrounding GROH properties. The reluctance by the WA Police Force to secure suitable properties prior to people applying for vacancies has seen FTE levels at some regional police stations being reduced.

In some locations, we have observed a huge array of different properties, 5x3 houses, townhouses and units or small 3x1 houses. Not all houses are of the same construction, some nearly 40 years of age – yet everyone is paying the same rent on a like property. It should be noted that WAPU is aware of the determined efforts made by the Business Manager at the Regional WA Portfolio, however the WA Police Force seems to be dictated to by GROH.

Properties across regional WA are aging and some localities have better stock than others. No investment in regional communities soon will see the WA Police Force with a crisis when police officers refuse to apply for vacancies across regional WA. Already there are multiple vacancies in the regions, which is compounded by the poor housing on offer.

6.2 EXECUTIVE MOTION

Conference directs the Board of Directors to lobby the State Government to reform the rent setting framework for GROH to bring it into line with current rental market in Western Australia.

Explanation

Members faced an increase in GROH rent of \$30 per week in 2017 and another passed on in 2018. When you consider that officers in regional areas have received a \$2,000 pay increase over those two years while the Government has increased their rents by \$3,120. They have effectively taken a \$1,120 pay cut!

Further inflaming this situation is the fact that rents across the State have been falling. The average regional rent has decreased by 5.3 per cent (*REIWA*) while the average GROH rent has increased by 19.7 per cent (*WA Police Force*).

The State Government has currently deferred the \$30 per week planned increase (1 July 2019) for some public sector groups and at the time of writing, this proposal is not guaranteed for police officers. More importantly, it is a freeze only and will be implemented at a later stage.

Currently, the cost of a GROH house in regional WA is more expensive than a private rental in the same town. There seems to be little difference in the cost of GROH rent from the northern parts of the State to the southern.

6.3 EXECUTIVE MOTION

Conference directs the Board of Directors to recommend to Members to not apply for positions in regional WA unless the Commissioner of Police and the State Government address Annual Conference Motions 6.1 and 6.2 within the next 12 months.

Explanation

As it reads.

6.4 WEST KIMBERLEY BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to request a review of current service delivery standards of the Department of Communities – Housing (DOCH) towards regional Members.

Explanation

After a significant rental increase to Members utilising GROH residences, the service delivery standards of DOCH have dramatically declined and numerous cases of unreasonable vacating/cleaning and maintenance fees are leaving Members with hefty financial burdens upon transfer. These fees often appear unjustified and unreasonable, with little or no contact with the Member until issuing the invoice.

Other areas of service deficiencies include not notifying Members of scheduled inspections and failing to meet priority timeframes for maintenance requests.