

**WA Police Union 84th Annual Conference
Motions on Notice**

1.0 CORPORATE

1.1 MIRRABOOKA BRANCH

Conference directs the Board of Directors to amend the police union constitution so that a majority vote on pay offers is accepted by a vote of 51 per cent of the Members who vote on the motion.

Explanation

With the voting on the current EBA 63 per cent of the Members who voted were in favour of accepting the offer. The number of people who voted was the highest of any vote on a pay offer. Yet it did not reach the 65 per cent required. If people do not care enough to vote their vote should not be counted. They have not taken the time consider the issue so their vote should not be considered as being against the offer.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.0 INDUSTRIAL

2.1 ARMADALE GOSNELLS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to plan to have the WA Police Force re-registered as a Registered Training Organisation (RTO).

Explanation

Many years ago the WA Police Force was a Registered Training Organisation (RTO) and as such was able to train its employees (everyone no matter the rank) to a level that was nationally recognised, and certificates were provided upon successful completion of training.

Being an RTO placed minimum requirements on the training that was provided to staff. The WA Police Force did not renew its RTO status, what would be assumed to be for financial reasons.

It now appears that the only employees eligible to training/education to a nationally minimum standard are that of senior sergeants and above, who are in management roles, and those officers who are not interested in being promoted to a management position are left to participate in sub-standard training (i.e. bastardised first aid rather than the nationally recognised Senior First Aid and driving assessments (which is a practical ability) being assessed by a computer course – Blackboard)

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.2 MIRRABOOKA BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations an amendment to Section 35 (1) by replacing 40 hours per calendar year with 200 hours per calendar year to provide required care or support due to:

- An illness, injury or issues associated with the birth of a child.
- An emergency affecting a family member.

Any leave more than 40 hours per year will require a letter from a medical practitioner or aligned profession to detail the person cared for cannot care for themselves or vulnerable people in their care.

Carer's Leave is ("not" is removed) accumulates at 40 hours per year where it is not used.

Explanation

The wife gives birth by caesarean section. The partner falls fractures a leg. The family have several other children and no support network in WA. The medical practitioner advises the wife or partner cannot care for themselves or the family. The other partner has to step up taking care of the family using all their annual leave. Running a family is a full-time job for two

adults. One career is hard work and I salute the people who are in this situation every day. But it is not a holiday.

The aging population. There are several officers who must juggle their careers and elderly parents. They care for them at home. There are visits to medical and aligned practitioners to have the condition diagnosed before any services begin. As the age increases, they can easily use a year's annual leave trying to address all the issues.

Most other civil service awards (civil service employees working for police) have a provision making carer's leave cumulative in the award.

There are provisions to allow additional leave at OIC discretion. This discretion results in widely varied outcomes. When it is in the award it must be granted.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.3 WEST PILBARA BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations an entitlement to allow officers who have suffered a legitimate work-related injury/illness their 'Shift Penalties' and '44 Shifts' as posted on the Posted Roster in which the injury/illness occurred.

Explanation

Currently as it stands, an officer can be rostered where they are entitled to 'Shift Penalties' or a '44 shift', where should they be injured or become sick due to a work-related injury/illness they are no longer entitled to their 'Rostered Shift Penalties' or '44 Shift' for the remainder of Posted Roster.

This can amount to anywhere up to \$1000 being penalised for putting themselves in harm's way.

Example One: An officer was indecently assaulted whilst effecting an arrest of an offender. Understandably the officer is off on sick leave and now misses out on afternoon shift penalties and a 44-hour shift (estimated \$800 financial hit for the remainder of the posted roster).

Example Two: An officer broke their wrist after being assaulted and whilst attempting to arrest the offender. The officer required time off duty to recover and received a financial detriment from the lack of shift penalties and no 44-hour shifts as a result of a serious injury sustained in the workplace through no fault of their own.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.4 WEST KIMBERLEY BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations an additional cleaning day when on transfer.

Explanation

It is the current policy that whilst on transfer you are entitled to a one pre-pack day, one uplift day and are then expected to leave your outgoing residence and follow your household goods upon departure.

The Members believe a further day should be approved, so as a thorough clean of the residence can be completed prior to departure and vacate inspection. GROH in general tend to be pedantic when it comes to WA Police which in turn causes our Members further stress when vacating.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.5 GREAT SOUTHERN BRANCH

Conference directs the Board of Directors to direct the Commissioner of Police to review the paying of a heating subsidy for officers serving in the south of the State.

Explanation

In line with the air conditioning subsidy paid to officers in some locations, a similar subsidy to be paid for officers in area that are subject to low temperatures. For example, Narrogin and Katanning regularly in the winter have night-time temperatures down to or below zero degrees. Seek a review of a workable solution to identify a means to classify which areas or stations would benefit for a subsidy or allowance.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.6 INTELLIGENCE SERVICES BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations to have Trade Union Training Leave (TUTA) (as per clause 45 of the Western Australia Police Industrial Agreement) to a maximum of five days per calendar year included in Covert Allowance - Clause 17, (17)(d) of the Award.

Explanation

Covert Allowance - Clause 17, (17)(d) of the Award does not currently include Trade Union Training Leave (as per clause 45 of the Award). This in effect means any Intelligence Services Branch WAPU Member who applies for and is granted TUTA leave on the WA Police Force SIMR system are financially disadvantaged depending on the relevant allowance allocated to their position.

An example being, in 2018 an Intelligence Services Branch WAPU Member had \$335.50 deducted from their ordinary fortnightly wage for taking 16 hours of TUTA leave to attend a union training event.

The current exclusion of TUTA leave from Clause 17, (17)(d) of the Award is manifestly unfair to Branch Members and discourages Members from undertaking union delegate training. If members are reluctant to undertake union training due financial disadvantage, then it is difficult for the current Branch committee to plan succession and have new Members nominate for the committee after they are forced to resign due to tenure restrictions and transfer.

This Branch motion does not seek any financial increase in Clause 17, (17)(d) of the Award. The Branch is seeking the inclusion only of TUTA leave to avoid losing income already allocated and accounted for by the WA Police Force.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.7 NORTH EASTERN GOLDFIELDS BRANCH

Conference directs the Board of Directors to request the Commissioner of Police pay for lease exit fees for Members, who are transferring from a metropolitan location to a regional position.

Explanation

Members who are renting are at a disadvantage whilst in a fixed term residential lease, as they cannot transfer for a regional position without breaking their lease. This often results in break-lease fees usually amounting to several hundred dollars. This can be a deterrent for those considering regional postings.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.8 NORTH EASTERN GOLDFIELDS BRANCH

Conference directs the Board of Directors to request the Commissioner of Police subsidise electricity costs in the Goldfields during winter as well as summer.

Explanation

The average winter (low) temperature in the Goldfields is six degrees. This is five degrees colder than the Perth metropolitan (low) average. It is not uncommon for the temperature to drop below one degree for several days at a time, resulting in exorbitant electricity bills for Members

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.9 EASTERN GOLDFIELDS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to assess the suitability of current methods for assessing whether regional locations attract an air conditioning allowance.

Explanation

Currently police stations in the southern part of the district do not attract an air conditioning allowance yet others which may only be 200 km away do.

A lot of GROH houses in Kalgoorlie have evaporative air conditioning systems that are expensive to run and do not cope with humid days.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.10 WEST KIMBERLEY BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to increase the air conditioning subsidy for the Kimberley Region from six months to eight months.

Explanation

Currently the subsidy runs from the beginning of October to the end of April, it is a known fact that it is extremely warm for most parts of the year.

Shift workers are disadvantaged as they are required to rest/sleep during the hottest times of the day. The average temperatures in the Kimberley in May and September are as follows:

May average temperatures

	Broome	Derby	Halls Creek	Fitzroy Crossing	Kununurra
High	32	33	30	32	33
Low	18	19	17	15	19

September average temperatures

	Broome	Derby	Halls Creek	Fitzroy Crossing	Kununurra
High	32	36	34	36	37
Low	19	19	20	17	20

By increasing this allowance, it would allow officers to be more comfortable whilst recuperating in the comfort of their own homes.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.11 GREAT SOUTHERN BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to remove maximum tenure for detectives, subject to satisfactory performance, in regional locations where there is no maximum tenure for uniformed officers (Albany, Bunbury, Geraldton, Kalgoorlie and Northam).

Explanation

Currently detectives and other specialist positions such as prosecuting serving in regional locations are subject to maximum tenure, even in locations where uniformed officers are not. Where officers wish to remain in these locations beyond their maximum tenure, they are forced to seek alternative positions within that location. The reasons for extended tenure in Regional WA can be for a wide range of reasons, including family, personal and professional reasons.

Currently these officers are at a disadvantage within these regional locations. Forcing officers to seek a different position within that location can lead to a decrease in morale as officers are unable to continue to work within Regional WA in their chosen field, meaning they are unable to pursue further professional development without leaving the location.

There would still be a natural turn-over of staff from these locations as not all officers wish to remain in Regional WA for long periods of time, as some officers would still seek to return to Perth for both personal and professional reasons.

Amending the Tenure Policy at these locations would provide fairness with tenure being applied equally and allow for specialists to remain in their positions. This has the additional benefit of greatly increasing their local knowledge and intelligence when conducting investigations, providing for better outcomes to the local communities.

It is submitted that any issues relating to corruption prevention would apply equally to both uniformed and specialist officers and therefore fall away given the lack of tenure for uniformed officers.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.12 TEG SOUTH BRANCH

Conference directs the Board of Directors to lobby the State Government to increase meal allowances in line with the Australian Taxation Office (ATO) reasonable travel and overtime meal allowance expense amounts.

Explanation

The current allowances set down in the Industrial Agreement are limited and often insufficient to cover the cost of a reasonable meal and refreshment. With increasing costs and officers being far more conscious of healthy eating, the allowances are regularly not sufficient to cover the cost of a healthy meal and drink. The department has a policy where officers must make purchases on corporate card when travelling for work and these allowances should reflect those costs. The Australian Taxation Office sets out a table of reasonable allowances and our IA should reflect this.

Extract of ATO Table below:

Perth	Food and drink (\$) breakfast 28.15 lunch 31.65 dinner 53.90	Incidentals (\$)20.05
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WA Police Industrial Agreement

Travel not involving an Overnight Stay or Travel Involving an Overnight Stay Where F11 Accommodation Only is provided

WA - South of 26' South Latitude

Breakfast	16.30
Lunch	16.30
Dinner	46.50
Supper	26.36

WA - North of 26' South Latitude

Breakfast	21.20
Lunch	33.20
Dinner	52.20
Supper	35.53

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

2.13 MANDURAH BRANCH

Conference directs the Board of Directors lobby the Commissioner of Police to abolish tenure.

Explanation

The current Tenure Policy is inconsistent, unfairly applied throughout all districts and is used in place of an acceptable and appropriate management performance tool. All other policing jurisdictions in Australia do not have a tenure policy and this style of management performance is not acceptable in contemporary policing.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

2.14 SEX CRIMES BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to ensure a consistent, fair and equitable tenure policy for ALL police officers.

Explanation

At present detectives can do a maximum of eight years within a portfolio (for e.g. State Crime) whereas non-detectives (i3) are limited to a maximum of four years. This policy treats detectives more favourably with respect to tenure within a portfolio and is not equitable.

For example, an i3 serves three years at SOMS and wishes to transfer to CAIT or another section within State Crime. The i3 is limited to one more year before having to transfer out completely of State Crime. Detectives can transfer in various sections for eight years within that portfolio.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

2.15 GERALDTON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to provide for a period of extension upon completion of maximum tenure for detectives, subject to satisfactory performance. It is proposed that the period would be two periods of two years, subject to district office approval, in regional locations where there is no maximum tenure for uniformed officers (Albany, Bunbury, Geraldton, Kalgoorlie and Northam).

Explanation

Currently detectives serving in regional locations are subject to maximum tenure, even in locations where uniformed officers are not. Where officers wish to remain in these locations beyond their maximum tenure, they are forced to seek alternative positions within that location. The reasons for extended tenure in Regional WA can be for a wide range of reasons, including family, personal and professional reasons.

Currently detectives are at a disadvantage within these Regional locations. Forcing officers to seek a different position within that location can lead to a decrease in morale as officers are unable to continue to work within Regional WA in their chosen field (investigations), meaning they are unable to pursue further professional development without leaving the location.

There would still be a natural turn-over of staff from these locations as not all officers wish to remain in Regional WA for long periods of time, as some officers would still seek to return to Perth for both personal and professional reasons.

Amending the Tenure Policy at these locations would provide fairness with tenure being applied equally and allow for detectives to remain in their positions for an extended period of time. This has the additional benefit of greatly increasing their local knowledge and intelligence when conducting investigations, providing for better outcomes to the local communities.

It is submitted that any issues relating to corruption prevention would apply equally to both uniformed and detective officers and therefore fall away given the lack of tenure for uniformed officers. Any concerns of this nature are more likely to be detected locally and can be addressed by the relevant district officer through declining an application for tenure extension.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.16 SEX CRIMES BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations an increase to the penalty rate to the public service equivalent for police officers working on a weekday public holiday.

Explanation

Penalty rates for police officers and police auxiliary officers (PAOs) working on weekday public holidays are minimal and do not adequately compensate officers who work Christmas Day, New Year's Day, Easter and other major public holidays. An officer working day shift on a public holiday Monday would get the base hourly rate whilst a public service employee would get 2.5 times their hourly rate.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

2.17 MIDLAND BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to allow TOIL (Time Off in Lieu) to accrue shift penalties that would apply if time were worked.

Explanation

If working a 10-hour afternoon shift, two hours TOIL is taken thereby finishing at eight hours, only the one shift penalty unit is being applied, not the 1.25 penalty unit that would normally be received.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

2.18 MIDLAND WORKSHOPS BRANCH

Conference directs the Board of Directors lobby the Commissioner of Police to introduce an allowance for officers rostered to work a shift on Christmas Day.

Explanation

Police officers are often required to work Christmas days, causing them to be away from their families on what is, for many, an important day for family, festive or religious significance.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

2.19 AVON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to amend the current policy relating to Optical Re-imbusement, to include prescription sunglasses.

Explanation

The current policy reimburses Members with half the cost of reading glasses and contact lenses to the value up to \$220.00, but not for sunglasses. Given the increased need to read phones and screens in vehicles, prescription sunglasses should be included in the scope of the policy.

Moved:
Seconded:

CARRIED / LOST / WITHDRAWN

2.20 AVON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police, and the State Government, for an immediate increase of base salary (five per cent) or additional leave for all Members (one week), given the massive productivity gains benefited by the WA Police Force and Government with the introduction of mobile phones and other appliances providing access to “work” and reflecting the “work” undertaken by Members when off duty.

Explanation

Canvassing of Avon Branch Members showed 90 per cent of Members access, read and action emails from home whilst off duty. Whilst Members are repeatedly advised not to do this and to maximise their down time, the majority respond by explaining “It is just a way of life now”. This way of life needs to be recognised by the WA Police Force and Government and our Members suitably compensated.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.21 WEST KIMBERLEY BRANCH

Conference directs the Board of Directors to lobby the Australian Tax Office (ATO) to provide opportunity for Members to salary sacrifice mortgage repayments.

Explanation

As far as Members are aware it is the current policy for officers to be permitted to salary sacrifice, motor vehicle, computer, superannuation and union fees. Currently people working for not for profit institutions and nurses are provided the opportunity for this to occur. Our Members are seeking the same opportunity as those employees who are in similar working environments.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.22 SEX CRIMES BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to increase the detective’s allowance to a rate that is more in line and contemporary with the higher investigative standards expected of them, the seriousness and complex investigations they undertake and their responsibilities.

Explanation

Currently detectives are paid a standard Investigators Allowance irrespective of their investigator's level (i4, i5 or i6) or where they are based.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.23 MIDLAND BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations a simplification to the Forensic Qualification Allowance (FQA) clauses and wording, Section 17(12) to something similar to 17(14) (Internal Affairs and TRG, flat 10 per cent), i.e. staff conducting forensic duties and/or under the direction and control of the Forensic Division, including all current sections, country and metropolitan district forensic investigation offices, holding a qualification determined to be required within forensics, be paid the FQA without further barriers. Further the forensic qualifications shall be on an accessible list and include all previous versions of the qualifications.

Explanation

The Forensic Qualification Allowance (FQA) worked easily until 2014 where it was decided to start using the wording of the current clause to begin stripping Members of the hard-earned allowance. It currently takes a minimum of four years before you can even apply for the allowance, assuming you have managed to get the qualification in that time. As it currently stands, depending on which office/position you hold in forensics, you may or may not get the allowance.

It has become very convoluted (it has its own Intranet page on the Employee Relations Page) and allows for nil certainty. It has essentially become a barrier as an incentive to further study and can be stripped by moving staff to another position, with no stated method of regaining the allowance.

Forensic Division has lost some senior Members to outside agencies, whose experience and qualification will take years to rebuild.

The employer's discretion to decide who gets it and who does not has boiled down to a senior sergeant, who even on record during industrial relation court, admitting his reasoning was wrong, and his decision stands to this day. Even an office listed on their intranet page as an office allowed the FQA, was determined to have no staff allowed because of its listed position descriptions. Currently every new commissioned officer appointed to forensics (usually every two years) can upset a long chain of training, including university degrees.

Further limiting of the FQA "boundaries" means those going to all of the most shocking scenes throughout WA as their day-to-day job have on "golden handcuffs". Even if they know they should perhaps change their jobs for a period, i.e. move to a different section or to a metropolitan forensic office, they currently stand to lose their 10 per cent allowance. From a

mental health perspective, this gives a sense that they cannot move without fear of loss of income.

It has also become apparent that the entire basis for who gets the allowance has become untenable. Those doing the least forensics and attending the least scenes, such as senior sergeants and sergeants are being paid whilst the constables (district forensic investigation offices) are not. Thus, in the district forensic offices, it has become an allowance based on rank rather than forensic duties.

It smells and looks like wage theft and it is technically legal only because of the final clause allowing the employer to have final say over who is entitled. This is unethical, bad work practice and leads to a general sense of being ripped off by the employer.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.24 SEX CRIMES BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations an increase in bereavement leave to one week (or seven days).

Explanation

Currently bereavement leave is capped at three days. This is simply inadequate of a grieving period when a Member is dealing with the loss of their loved ones as well as organising funeral and managing belongings left by the deceased. Three days is also insufficient for the Member to travel interstate or overseas.

Many Members are from overseas (mainly UK) and face a 20-hour flight just to get to their destination. The COVID-19 pandemic has now severely impacted travel overseas with quarantine periods. Recently a Member who had lost a parent in the UK did not have any annual leave left and was forced to take leave without pay to travel to the UK and deal with the loss of the parent.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.25 MIDLAND BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to apply the Country Deployment Allowance {17. ADDITIONAL ALLOWANCES (16) Country Deployment Allowance} currently available to sworn officers, to PAOs.

Explanation

PAOs attached to Homicide Squad who deploy to Regional WA with their teams are exempt from a Country Deployment Allowance. Custody PAOs relieving or seconded due to community events are also exempt.

Homicide/Custody/Organised & Gang Crime/PRESS Country Courier Service would be impacted.

17. ADDITIONAL ALLOWANCES

Country Deployment Allowance

Employees temporarily relieving or deployed to undertake operational duties within Regional WA and away from their Headquarters will be paid an allowance of \$20 per day, up to a maximum of \$100 per week in any 7 day roster period (Monday to Sunday) in the following circumstances:

for each day spent relieving, which requires that they reside away from their usual place of residence; or

for each day spent on deployment for operational duties from their Metropolitan Area Headquarters to Regional WA which requires an Employee to reside away from their usual place of residence in the locality they are deployed.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.26 JOONDALUP BRANCH

Conference directs the Board of Directors to lobby the WA Police Force to change roster patterns to lump together the same shift type instead of changing shift types each week.

Explanation

The effects of shift work on the body are well documented with shift work proven to reduce a person's life span by at least 10 years. Long-term night shift work is associated with an increased risk of certain cancers, as well as metabolic problems, heart disease, ulcers, gastrointestinal problems and obesity.

It is documented that after two days of a certain shift type the circadian rhythm starts to adjust.

One of the major issues surrounding the WA Police Force shift work is the constant changing sleeping and eating times constantly so the body is always lagging behind trying to adjust constantly in stress with an unstable circadian rhythm.

Options to create a more stable circadian rhythm is by either lumping together shift types or introducing the two days, two afternoons, two nights roster.

Within the Joondalup District small station rosters, the roster changes each week from day shift to either afternoon or night shift and then back to day shift.

Instead of changing the roster type each week, introduce a new roster, lumping together the day shift weeks and the late shift weeks therefore reducing the adjustments required by the body helping to reduce the known harm to the body. The amount of day shifts and late shifts remain the same however it creates a more stable circadian rhythm reducing the detrimental effects of shift work on the body.

Alternatively introduce a roster pattern of prolonged rotation, example four weeks of one shift type before changing to the next. Example four weeks of day shift, four weeks of late shifts (two weeks of night shift, two weeks of afternoon shift.) The amount of each shift type remains the same over a year, it is just done in a way to reduce the harm on the body and create a more stable circadian rhythm.

This reduction in the changing between patterns each week will assist Members with sleeping, with eating healthy, with maintaining regular exercise and will help invigorate and energise.

It will reduce sick leave as the body will be under less stress and less trauma allowing the immune system to fight bugs more effectively.

Members will be able to have a more stable circadian rhythm from the reduced changes in patterns.

It will help our Members' health, physically and mentally and create a happier more productive agency benefiting everyone.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.27 ARMADALE GOSNELLS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police introduce a reimbursement for gym memberships.

Explanation

The operational needs of police officers require a level of fitness to perform their duties, i.e. running after offenders, jumping over fences etc.

Other specialist units (TRG for example) can physically train during office hours and are also able to claim their gym memberships as a tax deduction to the required level of fitness they are required to have.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.28 FREMANTLE BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to create an attraction allowance for Fremantle Police Station, to attract first class constables and senior constables to the station.

Explanation

The Fremantle Police station, situated in the Fremantle Police District, regularly advertises vacant positions, yet gets no applicants. Ultimately, the positions are filled by newly graduated probationary constables; and probationary constables throughout the district are being made permanent at Fremantle Police Station, as they have no choice in the matter.

At any given time, there are vacancies at Fremantle Police Station. At its worst in recent times, there were eight vacancies, all of which were filled at the same time by newly graduated probationary constables.

Across the seven tasking teams, there are 44 probationary and junior constables at Fremantle (with less than five years' experience), balanced by only four first class constables and nine senior constables. This is completely disproportionate and leaves the junior officers without the appropriate support, leadership, and mentorship they desperately need.

There have been instances where the shift supervisor and senior constable on the same team are on leave, training or in meetings, leaving a third- or fourth-year constable as the most senior officer on shift. This poses a significant risk to those officers and places an unfair burden of responsibility on the junior constables.

The non-police purpose-built facilities at Fremantle (the complex is in an old bank), the bottom heavy rosters, the regular vacancies, the lack of parking for personal vehicles and the entertainment precinct are genuine reasons that Fremantle often gets no applicants for their vacant positions.

An attraction allowance, specifically targeted to first class and senior constables would be an incentive to attract those much-needed officers to Fremantle Police station, and currently there is no incentive to work there.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.29 EXECUTIVE

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations recognition of past periods of acting in higher duties roles when being promoted.

Explanation

Currently when an officer is promoted they commence at the base increment for that higher rank, irrespective of the increment of their current rank or how long they may have acted into a role at the higher rank.

When a person is promoted elsewhere in the WA Public Sector there is a convention to recognise significant periods of acting at a higher level by way of commencing them at an increment level higher than the “base increment” when promoted.

For example, a public servant employed at Level 4, who has acted as a Level 5 for a period of 12 months in the past 18 months, could be appointed at Level 5.2 when promoted instead of starting at Level 5.1.

Applying this practice for police officers would be equitable. It would also provide a more appropriate starting salary for an officer who has successfully demonstrated their capability at that higher rank for a period of time.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

2.30 SERIOUS AND ORGANISED CRIME BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to abolish the contribution of any period of paid or unpaid parental leave to positional and divisional tenure where an officer is transferred to a temporary holding position as a result of the parental leave.

Explanation

Currently when an officer commences parental leave for a period exceeding four months (whether paid or unpaid) policy HR-14.07.05 directs that they can be transferred to a temporary holding position. If transferred to the temporary holding position the officer relinquishes their current position and are transferred to a temporary holding position at the commencement of the parental leave and any other leave taken in conjunction with the parental leave. At the completion of the period of parental leave the officer is required to return to work and they are required to apply or negotiate for positions. If the officer receives a position back at the same spot or within the same portfolio all of the officers paid parental leave whether taken at half pay or otherwise and the first 12 weeks of unpaid leave is then counted towards both their positional and divisional/district tenure period. As soon as an officer is transferred to the temporary holding position their vacated spot can be advertised and filled and they are not physically present at a work location so it is incomprehensible that any of that period can count towards an officer’s tenure period. The application of this policy is discriminatory towards officers taking more than four months parental leave and it could be argued that the principles of the policies are in contradiction to the intent of the Equal Opportunity Act 1984 (WA). The following policy differentiations detail how the intent of the Equal Opportunity Act 1984 (WA) may be in contrast, by differentiating the time frames

between both unpaid parental leave and unpaid leave and transferring officers to a temporary holding position to facilitate parental leave and other “absences from the workplace”.

- HR-14.07.05 Placement in Temporary Holdings – “If they are expected to be absent from the workplace for a minimum of six months and there is a corporate/operational requirement for their usual function to be performed.”
- Parental Leave Temporary Holdings – “Each district/division has a dedicated Parental Leave Temporary Holding Unit and may apply for an officer to be placed in that unit, where the period of unpaid leave (or half pay equivalent) exceeds four months.”
- HR-14.07.1.1 Tenure – “Tenure will be treated as cumulative in the following circumstances: During periods of leave, with the exception of the following circumstances where the period of leave does not count towards tenure:
 - Unpaid parental leave exceeding 12 weeks.
 - Leave without pay exceeding two consecutive weeks (fourteen consecutive calendar days).”

An officer absent from the workplace for any reason other than parental leave has another two months prior to the transfer to the temporary holding position. An officer taking unpaid parental leave as opposed to unpaid leave has 10 weeks extra counted towards their tenure period. Both for no other reason than the fact that they are taking parental leave. Further, the policy is not family friendly and disadvantages officers taking time away from their career to attend to family responsibilities.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

3.0 LEGAL

3.1 BUNBURY AUSTRALIND BRANCH

Conference directs the Board of Directors to lobby the State Government and the Commissioner of Police to seek an amendment to the mandatory sentencing legislation for assaults on police to include mandatory prison sentences for offenders who spit or cast any bodily fluid on police.

Explanation

There appears to be an increasing trend of assaults on police involving offenders spitting, casting blood or both on police officers. Whilst the Branch acknowledges the intervention of mandatory disease testing to provide officers with ease of mind, there needs to be greater deterrent effect on offenders to discourage this disgusting and barbaric act. Most Members canvassed found the thought of being spat on or having blood cast upon them more serious than being injured through a physical assault.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.0 OPERATIONAL

4.1 EXECUTIVE MOTION

Conference directs the Board of Directors to write to the Premier of WA to call upon the Prime Minister and Governor General of Australia to announce the award of the National Emergency Medal to all WA police officers and staff in service for a minimum of period of two weeks during the COVID-19 National Human Bio-Security Emergency.

Explanation

The world is currently in the grip of a Global Health Pandemic. Australia's Prime Minister Morrison has stated: "life is changing all around the world. This is a once in a hundred-year event. We haven't seen this sort of thing in Australia since the end of the First World War".

On Monday 16 March 2020, WA Police Force Commissioner Chris Dawson, as State Emergency Coordinator, recommended to the WA Premier and Emergency Services Minister that a State of Emergency be declared, under the Emergency Management Act. This was approved by the Minister, declaring both a State of Emergency as above, and a Public Health Emergency under the Public Health Act.

This move was mirrored by several other Australian States and Territories, including Victoria, Queensland and New South Wales.

On Wednesday 18 March 2020, Prime Minister Morrison advised that the National Cabinet "noted that Commonwealth, State and Territories were implementing Emergency Powers under respective legislation."

Further, Prime Minister Morrison advised that "the Governor General has accepted the Commonwealth Government's recommendation that he declare a Human Bio-security Emergency under the Human Biosecurity Act..."

Of note, a State or Commonwealth emergency declaration lasts (on each declaration) for a maximum period of six months. Subsequent periods require further declaration (*which has now eventuated*).

Since then, there have seen sweeping and drastic measures introduced across the State and Commonwealth, including the closure of Western Australia's borders, all in effort to curb the spread and effects of this global health pandemic.

WA police officers and staff; along with Emergency Service Personnel, Health Service Personnel, Teaching Staff (State/Catholic/Independent), and Prison Officers; have already made great personal and family sacrifices to provide these emergency and essential services, and they will continue to do so.

WA Police Force officers and staff have been at the forefront of these efforts, demonstrating Care, Duty, Integrity and Teamwork in their ongoing commitment to the WA Community – especially its most vulnerable members.

This commitment has already seen officers directed to conduct increased public order patrols in and around key services such as shopping centers, in a bid to calm the panic, frenzy, and at times violent behaviours. WA Premier Mark McGowan stated: "Police presence was designed to bring order to the aisles and that officers would not hesitate to intervene to stamp out aggressive behaviours. If people are going to break the law, I'd expect people to be arrested." These actions and responses will only intensify.

The National Emergency Medal (the Medal) was established by Her Majesty The Queen in October 2011. The Medal is an operational service medal which recognises significant or sustained service to others in a nationally significant emergency.

The Medal is awarded to members of identified organisations or individuals who rendered a minimum duration of service during specified in specified places in response to nationally significant emergencies within Australia (sustained service).

Since its inception, the Medal has been awarded to over 15,000 recipients in recognition of sustained service during a variety of State and Commonwealth (national) emergencies, such as drought, flood, bushfire and cyclone.

As recently as 26 January 2020, Prime Minister Morrison announced that the Medal would be awarded to the Fire, Police, Ambulance and Emergency Services Personnel and Volunteers, along with Defence Force Personnel, for their service and sacrifice during the recent bushfire emergency that affected so many States and Territories.

On Thursday 19 March 2020, Premier McGowan stated: "We need to work together during this time of crisis and ... we value our Police Officers and the incredible work they do!"

The WAPU Annual Conference calls upon the WA Premier, Prime Minister and Governor General, to unequivocally show their respect, recognition and support for WA police officers and Staff by announcing the award of the National Emergency Medal.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.2 PROTECTIVE SERVICE OFFICERS BRANCH

Conference directs the Board of Directors to pursue as part of the 2021 Industrial Agreement negotiations to implement a recognition of years served promotional program for PSOs/PAOs to assist in retaining valuable members of the WA Police Force and their experience which in turn will save the organisation significant resources.

Explanation

The program would work similarly to the police rank structure where you gain chevrons and pay increases for the time served. This would bring the WA Police Force in line with other

police organisations within Australia such as the APF PSOs, Victoria Police PSOs and the NSW special constables.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.3 NORTH EASTERN GOLDFIELDS

Conference directs the Board of Directors to request the Commissioner of Police to consider shorts as a uniform item for use in summer months.

Explanation

Temperatures in the Northern Goldfields average 36 degrees during summer days. It is not uncommon to have several weeks with temperatures above 40 degrees. With the weight of accoutrements and vest now amounting to roughly 12 kg, there is a greater likelihood of heat exhaustion and other related problems. The option to wear shorts would increase the comfort of members and reduce the possibility of dehydration.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.4 GERALDTON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to immediately issue an additional set of ancillary items for body armour to all operational Members.

Explanation

In the heat of summer, the overt carrier will need to be changed and laundered at least weekly. This is around a 30 to 60-minute changeover process to move pouches from one to vest to the other which is not able to be performed in work time. Taking home accoutrements for changeover is risky. Having a second set of pouches would ensure changeover is a couple of minutes at most.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.5 FREMANTLE BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to conduct contemporary research and look at implementing foldable rigid handcuffs for all Members.

Explanation

The current rigid handcuffs are a one-piece rigid piece of equipment that takes up too much space on an officer's person and are too difficult to manoeuvre and apply in all situations.

Officers would like the Agency to explore the use of foldable rigid handcuffs, which take up half the space of the current cuffs and are more practical to apply i.e. Hellweg 850 oversize folding rigid handcuffs.

These would be a suitable compromise between the old sat-lock cuffs and the current rigid cuffs and are an affordable product.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.6 FREMANTLE BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to issue a tactical illuminator on all police issue firearms.

Explanation

A significant portion of Members' duties are performed during the hours of darkness. For safety reasons, officers require a light source for their firearms for use during the hours of darkness; compromising officers' shooting position to hold a torch as well as a firearm isn't conducive to effective and safe shooting.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.7 JOONDALUP BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to review the current issued foul weather gear and investigate a more suitable alternative.

Explanation

With the introduction of body armour, it has become increasingly apparent that the current wet weather jackets are not fit for purpose. Both jackets on offer are too thick and restricting to be worn with the newly issued body armour and are too thick to be worn under the vest due to the vest being custom fitted. If worn over the top, Members will be unable to wear them properly and zipped up. The only current alternative option is to order a jacket many times too large and this causes safety issues surrounding accessing of accoutrements.

The Branch's suggestion is that the WA Police Force investigate the option of a lightweight windbreaker style jacket which would be small enough to put in a kit bag and offer protection from the rain and wind whilst still being thin enough to wear under your vest while remaining able to perform all your duties and reach all your accoutrements.

Our second option would be a lightweight water-resistant fleece which will offer resilience against the wind without restricting your comfort, is thin enough to be worn under your vest without restricting your movement while performing your duties. This could replace the current jumper offered which many Members find to be uncomfortable and impractical in the current modern policing environment.

Having these options over the current ones on offer will enable officers to be fully protected from the varying weather that WA has while still being able to wear the vest on top and conduct our duties without the uniform becoming a hindrance which it can currently.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.8 JOONDALUP BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to review all FTEs and staffing deployments across the State.

Explanation

We have identified that on several occasions stations within the Joondalup District are unable to put a vehicle on the road, and often at best can only put one vehicle out despite being at full FTE. This is partly due to a lack of consideration given to the allocation of long-term non-operational staff impacting rostering ability but also the lack of consideration given to the management of front counter and lock ups in 24-hour stations.

These increased demands take officers off the road which increases the risk to Members and diminishes the ability of Members to provide an effective service to the public. After the 2020 Reform, metropolitan stations lost on average 16 per cent of staff. This issue becomes even more apparent during incidents of officers requiring back up, when often the closest available back up vehicle in the metro area could be 20 to 30 minutes away.

Whilst the Joondalup Branch appreciate that this is a short time compared with many regional locations this is unacceptable. We also suspect that this issue is not limited to the metropolitan area and feel that the current FTE allocation needs review to properly reflect district demands and officer safety.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.9 CENTRAL WEST COAST BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to recruit additional officers to resource the Perth entertainment precinct.

Explanation

The current plan to take officers from other sub districts is only a stop gap measure and leaves those areas vulnerable when officers are redeployed, and the use of recall or continuous overtime will only fatigue officers if done for long periods.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.10 CANNINGTON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to ensure that a suitable replacement is available for operational use in police vehicles before the decommissioning of TADIS.

Explanation

Despite the CAD app itself being useful while outside the car, the current solution of mobile phone devices for use within the vehicles is unsuitable, unsafe and do not permit officers to maintain situational awareness when en route to jobs in a vehicle.

The small text size and keys make it extremely difficult to read the text and update jobs accordingly, and it does not have availability to easily scroll up and down through the text updates. Most people stated they had to return to the station to update jobs after attendance.

Additionally, people have complained of headaches, sore eyes and necks from looking down, motion sickness and nausea causing them to be less productive throughout the shift.

Numerous people have experienced ongoing log in issues (logged with business apps) making it impossible for them to even read a job prior to arrival causing obvious safety issues and impacting the response at initial arrival.

The firm view is that the phone should not be a permanent solution to TADIS within the cars and that the phone as a permanent solution will significantly degrade our outputs

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.11 ARMADALE GOSNELLS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to revisit and review the process of receiving a CAD job, to the vetting and then dispatch of those jobs and the structure of those units involved, with a view of possible decentralisation back to the districts, i.e. District Control Centres (DCC).

Explanation

Under the old District Control Centres (DCC) model, the districts had direct control over the CAD jobs in their areas and frontline operational staff had a direct point of contact.

Staff now are confused to who they need to contact, the District Operations Sergeant, State Operations Command Centre, Police Communications or Task Vetting Unit.

As the DCC's had direct ownership over the jobs in their areas, there appeared to be more of a concerted effort to have these jobs resolved over the phone rather than sending a police vehicle.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.12 EASTERN GOLDFIELDS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to provide medical staff in Regional WA police station lock ups.

Explanation

Police officers are regularly conveying arrested persons to medical centres multiple times in one custody episode due to ongoing health concerns.

With the increasing focus on prisoner welfare, it is not uncommon for arrested persons to be conveyed to the local hospital for assessment prior to admission in the lockup. This places an additional burden on the response times as it takes at least two officers off tasking duties until the medical assessment can be completed at the hospital.

Officers at Kalgoorlie Police Station will conduct a health assessment where the arrested person will advise they take regular prescription medication.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.13 WEST KIMBERLEY BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to request a change to the current tattoo policy within the Commissioner's Uniform and Appearance Manual.

Explanation

It is the current policy as of 2019 that officers with tattoos on their fingers/hands/neck and face need to cover up after being reviewed and deemed not appropriate.

Every Member affected by this new policy feels that it should only be directed at new recruits with the standard being set from the outset, along with serving officers not being allowed to obtain tattoos in these areas after the policy was put in place. This should not be directed at officers who already have tattoos in these areas as the previous policies only stipulate that there not be tattoos only on the face.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.14 GREAT SOUTHERN BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police and State Government to significantly increase the numbers of secure vehicles for arrested persons in the WA Police Force fleet.

Explanation

Currently, the WA Police Force have a set number of secure 'pod' vehicles for transporting arrested persons. This number has been set in consultation between the WA Police Force and the State Government.

Current advice is that individual stations must swap vehicles with other stations who do not require secure vehicles if they wish to acquire more secure vehicles. Many small stations do not have secure vehicles allocated at all.

Alternatively, individual stations if they can source an estimated \$50,000 from within their tight budgets they can change to secure pods. Despite this the budgets do not have this money spare and there are still limited numbers of actual secure pods.

COVID-19 has highlighted further OSH issues with vehicles and the risk of disease transmission. As a result, the Commissioner of Police has issued an instruction that all arrested persons will be transported in secure vehicle and not in passenger vehicles. This is impractical given the lack of these vehicles.

As another example and I am sure there are many like this across the State. On 28 June 2020, Albany police who have two x secure vans went to a series of disturbances (not an uncommon

occurrence in any regional centre or larger town) on Stirling Terrace, Albany whereby numerous persons were arrested, placed into secure vehicles, only to be unarrested to make room for other arrested persons who were behaving more violently.

Other persons under arrest and resisting were forced to be held down on the ground handcuffed for several minutes whilst prioritising the security and behaviour of all arrested persons and ongoing disturbances. This places the safety of the arrested persons and police at greatly elevated levels of risk; it can also risk inflaming other members of the public. George Floyd comes to mind and the resultant anarchy.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.15 BUNBURY AUSTRALIND BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to seek clarification around when our duty to remain expires when transporting mental health patients under transport orders.

Explanation

Members feel they are being used as security officers by hospitals when transporting mental health patients on transport order forms in regional WA. In many instances, the hospitals have not arranged security guards or suitable accommodation for the patients once they come into custody. Where does our duty end – the transport order only requires us to transport the person to the facility mentioned. At what point in the admissions process is our duty to remain resolved?

Members are also being used as security guards where transport orders were issued and then the patient was conveyed by mental health staff to the hospital from a private residence. The expectation was that police would wait until the patient was admitted and secured; however, the transport order had effectively ceased.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.16 BUNBURY AUSTRALIND BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to create a Mental Health Co-Response Unit in the South West region.

Explanation

The number of mental health-related and welfare tasks being experienced by officers in the South West, particularly Bunbury and Busselton, has blown out of proportion to the ability to

effectively deal with the volume of tasks. There are many instances where all tasking vehicles are ramped at the Bunbury Hospital waiting on mental health assessments. The establishment of a Mental Health Co-Response Unit would reduce the need to wait at the hospital for assessments, relieve tasking vehicles and generate better outcomes for mental health patients.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.17 ARMADALE GOSNELLS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police and State Government to determine services provided by police which do not fall in line with core functions and to develop response from the appropriate Government Department.

Explanation

The pillars of policing state that our core functions are: “To Prevent Crime, Manage and Coordinate Emergencies and Enforce the Law”.

Too often police are being called on as a one stop shop and are attending jobs that do not fall under these core functions. Such as being a de facto security guard at hospitals, babysitting juveniles, dealing with persons who are suffering from a mental health issue. These tasks take police officers from doing the job they are employed to do.

We propose a survey to establish which tasks fall out of the scope of our core functions be conducted and the relevant departments be made to take a more proactive role in providing a 24-hour response to tasks that are not core police functions.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

4.18 ARMADALE GOSNELLS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to implement that an officer must be a minimum first class constable before being eligible to apply for a specialist position such as detectives, forensic, ROG, canine, mounted, TRG and others.

Explanation

It is important that those officers who aspire to go to specialist units have the required experience, skills and authority to perform those roles. This can be established by these roles not being available until after having served at least five years of frontline policing. By this time, they should have the relevant skills and decision-making ability to perform the role adequately.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

4.19 ARMADALE GOSNELLS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to implement a bridging course for Priority One drivers to upskill them to Priority Pursuit (Evade) standard.

Explanation

Evade / pursuit driving is a necessary skill which has been difficult to acquire for many officers and evade incidents are becoming more prevalent. Since the implementation of Priority One driving, there are officers who have the necessary skills and would only require a short bridging course of a week or so to upgrade their skills. This would ensure that there are more qualified drivers without the need to run a full three-week course.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

4.20 ARMADALE GOSNELLS BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to roll out tyre deflations devices to every operational police vehicle.

Explanation

The Agency does not have a pursuit resolution strategy other than the police helicopter, which is an unreliable resource due to weather, maintenance, pilot/crew hours, CASA regulations and other operational needs.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

4.21 GREAT SOUTHERN BRANCH

Conference directs the Board of Directors to direct the Commissioner of Police to not support media ridealongs that do not include police interactions with all community groups.

Explanation

In the current climate of honesty and openness with regard to police interactions with groups within the West Australian communities, and this coupled with the use of media to portray a particular view of the police. That we as members should not support media interaction of the 'ride along documentary' that do not show all interactions that police in WA deal with on

a daily basis. To exclude a particular group portrays a slewed and inaccurate image to the general public that watch these programs. For example, The Force or Kalgoorlie Cops.

For our Members to cooperate in a one sided or biased view of policing does a disservice to all Members.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

5.0 WELFARE

5.1 JOONDALUP BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to introduce mandatory counselling through Member's choice of psychologist following a certain number of critical incidents.

Explanation

Mental Health check-ups are just as important as any physical health check-up and should be treated no differently to getting a skin check, cancer check or visiting a physiotherapist.

Awareness surrounding PTSD, mental health and suicide is not enough, one of the main things people often say after the suicide of a colleague, friend or loved one is they didn't know the person was struggling and they wished they reached out.

The WA Police Force have a systemic culture issue surrounding mental health and seeking assistance or ongoing maintenance (check-ups) regarding mental health making it extremely difficult for members to come forward to seek assistance.

Introducing mandatory counselling to Members helps remove the stigma surrounding mental health appointments and removes the onus of the individual or supervisor identifying there is an issue. It also removes any anxiety a Member may have about their friends and colleagues knowing they are seeking assistance when everyone must have an appointment after they have accumulated the points.

Isn't it better that individuals who are travelling well get help that is not needed rather than individuals who do need help get nothing and continue to fly under the radar? How many of our Members must take their own life before something is done to help.

The mandatory counselling can be arranged by a points system, for example after accumulating 20 points the Member must attend an appointment with a psychologist with either a WA Police Force psychologist, one through the external provider Converge or Member's own choice of private psychologist.

Example of how points could be allocated:

- Regular Sudden Death – Two Points
- Second Sudden Death in seven days – bonus - extra two points
- Third Sudden Death within seven days – bonus - extra four points
- Sudden Death of a juvenile – Five Points
- Victim of an assault (Assault P.O) – Two Points
- Victim of an assault with injury (Assault PO serious) – Five Points
- Sudden Death of an infant – 10 Points
- Fatal Car Crash – 10 Points
- Murder First attender – 15 Points
- Police Shooting – 20 points

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

5.2 ROCKINGHAM KWINANA BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to establish protocols on how permanently and temporary non-operational staff are deployed within the WA Police Force.

Explanation

Non-operational officers have varied reasons and medical conditions that have made them non-operational, there is no category that would fit all non-operational staff.

Each officer is managed by a medical expert external to the WA Police Force. Often officers are required to continuously explain their medical condition, to non-medical staff, when they are instructed to undertake different duties to their normally agreed role.

This can cause embarrassment and stress to the non-operational officer, as they must explain why they cannot change their roles. Some of these medical injuries are not necessarily always physical but rather mental health issues.

The medical boundaries of employment should be managed Health, Welfare and Safety Division with agreed specified work tasks. Any change of workplace or role that is not related to tenure, should be done in consultation with the officer and Health, Welfare and Safety Division.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

5.3 FREMANTLE BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to urgently seek a safe and affordable parking facility near the current Fremantle Police Complex situated on High Street, Fremantle.

Explanation

The Fremantle Police Complex is situated on High Street, Fremantle, in what was supposed to be a temporary measure when the previous police station closed in 2013. Completion of the new police complex in Fremantle is still at least two years away. Currently, the only parking that has been made available for police employees working out of the Fremantle Police Complex is located at Captain Munchies, approximately 850 metres away.

The carpark is outdoor, not covered, not enclosed, not secured and not patrolled by security. Police personnel are trusting their vehicles to be left in the open and hope that they are not broken into whilst on duty.

Of greater concern is the safety of our Members. The Fremantle CBD has inherent safety concerns due to the night life and associated alcohol consumption, and related disorderly behaviours, assaults and the like. The walk takes an able-bodied person in appropriate weather conditions approximately 10 minutes to navigate. The walk can take up to 20 to 30 minutes for employees with physical disabilities.

In 2020 there have been at least three incidents where off duty police officers have been abused and/or assaulted walking either to or from their cars, and have specifically been targeted because of their occupation, as well as officers' vehicles being broken into whilst they are at work. It is unsafe to expect our officers to walk 850m in the hours of darkness, often alone, with no accoutrements and no security assistance, and the only resolution to this issue would be to secure closer, safe and secure parking for all Members based at Fremantle until the new police complex is completed.

Despite the promise of a new police station in Fremantle, this is still approximately three years away, and staff need this parking made available for that interim period.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

6.0 Government Regional Officer Housing (GROH)

6.1 WEST KIMBERLEY BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to lobby GROH to improve response times to requests by tenants on repairs to properties.

Explanation

Members are currently experiencing significant delays in the time taken to have repairs completed after submitting fault sheets to GROH. These delays have a significant impact on officers and their families when time frames are not met.

An officer with a young family made a complaint about the number of rats that were living in a large palm trees on his property. His young children were unable to play in the rear yard as it was unsafe and hazardous to their health to be around the tree which was covered with rat faeces. It took nearly two years for this complaint to be dealt with.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

6.2 CENTRAL MIDLANDS BRANCH

Conference directs the Board of Directors to lobby the State Government to institute a rent freeze for all GROH properties for the duration of the current Industrial Agreement.

Explanation

GROH rents are in some cases higher than private rental market rents. To attract and retain police officers, GROH rents should not be increased.

Moved:

Seconded:

CARRIED / LOST / WITHDRAWN

6.3 MIDLAND BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to apply Regional Incentives/Subsidies/Allowances (including access to free or subsidised GROH Housing) currently provided to police officers to also be provided to police auxiliary officers.

Explanation

As recently evidenced in the delay of filling the Custody Band 2 vacancies at Kununurra, South Hedland and Carnarvon Police Stations.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

6.4 GERALDTON BRANCH

Conference directs the Board of Directors to lobby the Commissioner of Police to include a vacate clean in the rent price for officers in GROH houses or to give officers an additional two cleaning days as part of their move from GROH housing.

Explanation

Rent has increased for officers in GROH houses in previous years, but officers have not been given anything in return for the rent increase. In some areas, GROH rent is not much more than renting privately.

Moving out of a GROH house and moving to another regional town or back to Perth is stressful enough. The up-lift day occurs, and you are left cleaning your house but are required to be on the road the next day usually leaving you less than four to five hours to clean your house.

If you are transferring anywhere where it requires more than a one day drive you need to be on the road the next day and spending all night cleaning then becomes a fatigue hazard.

Once you have left your house it is unknown if there are any issues or if the cleaning is satisfactory, even if you get private cleaners and it is not satisfactory, you are still expected to sort it out or you get billed where in normal circumstances you should be given satisfactory time to rectify any issues.

Cleaning your own house also means you are required to transport items including but not limited to vacuums, mops, buckets, rags, pressure cleaners and cleaning chemicals in your own vehicle which makes it very difficult if officers have a family and or pets to take with them.

With the current COVID-19 pandemic, cleanliness is very important a standard of cleanliness which is set and carried out by professionals in all towns so officers knew that when they were leaving or moving into a GROH house they had no worries about the cleanliness of the property.

If professionals were to clean officers GROH houses and issues were to arise it would be up to GROH and the professionals to make sure the house was at the required standard and could prevent the officers having claims made against them for cleaning below standard.

Moved:
Seconded:
CARRIED / LOST / WITHDRAWN

