Mr George Tilbury  
President  
WA Police Union  
639 Murray Street  
WEST PERTH WA 6005

Dear Mr Tilbury

Thank you for your letter dated 20 February 2017 outlining the WA Police Union's 2017 Pre-Election Submission. Attached for your information is a detailed response to each recommendation.

The Liberal Party is proud of the achievements in the Police portfolio since the Liberal-led Government was first elected in 2008. We have delivered on every single election commitment we have made.

The Liberal-led Government has recruited 1,050 Police and Auxiliary officers resulting in the highest police to population ratio in 13 years.

Since 2008 the rate of crime in Western Australia has declined by 10%.

If re-elected in March this year I look forward to continuing our strong relationship with the WA Police Union to help build on these successes.

Yours sincerely

LIZA HARVEY MLA  
DEPUTY PREMIER; MINISTER FOR POLICE; ROAD SAFETY;  
TRAINING AND WORKFORCE DEVELOPMENT; WOMEN'S INTERESTS

7 MAR 2017
LIBERAL PARTY –
RESPONSE TO PRE-ELECTION SUBMISSION FOR THE WA POLICE UNION

1. In recognition of the increased dangers in today's policing environment, the State Government must commit to maintaining the current Police Budget. WA Police must be excluded from any efficiency dividends that impact on frontline policing.

All efficiency dividend measures across government have taken into account the potential impact on frontline policing services.

2. The State Government commits to increasing the number of police stations and associated facilities to meet the increased demands on police.

3. Improve existing police stations/facilities to ensure they are fit for modern policing and cater for future growth. Improvements to parking at all facilities must be a priority and requires changes to the Police Building Code to ensure minimum parking levels for all police officers at each location.

Since 2008, the Liberal-led Government has invested $400m in new police stations and upgrades.

In 2016, we opened new stations at Yalgoo, Mundijong, Ballajura, Cockburn, Eucla and Waroona.

A re-elected Liberal Government will build a new $13m Forrestfield police station and spend a further $5m to refurbish Mandurah station.

4. In light of the increased terror threat to police officers and weapon related assaults, the State Government must fund personal issue stab proof ballistic vests for all frontline police officers.

Personal issue Enhanced Load Bearing Vests (ELBV) are supported in principle and if re-elected a Liberal-led Government will discuss this proposal with police.

Load Bearing Vests will continue to be available for all officers to use as the operational need arises and will be maintained to the highest standard at the station level in alignment with the current deployment policy.

Since 2008, we have passed a raft of legislation that protect police officers, namely:
  - blood testing for people who bite or spit at a police officer;
  - mandatory sentences with no parole for adults convicted of assaulting police;
  - mandatory sentences for offenders convicted of reckless driving during police pursuits and for drivers who attempt to escape a police pursuit and engage in dangerous driving that causes death or serious injury; and
  - providing adequate legal protection for police engaged in pursuits in the line of duty.
5. The State Government commits to recruiting 1,000 additional police officers, including:
   - 750 frontline police officers plus appropriate resources to fully equip and
     support these new officers.
   - WA Police commit to recruiting 200 traffic police officers and additional
     resources to increase traffic patrols, all funded from the Road Trauma Trust
     Fund.

A re-elected a Liberal-led Government commits to maintaining a ratio of 249 police officers
and police auxiliary officers per 100,000 population over the next four years. That is higher
than at any point over the last 13 years, including in 2005 when it was 245 per 100,000.

### WA Police Officers and Auxiliary Officers (Actual) per 100,000 population

<table>
<thead>
<tr>
<th>Year</th>
<th>Police &amp; PAO (FTE)</th>
<th>Estimated Residential Population as at 30 June</th>
<th>Police per 100,000 pop</th>
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<td>2017</td>
<td>6,584</td>
<td>2,648,578</td>
<td>249</td>
</tr>
</tbody>
</table>

Source: WA Police

Each budget cycle, police will know based on population growth for the following year how
many officers Police can recruit to maintain that ratio. Police can also request additional
resources if required.

This new system will give the Police Commissioner a lot more certainty and flexibility in
operating the Police force.

At the 2008 and 2013 State elections, the Liberal’s committed to deliver 1,050 more police
and auxiliary officers. We have delivered on those commitments.

The Liberal-led Government has passed legislation to support police operations and cut
back on unnecessary administrative duties. The Frontline 2020 model has moved 200
police officers from administrative roles back to the frontline.
In 2014 the *Criminal Investigation Act 2006* was amended to allow police officers the ability to detain arrested suspects in custody, freeing up police time and allowing officers to get back to frontline duties.

The Liberal-led Government passed changes to the *Misuse of Drugs Act 1981* to give police additional powers to conduct targeted searches for prohibited drugs in vehicles in designated drug transit areas, and in the distribution centres of courier companies.

The Liberal-led Government clarified and expanded search powers for police under the *Terrorism (Extraordinary Powers) Act 2005*, where police can now carry out a covert search warrant in 'reasonable suspicion,' rather than in circumstances of 'reasonable belief,' and the operation of WA's terrorism laws has been extended for a further 10 years.

The Liberal-led Government has ensured that for every rank, WA police officers are amongst the top two in Australia in terms of salary.

In the 2013-14 budget, we delivered on an election commitment by providing $10.5m for attraction and retention payments to help attract police officers to regional areas of WA.

In 2016, $3.1 m was allocated to the highly successful Meth Teams and a Liberal-led Government will provide a further $19.5m if re-elected.

Traffic enforcement activities are carried out by all members of the Western Australia Police. However, metropolitan traffic enforcement continues to be primarily carried out by the Traffic Enforcement Groups and Breath and Drug Operations. All of these areas regularly conduct traffic enforcement in regional WA for specific events and holiday period operations.

Traffic enforcement within regional WA is recognised as a key priority in the WA Police 2016-17 Traffic Enforcement Strategy and is considered core business for regional WA Police Stations.

Currently, six of the seven Regional WA Districts has a Traffic Coordinator (Sergeant) attached to the District.

In 2016, the Liberal-led Government provided $2.6m from the Road Trauma Trust Account to funding Operation Metaphor, which contributes to the reduction of fatal and serious injury crashes through targeted, highly visible patrols on arterial and secondary roads in regional areas within a 250km radius of Perth.

- That WA Police increase the number of support staff in its Health and Safety Division by 50 FTE positions to appropriately cater for the welfare needs of police officers. It is acknowledged that personnel with the requisite expertise may be required, in lieu of some police officers for these positions.

WA Police’s Health and Safety Division is undertaking a form and function review under the Workforce Optimisation Project, and increasing the number of support staff will be considered following the completion of that review.
6. Police officers be exempted from the draconian restrictive State Wages Policy, with provision to negotiate a fair and reasonable outcome.

The Liberal-led Government is committed to achieving a negotiated outcome for the replacement agreement consistent with Wages Policy parameters. The Liberal-led Government has ensured that for every rank, WA police officers are amongst the top two in Australia in terms of salary.

7. The State Government commits to increasing employer superannuation contributions.

The Liberal-led Government has ensured that for every rank, WA police officers are amongst the top two in Australia in terms of salary.

8. The State Government, in consultation with WAPU, undertake a complete review of the Police Act & Regulations to modernise the legislation and to include:

- Modernisation of the Bankruptcy provision.

The Liberal-led Government announced a Support Package for Police in November 2016 which includes the removal of the out dated bankruptcy provision.

- Legislation to protect police officers’ rights, that evidence coercively obtained from them in CCC examinations and/or WA Police internal interviews, and information derived from that evidence, not be used against them when on trial for a criminal offence.

WA Police will continue its work to enshrine protection from self-incrimination to be caveated and prevented from release into the criminal courts.

- Pass legislation introducing a "special reasons test" to protect police officer's disciplinary records from being obtained in fishing expeditions in civil and criminal legal cases.

A Liberal-led Government supports this in principle, and if re-elected will consider it further.

9. The State Government closes the loophole which allows offenders to be released on parole prior to serving the mandatory minimum term of imprisonment for driving recklessly while evading police.

As part of the Liberals’ 2017 pursuit policy package includes:
- Remove parole for offenders receiving a mandatory minimum pursuit sentence.
- Minimum mandatory six months prison for evading police in a pursuit.
- Reckless driving during a pursuit increasing from six to 12 months prison.
- Dangerous driving cause death during a pursuit increasing from 12 to 24 months prison.
- Dangerous driving causing bodily harm during a pursuit increasing from six to 12 months prison.
- Dangerous driving causing grievous bodily harm during a pursuit increasing from 12 to 18 months prison.
• Trial of dash cameras to record interactions in all TEG vehicles.

10. The State Government pass legislation that imposes a mandatory life sentence for offenders found guilty of murdering a police officer.

The intent of this proposal is supported, however it appears that courts are handling this matter appropriately.

In the last 60 years, three people have been convicted of murdering a police officer in WA. Two of them received life sentences and the third was hanged.

11. The State Government impose harsher penalties for offenders found guilty of assaulting a police animal.

A Liberal-led Government would support the intent of this proposal. Police are currently considering it as a part of the Statutory Review of the Criminal Investigation Act 2006. It is anticipated that this review will be completed in mid-2017.

12. The State Government amend the Road Traffic Act 1974 forcing motorists to slow down 100 metres either side of emergency service vehicles that are flashing their lights. In addition, an advertising campaign must also be funded to make the public aware of the changes and the need to also give way to emergency service vehicles driving under priority.

Currently, legislation requires all drivers to drive in such a manner as to avoid endangering any person or property in any circumstances. Charges that could result from failing to do this would depend on the circumstances. The most serious are dangerous driving under section 61 of Road Traffic Act 1974 or the new charge of careless driving causing death, grievous bodily harm or bodily harm under section 62 of the Road Traffic Act 1974 that the Liberal-led Government introduced in 2016.

The Road Safety Commission (RSC) website has a specific section detailing the road rules in respect to giving way to emergency vehicles and this information is also included in the RSC publication 'The 12 Most Asked About Road Rules'. This booklet is available on the RSC website or by contacting the Commission.

13. The State Government grants police officers full access to the Western Australian Industrial Relations Commission.

Currently, the Commissioner of Police has complete autonomy regarding the operational transfer of officers and the ability to appropriately manage performance.

Implementation of this proposal will undermine that autonomy and compromise capacity to strategically deploy officers as required.

14. The State Government does not make any changes to the powers of the Corruption and Crime Commission (CCC) so it remains solely an investigative body in relation to criminal offences.

The policy questions of whether to empower the CCC to undertake prosecutions are currently being considered by the Attorney General.
15. The State Government commits to fully funding the existing Regional WA Attraction and Retention Allowance.

In the 2013-14 budget, the Liberal-led Government delivered on our election commitment to provide $10.5m for attraction and retention payments to help attract police officers to regional areas. This matter will be further considered as part of next year’s budget deliberations.

16. The State Government allocate additional funding so WA Police can increase the number of roadside drug tests conducted each year.

The State Government is committed to reducing the numbers of deaths and serious injuries caused by drink and drug driving on Western Australian roads.

As part of the Liberals’ Road Safety Policy, we will continue to ensure WA Police have the resources to significantly increase the volume of drug and alcohol testing of drivers on Western Australian roads.

In 2016-17, over $6m has been allocated to WA Police from the Road Trauma Trust Account to increase breath and drug testing and expand drug testing capabilities. These funds will allow WA Police to conduct over 280,000 additional breath tests, and over 16,000 additional drug tests this financial year.

The number of drug tests conducted by WA Police has increased from 19,257 in 2014-15 to 30,424 in 2015-16. The number of random breath tests has increased from 1,109,618 in 2014-15 to 1,511,166 in 2015-16.

17. The State Government introduces legislative change that will permit additional methods to be utilised by police officers to end pursuits sooner, including force and roadblocks, whilst providing the necessary protection.

The Liberal-led Government supports ending police pursuits as quickly and as safely as possible for both police officers and the public. We do not support a ban on police pursuits which has happened in other states.

All WA Police categories of emergency driving are governed by very strict policies, guidelines and procedures, and these are continuously under review to ensure risks are mitigated while still maintaining an acceptable level of law enforcement.

Since 2008, the Liberal-led Government has passed legislation that protects Police officers and adequately punishes offenders who engage in pursuits. Specifically, mandatory sentences for offenders convicted of reckless driving during police pursuits and for drivers who attempt to escape a police pursuit and engage in dangerous driving that causes death or serious injury.

The Liberals’ 2017 pursuit policy package includes:
- Remove parole for offenders receiving a mandatory minimum pursuit sentence.
- Minimum mandatory six months prison for evading police in a pursuit.
- Reckless driving during a pursuit increasing from six to 12 months prison.
- Dangerous driving cause death during a pursuit increasing from 12 to 24 months prison.
• Dangerous driving causing bodily harm during a pursuit increasing from six to 12 months prison.
• Dangerous driving causing grievous bodily harm during a pursuit increasing from 12 to 18 months prison.
• Trial of dash cameras to record interactions in all TEG vehicles.

18. WAPU seeks bi-partisan support for a workers compensation style scheme for medically retired police officers in addition to existing entitlements, including:
• Financial assistance to implement a program that retracts medically retired officers so they can be employed elsewhere in the public sector.
• Pass presumptive legislation for police officers with respect to a range of specific illnesses and injuries including post-traumatic stress disorder.
• The State Government establishes an ongoing compensation scheme that adequately and appropriately financially compensates medically retired police officers.
• The Former Officers' Medical Benefits Scheme be amended to encompass officers who suffered a work-related illness or injury before 1 July 2007 and to provide for vocational rehabilitation.

In 2008-09, the Liberal-led Government introduced the Police Officer's Medical and Other Expenses Bill to provide medical protection for police officers.

In November 2016, the Liberal-led Government announced a Support Package for Police which included Workers' Compensation. This proposal maintains the current sick leave and medical reimbursement entitlements available to officers. This is something that no other government has offered before.

Officers requiring extended leave or retirement through a work related injury would have access to funding, including potential for lump sums to pay for medical and rehabilitation services.

If re-elected, the Liberal-led Government will continue work looking at options to support Police officers who have already been medically retired officers and who can't access the current medically retired compensation scheme.

We do not support presumptive legislation for specified illnesses or injury. In other jurisdictions where this has been enacted it has been considerably more expensive than anticipated.

19. The State Government expands the existing provisions in Mandatory Testing (Infectious Diseases) Act 2014 to allow mandatory blood testing of anyone who accidentally exposes a police officer to their blood or bodily fluids.

The WA Police Infectious Diseases management policy outlines the processes in place to cover an issue of accidental exposure and the capacity to test items such as syringes and as such we are advised that this proposal is not considered necessary. There is also potential that the health workers who are tasked with obtaining the samples, and are not fully supportive of the current legislation, are likely to have further concerns.
20. The State Government makes changes to the Occupational Safety & Health Act 1984 to allow police officers to refuse dangerous work.

Police have a challenging and at times dangerous job as they are often first responders. For that reason it is impractical to implement this change. In recognition of this we have committed to maintaining the suite of existing entitlements available to officers in our Support Package for Police Officers.

21. The State Government makes provisions to allow police officers to be fully armed in all courts in Western Australia.

From 2016, police officers attending all court buildings (except for the Supreme Court) for clerical or administrative duties are allowed to wear the full range of accoutrements, and members attending as witnesses or prosecutors are able to retain handcuffs, extendable batons and police radios at all times.

Storage arrangements at Perth Prosecuting, Central Law Courts, Perth Children’s Court, and Supreme Court are complete and have been approved for operation by Licensing Enforcement Division with infrastructure required to safely de-kit/re-kit and store firearms, ammunition, Tasers and OC spray.

In light of the 2016 incident at Joondalup Court complex, the Standard Operating Procedures and security arrangements are being reviewed by the Attorney General.

22. The State Government establishes a Department for Emergency Services Workers’ Affairs that remunerates eligible members with appropriate benefits; provides a range of health care and support services for eligible members; and offers specialised, free counselling.

Current staff are able to access a number of internal support processes – including Peer Support Officers – along with specialist medical assistance where required. Members and their families can also access support from the Employee Assistance Provider.

Independent support groups for ex-employees are not unusual and Police officers who retire or are medically retired have an opportunity to join existing external groups for support. These include the Retired Police Officers’ Association and the Medically Retired Police Officers’ Association (MRPOA).

Two members of the MRPOA have been trained by WA Police as peer support officers. This training was provided to help the MRPOA better support their members. One of the MRPOA staff has also been trained to become a Mental Health First Aid trainer.

As part of the Workforce Optimisation Project, WA Police is reviewing options for transitioning to retirement training for all police personnel.

Retired Police Officers who have a work-related psychological issue can access support with payment for their medical expenses through the Former Officers Scheme.
Other Liberal Party Police portfolio 2017 election commitments

A re-elected Liberal-led Government will deliver a $190 million suite of strategies to combat meth in Western Australia. Our Meth Policy will see the introduction of the toughest penalties in Australia for dealers, compulsory treatment and a significant investment in rehabilitation.

$88 million will deliver a host of measures to punish dealers and stop meth getting to our streets. Anyone caught dealing even small quantities of meth will face a mandatory prison term. Time behind bars would be between one and 15 years depending on the quantity meth offenders are caught trying to peddle. These tough new laws will be supported by:

- $23 million for the WA Police Meth Teams;
- $30 million for additional prosecutors, magistrates and judges;
- $35 million for two new wings at Casuarina Prison; and
- $200,000 for dedicated MethStoppers line, run by CrimeStoppers.

A further $94 million will be invested to reduce demand for meth under our intervention and rehabilitation package which will target everyone from first time users to long term addicts. Diversion programs and compulsory rehabilitation orders for minor possession charges will help get users off the drug and away from the justice system. The package includes:

- $20 million for 85 additional rehabilitation beds across WA taking the number to 145;
- $39 million to establish compulsory rehabilitation facility and services;
- Meth intervention orders for first time minor possession;
- Rehabilitation orders for second time minor possession;
- $26 million for prison drug treatment programs;
- $8 million will be committed to educating the community about the dangers of meth;
- $2 million for drug and alcohol nurses in hospital emergency departments;
- $1 million to the Next Step meth treatment clinic;
- $4 million for home based clinical and withdrawal services;
- $0.9 million to the Meth Helpline; and
- $1 million for a trial mentoring and peer-non clinical support for addicts and families in crisis.