

The logo for the Police Association of NSW (PANSW) is displayed in white, bold, uppercase letters on a dark blue rectangular background. The letters are spaced out and have a clean, sans-serif font.

POLICE ASSOCIATION OF NSW

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Police News

The background of the entire page is a close-up photograph of several triangular slices of watermelon. The watermelon is cut into thick, juicy pieces, showing a vibrant red interior with small black seeds and a thin green rind. The slices are arranged on a rustic, light-colored wooden cutting board. The background is softly blurred, showing green foliage and a pine cone, suggesting a natural, outdoor setting.

Award 2024 dissected
Everything you need to know
Hitting pays this summer

News & Information p3-15



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CROSSWORD SOLUTION

DOWN - 1) MICKFANNING 2) NOBBYSBEACH 3) WESTBANK 4) GOGGLES 5) SORGHUM 6) RODLAVER 7) BARBECUE 8) CHLORINE 9 LADYBAY 15) CRONULLARIOTS 17) INDIA 20) CHRISTMAS 23) NIPPERS 24) KAYAK
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**Cover**

Award 2024 dissected
 Everything you need to know
 Hitting pays this summer

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NON LAC REGION AREA 4
Chad George

Chad George

Executive Member / Non LAC 4

■ Chad attested from the NSW Police Academy in Goulburn in 1995. He was initially stationed at City of Sydney Station before being moved to Petersham and then Marrickville. He primarily worked in General Duties during this period and worked in proactive policing teams. In 1999, he moved to Highway Patrol on the Northern Beaches before being promoted to Sergeant.

After moving to Gosford in 2004, he was involved in a Critical Incident which sadly resulted in the death of a colleague. The support that the PANSW provided to him during the subsequent Coronial Inquest and to the family of the police officer who passed away stayed with him. Wanting to give back to the membership, he became involved in the Brisbane Waters Branch of the PANSW.

In 2011, he transferred to Tweed Heads Highway Patrol as a Supervisor. In 2014, he was promoted to Senior Sergeant as the Cluster Supervisor. At Tweed Heads, he became a Branch Official and worked closely with former Executive Member

Mick Boko. A restructure within the Command in 2020 saw him re-engage with the PANSW and gain a greater understanding of the assistance provided by the Industrial Team.

“The support that the PANSW was able to give to me as a displaced officer encouraged me to help others who may find themselves in similar situations.” He said.

Following this period, Chad took on a Supervisor position at Byron Bay. In 2024, he moved back to Tweed Heads as the Highway Patrol Supervisor where he is currently stationed.

As an Executive member for Non-LAC 4, he looks forward to implementing the new Award and explaining the benefits to members.

Along with raising awareness about what the Association has to offer, Chad wants to expand the number of Branches across the state, utilising relationships built up during his career to increase member engagement.

“It’s about reaching out and encourag-



THE NEWEST MEMBER OF PANSW’S EXECUTIVE: CHAD GEORGE

ing people to be involved. It gives the members a voice to let them be heard and an avenue to channel that voice through their local Branch, to their Organiser, to their Executive Member to make a difference.”

Chad has been involved for many years with the Wall To Wall Ride for Remembrance as a Committee Member and participant. The annual events have raised thousands of dollars for NSW Police Legacy.

PANSW President **Kevin Morton**

Change you deserve

■ After drawn out and robust negotiations, we received a formal negotiated offer for your pay and conditions for the next four years in November.

This offer exceeds any other Police jurisdiction across the country, will see the highest pay increases achieved in the last 30 years for NSW Police and outstrips what we have seen accepted by other public sector agencies.

Did we achieve everything we set out to achieve? No; we set the bar high and for very good reason. For most members, this is generational change to your Award.

Generational change

As a result of the negotiations, all Non-Commissioned Officers between the ranks of Probationary Constable and Senior Sergeant receive increases between 22.3% and 39.4%, not including shift allowances or the new allowance for those who train our Probationary Constables.

The overall Award increase is complex, beyond adding a percentage to your salary and current pay scale. The suite of benefits must be considered including:

- From the percentage pay rise to the compressed increments where every member will reach the top level in a much shorter timeframe
- the increases to all shift penalties of 26.3%
- the leadership retention payments of \$5400 for our most long serving Senior Constables and Sergeants along with Commissioned Police Officers in our workplaces
- increases to all allowances and the inclusion of the new Field Training Officer Allowance for those training the next generation

This Award will see over 10,000 Non-Commissioned Officers receive a pay rise during this Award of 25% or greater.

In the first year of this Award, our experienced long serving Senior Constables in all duty types will be au-



KEVIN MORTON AT JOINT PRESS CONFERENCE 25/11/24

tomatically progressed into the Leading Senior Constable pay grade, giving you an additional increase in salary of over \$4500 per annum, which is in addition to any percentage increase. Overall, this provides an 8% increase in the first year alone.

By July 2027, a top level Senior Constable, who works a rotating roster will earn over \$150,000 per annum plus 12% superannuation.

This offer also removes overlapping pay scales, by making first year promoted officers' salaries now at least 7% higher under this Award offer.

By July 2027, a top level Sergeant who works a rotating roster after 4 years on rank, will earn over \$170,000 plus 12% superannuation.

Commissioned officers

Commissioned Officers between the rank of Inspector and Superintendent will receive increases between 20.5% and 27.1% which is inclusive of salary, the Leadership Retention Payment of \$5400 and increases to the value of their 12.5% annual contract non-renewal benefit.

Was it what you asked for? No.

Was it the best that I could achieve for you? The answer is yes.

When we first commenced negotiating with the Government, there was a perception due to your current total cost of employment that you were all viewed by Government as Senior Executive Service employees. All but Level 1 Inspectors go over the 200K package starting point for SES.

This perception is incorrect; you are Award workers and should be factored into the Award negotiation. This was made very clear to the Government. Throughout the negotiations our position did not change. The Government's position of a wage freeze for SES employees was being applied to you all, with the position being 0% for the first 2 years. During these negotiations, we reminded the Government that you were not like other high level Public Servants.

Your Award - Your Vote

This offer was considered by your elected PANSW Executive and was put to the membership with a recommendation to vote yes.

Voting opened on Monday 18 November. 10,822 members voted, with an overwhelming 96% of members who voted voting yes, with the membership agreeing that this offer showed you the respect that you deserved.

This historic outcome that will impact future generations of police officers has only been achieved through you. Through unrelenting challenges and staff shortages, you have continued to show unwavering dedication and commitment to serving the people of NSW.

Looking ahead to 2025

At a time of year when others will be winding down, many of you will be out in uniform over the coming weeks. Just remember your Association is here to provide assistance 24/7 when you may need it.

On behalf of the PANSW Executive and my staff, I wish you a safe and joyful Christmas season and a Happy New Year with your family and loved ones.



ALBURY POLICE STATION: ONE OF OVER 80 AWARD INFORMATION SESSIONS HELD THROUGHOUT NSW

Elyssa King & Angus Skinner PANSW Communications

Path to Award 2024

2011

■ Following their election in 2011, the NSW Government under the Liberal-National Government made sweeping changes to the Industrial Relations landscape in NSW. The O'Farrell Government introduced policy that set an upper limit of a 2.5% wage rise, imposing a legislated wages cap on increases for police and all public sector workers for more than a decade.

Despite the objections from the Association, the Government also enacted the Police Amendment (Death and Disability) Act 2011 to kill off the Crown Employees (Death and Disability) Award 2005, requiring the Commissioner of Police or relevant Minister to take out insurance policies providing for certain types of death and disability benefits, ultimately resulting in the Police Blue Ribbon Insurance products with Aware Super. All police officers would come to be impacted by the issues that came from insurance premiums being washed

through super and causing them to breach the Concessional Contributions Cap.

2011 -2022

In the years that followed, the introduction of the wages cap created significant limitations on the ability of unions across the public sector to pursue increases. Despite this, the PANSW still continue to advocate for its members.

In 2011, where we secured an exemption to the wages cap for the only time, we ran an arbitrated pay case in the Industrial Relations Commission of New South Wales (IRC) which resulted in the creation of the Prosecutors pay scale, similar to the Detectives (which was secured in 2005) which included the Grade 4 SDA and a Special Prosecutor allowance as a superable salary. The accelerated and extended pay scales meant an annual salary increase was payable except for 1st and 2nd year Sergeants in those duty types. It was

also in that same hard fought arbitration which saw FSG Forensic Investigators prove the arbitrated pay principles, also achieving a separate allowance from this decision.

In 2020, during the Covid-19 pandemic, the Coalition Government announced its intention to impose a 12-month wage freeze which would mean there was no 2.5% increase as per the wages cap in pay for the year 1 July 2020 to 30 June 2021.

Against the backdrop of the pandemic, the PANSW ran its case in the Industrial Relations Commission (IRC) between August and December 2020 arguing that 2.5% should be awarded to police officers.

On Monday 3 May 2021, the Full Bench of the IRC handed down its decision to order a 1.75% increase to the salaries and salary-related allowances of police officers, with backdating being awarded to 1 July 2020.

This outcome was achieved with 31

'The vote opened on Monday 18 November, with unprecedented numbers making their voice heard.'

members from across ranks providing compelling evidence to Field Organisers and Industrial Officers related to the work being performed by police officers around the state to showcase work value, productivity and efficiency measures. The decision set police officers apart from decisions made across the public sector where 0.3% was set as the wage increase for 2020.

2023

After its election, the Labor Government honored its commitment to remove the wages cap with the legislative amendments made in September 2023 to remove it.

The 2023-2024 Budget aimed to build on efforts to restore essential services and address critical staffing shortages across the public sector with a \$3.6 billion Essential Services Fund to support a new bargaining framework.

In November 2023, the PANSW provided its log of claims to the NSWPF which formed the basis for the 2024 Award negotiations, which included acceleration of increments, ensuring a pay rise every year during the increments, increasing the starting salary for our promoted officers and the inclusion training allowances and more.

Negotiating Conditions in 2024

The lead up to the budget announcement in June set the scenes for tough bargaining conditions for public sector workers.

NSW Treasurer Daniel Mookhey warned that New South Wales was facing a budget shortfall of \$11.9 billion in expected revenue over four years based on NSW Treasury modelling, tanking the previously forecasted surplus for the year ahead.

The loss comes because of NSW's GST revenue carve up from the Federal Government's Commonwealth Grants Commission. It distributes the GST using a complex formula that aims to give each state the capacity to deliver comparable

public services. NSW was allocated 27.1% of the national GST pool for the next financial year, down from 29 per cent in 2024.

"Put simply – losing \$11.9 billion is the equivalent of losing 19,000 healthcare workers; \$11.9 billion is enough to hire 19,000 teachers, or 16,000 police officers for the next four years; \$11.9 billion is how much we spend on mental health, TAFE and the NSW Police Force combined every year," Mookhey said in a speech to the McKell Institute.

The Treasurer warned that as a result that the focus would be on 'must-have' policies relating to the cost of living crisis, education and health.

In May 2024, the week of the PANSW Biennial Conference, the NSW Government offered a 10.5% baseline offer for public sector workers over 3 years.

"This does not represent a final offer for our police officers and is well below a figure that we would be willing to put to members for a vote." PANSW President Kevin Morton said in Police News.

During his address at Conference, The Premier guaranteed to delegates that he would backdate any offer reached to 1 July 2024.

Into the latter half of 2024, the completion of the complex body of work linked to the restructuring of the PBRI into the new EPSS, leading to the future resolution of the Concessional Cap issue, allowed for the negotiations to accelerate.

The complexity of the Award and the once-in-a-generation change that the components would mean for police officers of all ranks meant that discussions at the bargaining table were extensive, with the negotiations between the parties being protracted as the importance of all the elements included were debated.

Award 2024

On Monday 11 November, NSW police were offered the biggest pay rise of any public sector union by the NSW Government, while other public sector

unions continue to battle with the Government for their own outcomes. The offer made to police officers was starkly contrasted with nurses and midwives, who were portrayed in the media furiously walking off their wards for 24 hours in protest after rejecting the Government's latest offer.

The same day, details of the offer were shared with the membership through communications from the PANSW President. The offer was endorsed by the Executive, with each Executive Member sending individual videos to their region sharing their thoughts on the contents of the Award offer and encouraging members in their area to make their voice heard and cast their vote.

The week that the offer was launched, PANSW Executive Members, Assistant Secretaries, Organisers and Industrial Officers with the assistance of local branch officials visited stations in metropolitan and regional areas around the state to speak to members in person and explain the offer and what it would mean for police officers in greater detail. PANSW President Kevin Morton, PANSW Secretary Pat Gooley, Assistant Secretary Kirsty Membreno, Assistant Secretary Organising Paul Hannen, PANSW Lead Organiser Jon Goddard and PANSW Assistant Secretary Legal Tony Howell met with many members in-person to answer questions from members. Online meetings were also held for Branches where face to face was not possible, with a full version of the presentation shared with all members on the PANSW website.

The vote

The vote opened on Monday 18 November, with unprecedented numbers making their voice heard. The membership overwhelmingly voted yes with a record breaking turnout in support of the offer. The success of this Award offer is a direct reflection of your tireless commitment, service and contribution.



The value of this Award to Non-Commissioned Officers ranges between 22.3% - 39.4%.

Kirsty Membreno PANSW Assistant Secretary - Industrial

Award 2024 Salary Offer

This 4 year Award offer provides pay increases in a variety of ways depending on your rank and position on the incremental scale, back dated to 1 July 2024.

■ The value of this Award offer to Non-Commissioned Officers ranges between 22.3% - 39.4%. For all Non-Commissioned ranks, the average salary rise is 26.4%. Commissioned Officers will receive increases between 20.5% and 27.1%.

These ranges are on salaries alone, with increases to shift penalties and a new allowance in addition to these % ranges for Non-Commissioned Officers. The overall Award increase is complex. This is not just adding a percentage to your salary and current pay scale. The pay rise is secured through a suite of benefits which include:

Percentage Pay Increase

The value of the pay rise is achieved through a combination of:

- Quantum Increase (QI) - The amount of extra salary added to each pay scale from 1 July 2024
- Superannuation Guarantee Increase (SI) - The 1% mandatory increase to superannuation paid by the Employer into your superannuation account in 2024 (0.5%) and 2025 (0.5%) bringing the SG to 12% by July 2025. This is the last of the scheduled increases by the Federal Government.
- Compounded increases:
Non-Commissioned Officers 20.25% (4.5%, 4.5%, 5%, 5%)
Inspector 15.75% (4.5%, 3.5%, 3.5%, 3.5%)
Superintendent 14.1% (4%, 3.5%, 3%, 3%)

... and will include one or both of:

- Accelerated Incremental Progression (AIP)
The percentage of additional salary

you will earn after your 1 July 2024 Increment date from changes made to the pay scales removing levels and steps, increase of salary for the top level Senior Constable rank, and providing for annual increases for every officer.

And/or

- Leadership Retention Payment
A \$5,400 one off cash payment which reflects a % of your 2023 salary, paid to retain our most experienced Police Officers in the NSW Police Force at the higher incremental levels.
- Non-Commissioned Officers –
There are 73 Non-Commissioned Officer grades in the current pay scale. This Award offer delivers:
 - 50 grades will achieve a pay rise of 25% or greater
 - 15 grades will achieve a pay rise of 24-24.99%
 - 8 grades will achieve a pay rise of between 22-23.99%
- Accelerated Incremental Progression
- Pay scale consolidation
The current general pay scale structure in the Award has existed since 1997 where it takes lengthy periods to reach the top level with consecutive years without a pay increase and, upon promotion, you may have taken a pay cut.
Detectives pay scales were fought hard for and won in 2005 and Prosecutors in 2011 during the arbitrated pay claim advanced by the PANSW giving those duty types some pay compression. All Non-Commissioned salary scales have been compressed under this pay offer which provides for an additional % increase on top of the quantum increase.
This Award offer with a new pay scale provides for:

Less Incremental Steps

This means reaching top salary faster in all pay scales:

- 9 years to reach the top salary of Senior Constable, down from 15 years
- 4 years to reach the top salary of Sergeant, down from 8 years
- 2 years to reach the top salary of Senior Sergeant, down from 4 years
- 7 years to reach the top salary of Detectives and Prosecutors scales, down from 9 years
- 4 years to reach the top salary of D/ Sergeant or Prosecutor Sergeant, down from 5 years
- 2 years to reach the top salary of Det or Prosecutor Senior Sergeants, down from 3 years
- 6 years to reach the top salary of Inspector, down from 7 years

Pay increase every year

Under the current pay scale, 18 of the 73 Non-Commissioned pay grades did not attract a pay increase. The new pay scale has removed all of these steps in addition to some levels giving a pay increase every year to every officer on any incremental scale. 23 incremental levels have been deleted, with the new pay scales having 50 pay grades across all pay scales.

Increase for top level Senior Constables

For our most experienced long serving Senior Constables in all duty types you will all now be paid at Leading Senior Constable salary. All Police Officers will now reach this salary after only 9 years of service which is no longer restricted

to only 1200 officers (based on current Leading Senior Constable positions). In the first year of this Award, on your increment/anniversary date, you will be progressed to a salary higher than the current Level 1 Leading Senior Constable salary giving you an additional increase in salary of over \$4,500 per annum, which is in addition to any % increase. Overall, this provides an 8% increase in the first year alone which is \$9,495.

This same base salary is utilised for Detectives and Prosecutor pay scales, also giving them an increase and access to higher salaries with the further addition of their special duties allowances.

This Level will become the new Senior Constable Level 5 top level increment and by 2027 top Senior Constables will be earning a loaded salary of \$146,673 plus a \$17,600 superannuation contribution plus shift allowances.

Grandfathering existing LSC's

All current Leading Senior Constables will transition over to Senior Constable Level 5 in 2024 or 2025, enabling officers to have access to the new Field Training Officers allowance and the higher salary point. They will be grandfathered to preserve their current higher rate; no officer will be worse off. There will be no loss of salary and with the allowance paid on top of salary, General Duties officers will exceed top level Leading Senior Constable salary.

Increased starting salary on promotion

- Sergeants starting salary in 2024

\$131,163, up from \$119,970, increase Year 1: 9.3%

- Snr Sergeants starting salary in 2024 \$147,153, up from \$136,887 increase Year 1: 7.5%
- Det Sergeants starting salary in 2024 \$138,556, up from \$127,079 increase Year 1: 9.03%
- Det Snr Sergeant starting salary in 2024 \$154,546, up from \$143,996 increase Year 1: 7.3%
- Pros Sergeants starting salary in 2024 \$142,538, up from \$130,907 increase Year 1: 8.88%
- Pros Snr Sergeant starting salary in 2024 \$158,528, up from \$147,824 increase Year 1: 7.2%
- First year Inspector in 2024 \$167,646, up from \$153,395 increase Year 1: 9.3%

Removed overlap within duty types

Overlapping pay scales within duty types have been removed, meaning no officer promoted within their duty type will take a pay cut when they get promoted.

The starting salary for a Sergeant or Senior Sergeant in the duty type no longer overlaps with a Senior Constables or Sergeants salary. For a Senior Sergeant in the duty type this no longer overlaps with Sergeants. Inspector Year 1 rank has been increased above all Non-Commissioned Officers' salaries and there will be a no disadvantage clause applied for Senior Sergeant Prosecutors promoted to Inspector in 2027 and beyond in their duty type to ensure no loss of salary if promoted.

Higher Relieving rates

All relieving will now be payable at a higher rate and no longer will officers be relieving for free. The starting salaries at all supervisor ranks has been increased beyond just the % increase providing for an increase in relieving salaries of up to 9%.

Transition to new pay scales

Officers will transition onto the new incremental structure at their next incremental date or incremental anniversary for those on top level from 1 July 2024. Every officer (with the exception of some of the top level increments) will get a further pay rise in addition to the quantum % when they transition. The name of the incremental level will change depending on where you are within the incremental scale and if you are impacted by a deletion of a level or step.

Leadership Retention Payment

The Leadership Retention Payment (LRP) is a one-off lump sum payment in the first year of the Award of \$5,400 paid to officers in the middle or top end of the incremental pay scales who are the leaders in our workplaces. This payment is to reward those leaders currently in the workplace to retain them into the future.

This payment will be paid to officers as of 30 June 2024 who are:

- Senior Constable Level 6 and all Leading Senior Constable ranks
- Prosecutors & Detectives Year 6 and above
- Sergeants Year 3 and above

The overall Award increase is complex. This is not just adding a percentage to your salary and current pay scale.

- All Senior Sergeants
- All Detective and Prosecutor Sergeants and Senior Sergeants
- All Commissioned Officers

Field Training Officers Allowance

This Award offer enables all Police Officers to now achieve Leading Senior Constable salary within the pay scale. Additionally for the police who are training the Probationary Constables, the PANSW has negotiated the introduction of a Field Training and Assessment Allowance for General Duties officers who are rostered to work in a PAC/PD with a probationer during sessions 3 and 4 of their probation. This allowance is to commence from the first graduating class in 2025.

This allowance will be available to any General Duties officer who has completed the FTAO training course and who is rostered to work with a probationer. The allowance will be paid on a shift-by-shift basis, on top of any other shift penalty or allowance at the rate of \$43.60 per shift in 2024 and by 2027, \$50 per shift.

An officer who works 70 shifts during a year with a Probationer can expect to receive, on top of their salary and other shift penalties, up to \$3000 in 2024. If an officer does 100 shifts in 2027 this could see up to \$5000 pa. The value of this allowance to you will depend on the number of shifts worked with probationers.

For our junior officers who have been undertaking this work for years for free and who were not eligible for Leading

Senior Constable positions, this now financially rewards ALL officers (under the rank of Sergeant) who train our newest junior recruits.

Increase in shift allowances

The PANSW has secured a 26.3% increase in all shift allowances with 10.1% being delivered in Year 1 2024

Based on block rostering throughout a year (66 shifts), an officer in General Duties will likely earn up to \$6,000-\$7,000 in night shift penalties alone per annum.

	A Shift	B Shift	C Shift
2024	\$79.53	\$92.79	\$53.02
2025	\$82.72	\$96.50	\$55.14
2026	\$86.85	\$101.33	\$57.90
2027	\$91.20	\$106.40	\$60.80

Telephone recall and on call arrangements

Modernisation of the clause and the introduction of payment at the overtime rate of pay (as opposed to TOIL only) for on call telephone recalls for officers outside the rank of Detectives (as Detectives already receive this). These

officers have only ever received TOIL and from this Award improvement will now be entitled to payment at overtime rates. Noting the nature of the work is different to that of a physical recall, it will be paid in 15-minute increments for time worked. This will be cumulatively recognised for multiple calls of less than 15 mins within a 3-hour period.

Despite strong submissions and advocacy by the PANSW to increase the on call rates for Police Officers, the base rate of on call was not increased as part of this Award offer. The 19.25% increase will be applied to the on-call rates over the 4 year Award term.

SDA Modernisation

This Award offer will increase all Special Duties Allowances in all grades by 19.25% over the 4 years.

All duty types with a Grade 1 Special Duties Allowance will be maintained in the duty types as per the current Award for current and future officers eligible to receive this grade allowance. The PANSW and NSWPF have agreed to modernise the SDA process including introducing three levels of SDA. New SDA applications will follow a revised application process which will commence at a Grade 2 standard under the HAY methodology.

Kirsty Membreno PANSW Assistant Secretary - Industrial

Frequently Asked Questions

Award Offer

Q. In previous Awards we just got a simple % pay rise. Why is this year different?

■ The overall Award increase is complex. This is not just adding a percentage to your salary and current pay scale.

This 4 year Award offer provides pay increases in a variety of ways depending on your rank and position on the incremental scale back dated to 1 July 2024. The value of this Award offer to Non-Commissioned Officers ranges between 22.3% - 39.4%. The average Non-Commissioned Officer salary increase is 26.4%. Commissioned Officers will receive increases between 20.5% and 27.1%.

These ranges are on salaries alone, with increases to shift penalties and new allowances in addition to these % ranges for Non-Commissioned Officers.

The value you receive from this Award is achieved through:

- A percentage pay rise,
- Accelerated incremental progression with the top level Senior Constable rank now progressing to Leading Senior Constable salary,
- Leadership Retention Payments of \$5,400 for our longer serving officers,
- An end to overlapping pay scales when promoted, with increases to all starting salaries upon promotion,
- Increases to superannuation in line with the Federal Government increases.

To find out what this Award is worth to you, go to the PANSW website Salary Calculator (www.pansw.org.au).

Q. Negotiations ran past 1 July 2024. When will I get my pay rise?

If members vote yes to accept this offer, the NSWPF will immediately start work to implement the increases to your pay.

You will receive back pay from 5 July (first day of the first full pay period after 1 July), so you will not miss a single cent.

On top of that percentage pay rise, members will be entitled to the improved increments as they reach the date of

their next incremental progression/anniversary after 1 July 2024. This will mean that between 1 July 2024 and 30 June 2025, members may receive two back payments, one for the % increase and one for the incremental % increase due to transitioning to the new pay scale.

If a yes vote is received from the members, we will work with NSWPF as quickly as possible to secure the back payments.



Q. What does improved pay scales mean?

The improved pay scales mean:

- Less incremental steps, reaching the top salary faster for all ranks
- A pay increase every year for every incremental level
- All top level Senior Constables will be paid Leading Senior Constable salary
- An increase in the starting salary for promoted ranks
- Removing the overlap when promoted in duty type, meaning a pay rise when promoted
- Higher relieving rates due to the removal of the overlap and increases to the starting salary

Gone are the days of incremental steps that come with a nil increase to your salary - every level now gets you a pay rise for every Police Officer in any duty type.

The starting salary for promotion within duty types has increased – no more loss of pay when promoted within the same duty type or relieving without payment.

Q. I'm already on the top increment. Does that mean this offer gives me nothing?

No, for our most experienced long serving Senior Constables in all duty types, you will all now be paid Leading Senior Constable salary. All Police Officers will now reach this salary after only 9 years of service which is no longer restricted to only 1200 officers (current Leading Senior Constable positions). In the first year of this Award, on your increment date, you will be progressed to a salary higher than the current Level 1 Leading Senior Constable salary giving you an additional increase in salary of over \$4,500 per annum, which is in addition to any % increase. Overall, this provides an 8% increase in the first year alone which is \$9,495.

This same base salary is utilised for Detectives and Prosecutor pay scales also giving them an increase and access to higher salaries with the further addition of their special duties allowances.

This level will become the new Senior Constable level 5 top Level increment and by 2027 top Senior Constables will be earning a loaded salary of \$146,673 plus a \$17,600 superannuation contribution plus shift allowances.

Your salary as a Senior Constable Level 6 increases 23.9% (\$28,248) + a Leadership Retention Payment of 4.6% (\$5,400) + 1% superannuation as a result of this negotiated offer.

Under the current pay scales, your normal incremental progress would have been 0% (\$0). The net gain of this Award offer is therefore 29.4% (\$33,648 excl Super).

Additionally, the new Field Training Officers allowance is available to all levels of Constable and Senior Constable who are qualified.

Should you relieve into the rank of

PANSW's Salary calculator displays the total \$ and % value of this offer to you

Sergeant, Senior Sergeant or Inspector, all first year salaries have been increased by at least 7%.

You can also see estimates of the \$ value of the training allowance – check out the PANSW Salary Calculator.

Q. Who gets the Leadership Retention Payment and how much is it?

The Leadership Retention Payments are designed to reward officers that are already on the middle to higher increments and therefore do not benefit as much from the new accelerated incremental progression as those on the lower incremental ranks.

The Leadership Retention payments are a one-off payment of \$5,400 and are paid to (based on current rank structure):

- Senior Constable Level 6 and all Leading Senior Constable ranks
- Prosecutors & Detectives Year 6 and above
- Sergeants Year 3 and above
- All Senior Sergeant ranks
- All Detective and Prosecutor Sergeants and Senior Sergeants ranks
- All Commissioned Officer ranks

Q. Why have the LSC ranks been abolished?

1200 Leading Senior Constable positions were created as part of the 2001 Award negotiations which commenced requiring 10 years of service for officers to be eligible. The position was designed to take on a greater role in guiding, mentoring and training less experienced officers. It was for officers who did not wish to move into a Sergeants leadership role. The position was designed to retain experienced officers in General Duties. Over time, the length of service required for eligible officers was reduced to 7 years of service.

Since around 2017, there has been on average over 400 Leading Senior Constable positions vacant across NSWPF. The positions are not being utilised for the benefit in which they were

created. We are observing junior officers who do not have the 7 years of service undertaking the training of Probationary Constables and gaining no financial reward for doing so. The vacant Leading Senior Constable salaries have therefore been saved by the NSWPF over these years.

The PANSW has negotiated for this Award offer for all Senior Constables after 9 years of service to reach Leading



Senior Constable salary along with a Field Training Officers Allowance for any officer who is training a probationer in General Duties during sessions 3 and 4. This means our Senior Constables at the top level can gain a higher annual salary PLUS a Field Training Officers allowance for doing the training work with probationers. They will therefore exceed the salaries of what the current Leading Senior Constables would have been offered with just a % increase.

Q. Will Leading Senior Constable rank be grandfathered?

All existing Level 1 Leading Senior Constables in all duty types will transition over to the new pay scale at Senior Constable Level 5 on their next increment to \$127,920 and Level 2 Leading Senior Constables in all duty types will transition to the new pay scale at Senior Constable Level 5 on their

anniversary date in Year 2 of the Award. They will not be required to revert back into the pay scale based on their years of service, they will simply transition to the top Senior Constable rank.

Existing Leading Senior Constables whose appointment is maintained will be required to continue to perform the role of a Leading Senior Constable (2024-2025). Whilst officers remain in the Leading Senior Constables rank, they will not be eligible for the payment of the newly introduced Field Training Officers Allowance.

Once Leading Senior Constable officers transition onto Senior Constable Level 5, this will cease the Leading Senior Constable position and General Duties officers in the new structure will be eligible for the Field Training Officers Allowance. No Leading Senior Constable will be worse off.

Officers will no longer be tied to Leading Senior Constable positions at locations without being able to transfer due to loss of salary. All officers trained as Field Training Officers can transfer and retain their qualification to use in any Command.

There will be no more Leading Senior Constable agreements meaning once you transition to a Senior Constable Level 5 you will no longer have additional responsibilities such as portfolios additional to your colleagues.

Q. What is the new Field Training Officers Allowance?

With all officers now reaching Leading Senior Constable salary within the new pay scale, the PANSW has negotiated the introduction of a Field Training Officers Allowance (FTOA) for General Duties officers who are rostered to work in a PAC/PD with a probationer during sessions 3 and 4 of their probation. This allowance is to commence from the date of the first graduating class in 2025.

This allowance will be available to any General Duties officer who has completed the FTOA training course and who is rostered to work with a

probationer. The allowance will be paid on a shift-by-shift basis, on top of any other shift penalty or allowance at the rate of \$43.60 per shift in 2024 and by 2027, \$50 per shift.

Based on a typical 12-hour GD roster, an officer who works 70 shifts during a year with a probationer can expect to receive on top of their salary and other shift penalties anywhere between \$3,000 in 2024 and up to \$5,000 p.a. if the officer completed 100 shifts with a probationer. The full value of this allowance will depend on the number of shifts rostered to work with probationers.

For our junior officers who have been undertaking this work for years for free and who were not eligible for Leading Senior Constable positions, this now financially rewards ALL officers (under the rank of Sergeant) who train our newest junior recruits.

Q. I'm an Inspector/Superintendent - why do I get a smaller increase than Constables, Senior Constables, Sergeants and Snr Sergeants?

During the negotiation for this offer, the NSW Government took a view that Commissioned Officers are earning salaries similar to that of NSW Public Service SES workers in NSW earning above \$206,000 when taking into account the total cost of employment. At present, SES employees are subject to a 2 year pay freeze under the NSW Government's pay policy. The position of Government was 0% pay increase for Commissioned Officers.

The PANSW rejected this position, firstly opposing that the SES pay freeze should only apply to NSWPF SES officers and not our Commissioned Officers and secondly, our Commissioned Officers are Award employees, not classified as SES and as such are deserving of a pay increase for the work they perform. The starting position of our negotiation was 0%.

We have secured for our Commissioned Officers a pay increase between 20.5% and 27.1%. The increases in \$ terms out-

strips many of the Non-Commissioned officer ranks salaries even for those who exceed the 25% increase.

Additionally, the added value to the 12.5% Non-Renewal Benefit payable at the completion of employment or accessed earlier is large compared to the benefits provided to Non-Commissioned Officers.

The increases provided to Commissioned Officers within this offer



are in excess of what has been provided to other management level employees in other Government agencies.

Q. I was already going to go up increments on the existing pay scales, so what is the offer worth to me?

You can find out at the PANSW Salary Calculator on our website. The calculator is fully transparent about what you would have received on the existing pay scales, and the increases you get as a result of this offer with the new compressed pay scales. The calculator displays the total \$ and % value of this offer to you, and compares it to:

- Your current salary
- What you would have received from the current pay scales with incremental progression
- The predicted outcome if you vote no on this Award

- The net value of what this Award offer looks like for your rank and grade

Q. Why have Prosecutors and Detectives not been compressed as much as the normal pay scale?

Detectives and Prosecutors already had a pay scale that was accelerated and extended, meaning an annual salary increase was already payable to those ranks except for 1st and 2nd years as Sergeants in those duty types.

After a hard-fought battle by the PANSW, the 2005 Award introduced the Detectives pay scale which came into effect from 1 July 2006 enabling fast progression with the loaded salary including Grade 3 SDA and a Special Detectives allowance as part of the loaded salary.

The Prosecutors were secured in the 2011 arbitrated case before the full bench of the IRC by the PANSW. The IRC in that case determined that Prosecutors had established work value, productivity and the requirements of the arbitrated case principle. This enabled the creation of the Prosecutors pay scale, similar to Detectives which includes the Grade 4 SDA and a Special Prosecutors allowance as superable salary. These pay scales came into effect in March 2012.

There were no changes to the general pay scales from these proceedings other than a salary increase of 3.5%, 3.2% and 3.2% during a time when there was a wages cap of 2.5% which we were exempt from for this arbitrated case only.

This Award offer reduces the Detectives and Prosecutor Constable and Senior Constable levels 8 down from 10 levels; Sergeants levels 5 down from 6 and Senior Sergeants levels 3 down from 4. This will provide an annual pay increase on every level and if you are promoted within the duty type, you will not take a pay cut on promotion. The starting salary on a level 1 promotion at any rank has increased by at least 7%.

Q. What about other Specialists?

The hard fought 2011 arbitrated case

All non-Award related matters will continue to remain active through various working parties

saw FSG Forensic Investigators prove the arbitrated pay principles, who also achieved a separate allowance from this decision. HWP and TOU were unsuccessful in the 2011 arbitrated case on their own merits. However, in 2017 through a campaign advocated strongly by the PANSW, the TOU achieved their own Special Duties allowance outside of the normal SDA regime.

Under this Award offer, all SDA's will be increased by the general quantum % increase of 19.25%.

Q. What have we achieved in other IRC arbitrated outcomes in the past 20 years?

2011 – 3 year Award = 3.5%, 3.2%, 3.2%.

2020 – During the 0% pay freeze due to Covid-19, we secured a 1-year arbitrated outcome of 1.75% arising from work value since 2011 based on the arbitrated case principles.

Q. How does this compare to previous pay increases for Police Officers in NSW?

This Award offer provides the largest increase seen in over 30 years, exceeding the 22% increase applied following the Wood Royal Commission in the mid 1990's.

Q. How has this offer been determined to be the best offer to vote on?

Like any negotiation, not all aspects of the Log of Claims can be achieved, many of which have been achieved providing significant benefit to the vast majority of the membership. The pay rise ranges far exceed any previous salary deals for NSW Police Officers and provides the majority of members with significant salary increases. This Award provides generational change to the Award with the new pay scales.

Your PANSW Executive has reviewed the offer, including background information supplied by subject matter experts and comparing to other public sector agencies offers received. The Executive has reviewed expert Industrial Relations advice which confirms this is the best offer for police which would not be improved if taken to the IRC and it should

be accepted. They have agreed unanimously that this offer is the best offer from the Government and should be put to members to vote on.

Q. Can we take industrial action and take our case to the Industrial Relations Commission?

If we ran an arbitrated case in the Industrial Relations Commission, it would be based on work value and productivity



since 1 July 2021 until 2024 due to our last arbitrated case being in 2020 where 1.75% was awarded.

The PANSW has obtained expert Industrial Relations advice which has advised that more likely than not that the Association would, on present instructions, in fact be materially worse off if it rejected what is contained in the proposed 2024 Award. It would without any doubt produce a worse outcome for the Constable, Senior Constable and the Sergeant ranks.

There is no arbitrated case that the PANSW is aware of, going back at least 20 years, in which the Full Bench has ordered increases in salary and salary related allowances to the level of 19% over four years (and certainly not in the face of inflation running at the current forecasted rate).

Q. What about other items in the Log of Claims?

Like any negotiation, the PANSW provided a Log of Claims to the NSWPF in November 2023 which formed the basis of the Award negotiations over the past 12 months. This included an increase to salary of 25% over a 4 year term. The Log of Claims included many items; not everything can or has been achieved. That is how a negotiation works. The PANSW focused this Award negotiation on what items could bring about the largest increases for the majority of members where many of the items listed in the Log of Claims have been achieved including:

- EPSS injured officers' safety net maintained
- Salary increases ranging between 22.3% - 39.4% for Non-Commissioned Officers, 20.5% - 27.1% for Commissioned Officers
- Revised Pay Scales providing for accelerated incremental progression and all Senior Constables now achieving LSC salary
- Removing overlapping pay scales, increasing the starting salary on promotion by at least 7%
- 1% increase to superannuation and the Federal Government committing to superannuation on the 22 weeks Government paid parental leave period
- Introduction of the Field Training Officers Allowance, increasing shift penalties by 26.3%, payment for telephone recalls and a general 19.25% increase on all allowances
- The \$5400 leadership retention payment focuses on the retention of long serving police officers currently in the workplace

All non-Award related matters will continue to remain active through various working parties and steering committees with NSWPF and Public Sector Industrial Relations.



ANSWERING YOUR QUESTIONS: 26 PANSW STAFF ON THE ROAD, TRAVELLING TO MORE THAN 80 LOCATIONS ACROSS NSW. BACK IN THE OFFICE PANSW RECEIVED MORE THAN 1200 CALLS FROM MEMBERS

Elyssa King PANSW Media & Communications Officer

On the Road with Award 2024

■ From Tuesday 12 November to Friday 15 November, PANSW staff and Executive hit the road for face-to-face meetings with members at locations around the state to present the 2024 Award offer in detail.

Over the four days, the PANSW roadshow team travelled across the state, visiting stations as far north as Tweed Heads, as far south as Albury, Dubbo in the West and everywhere in between.

The teams presenting the roadshow were representative of all areas of expertise across the PANSW. After communications were sent with the offer, PANSW Organisers were busy coordinating their site visits with their Branch Officials as Industrial Officers began their presentation preparations. The expertise of the seconded currently serving police officers paired with the knowledge of the Industrial Officers ensured that the presentations were transparent, informative and practical.

They were supported by PANSW Assistant Secretaries, along with those involved in the negotiating team, to provide deeper insights into the complexity of the offer.

This was supported by the communications strategy. Targeted text messages were sent to members in each of the regions letting them know of the meetings happening near them. Mid-way through the week, Executive Members

sent personalized videos to their regions, outlining the value of the offer in their own words before lending their support in attending the meetings.

That didn't mean that the day-to-day case load in the PANSW didn't cease! With a Critical Incident being called that evening, one Organiser and Industrial Officer pairing travelled for four hours, crossing more than 380 km from Sydney to the Riverina.

One of the most unique locations was a training facility in Albury which had been converted from an old church. Some visits were less scenic...with one meeting having to take place in a station carpark due to it not being opened that day.

The method of hosting meetings online was also a handy way to facilitate meetings across Districts. With one of the largest Commands in NSW in terms of coverage, hosting an online meeting for members in Broken Hill allowed members from across the PD to access much needed information. More than 280 members from the Commissioned Officers Branch were present online with spirited discussions undertaken about the value shown to the organisation's senior leadership.

The discussions and questions at the meetings were useful, some members comparing to others whilst others were inspired and looking at the overall offer for all members, including their own

personal circumstances. Many of the sessions concluded with rounds of applause. The discussions between staff and members only deepened the understanding of the offer and raised important points of clarification to be shared once the trip was over.

The team on the road were supported by the Information Organising Centre. The experienced call centre team were on the phones and ready to assist, receiving more than 1200 calls since the offer went out to members. The team worked extended hours during the roadshow and voting process to ensure that all members were able to login into the Portal and cast their ever-important vote.

With the voting opening on Monday 18 November, there was more work to be done. Organisers and Industrial officers revisited identified locations to ensure that members that were unable to attend the first week could be provided with the information. A digital version of the presentation was uploaded to the Award section of the PANSW website as an additional resource for members wanting to know more or who were unable to attend the presentations

We appreciated every member's attendance and input at these station visits. We see this roadshow as a crucial part of the Award offer achieving an overwhelming yes response from the members during the vote that followed.

Angus Skinner PANSW Engagement Manager

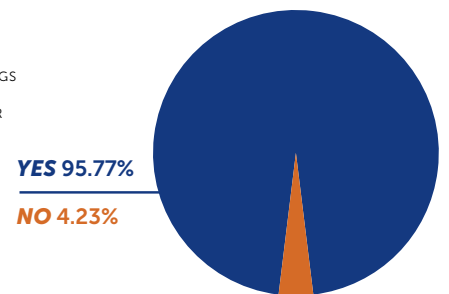
How PANSW members voted

Records were broken in the number of members, the speed, and result of the vote.



	Number	Percentage
YES votes	10,364	95.77%
NO votes	458	4.23%
TOTAL votes	10,822	

MEMBERS INFORMED THEMSELVES OF THE AWARD BY VISITING A SALARY CALCULATOR PROVIDED BY PANSW, ATTENDING MEETINGS HELD AROUND THE STATE, AND CALLING IN WITH THEIR DETAILED QUESTIONS. VOTING TO ACCEPT OR REJECT THE OFFER OPENED NOVEMBER 18 AND CLOSED SEVEN DAYS LATER. OVER TEN THOUSAND FULLY INFORMED MEMBERS VOTED TO ACCEPT THE OFFER, YES 95.77% TO NO 4.23%.



■ This pay rise is one of the largest achieved for NSW police officers in decades, one of the best deals in the NSW Public sector, and amongst police forces across Australia.

It is also one of the most complicated pay deals, with the value to members delivered through the combination of percentage pay increases, accelerated incremental progression, Leadership Retention Payments, the introduction of a new allowance, and improvements to existing allowances.

It was a top priority of the PANSW President and Award negotiation team that members get access to all the information about the Award offer, as well as useful resources to allow members to assess a complicated offer.

In addition to the PANSW staff and elected representatives travelling across the State to briefings and answer questions for members, the new PANSW Salary Calculator was launched.

It showed every member what the value of the pay offer is for them in dollar and percentage terms, their increased salary and allowances every year, and comparisons to alternatives to the offer.

With thousands of data points regarding the pay deal, members could pour over every detail, or look at the single figure: the net value of the offer – whichever was their preferred way to inform their voting decision.

Over the course of two weeks, members were sent notifications via email and SMS, in specific cohorts, to ensure you got only information relevant to you, but all the relevant information you would want. All part of the main objective: to make sure every member could get all the information they needed to assess and vote on the pay offer.

Your engagement and response was incredible. The vote opened on 18 November. Within 24 hours, 7,946 members had voted on the offer.

Of the total votes cast, 95.77% voted yes. It didn't take long before more than 50% of the total membership had voted yes on the offer, meaning the vote was already decided: an overwhelming acceptance of the offer.

The PANSW President wanted to give as many members the opportunity to vote as possible, but once a clear majority was achieved, another opportunity became

available – a quick acceptance of the offer would mean you would receive your back pay and new pay rates as quickly as possible.

By the time voting was closed, 10,364 members had voted yes, 458 voted no.

We know this was a long Award negotiation, and that it was frustrating when the confidential nature of the negotiations meant we could not provide you with regular updates.

It is a credit your character that members stayed calm, kept cool heads and trusted their union and the process, that is what enabled this once in a generation outcome. At all times, every decision made had one driving purpose: to do what was right for you, the members. To get you the best outcome.

This fantastic outcome is the result of years of effort, of us all working together: members, elected officials, and staff. Professional pay for professional police officers.

Every member should feel proud of this, and we hope this pay rise goes some way to helping with cost of living, and honoring the commitment to Respect, Reward and Retain.

Media scrum waiting for Kristian White

NSW SUPREME COURT, 9:30AM 18/11/24

Police Officers do a hard job and can face harsh judgements.

Police Association of NSW will stand with you.







IS THE BEST USE OF NSW POLICE OFFICERS TO ESCORT A LAWFUL KOALA FROM CASULA TRAIN STATION?

Elyssa King PANSW Media & Communications Officer

Let cops be cops again

Police Officers work to serve and protect their communities, and catch crooks

■ Just after 4am on Friday 4 October, CCTV footage captured a koala venturing dangerously close to the edge of the platform at Casula Train Station in Sydney South-West. The koala squeezed through a fence at the station and onto the platform, where it crossed the yellow line and meandered along the platform's edge. The animal was spotted by a guard on a passing train while it was being photographed by a commuter heading down the stairs. Along with calling the incident to the Rail Operations Centre to slow down trains passing through the area, NSW Police were also contacted.

Two police officers arrived on the scene and followed the koala up the platform, where it eventually climbed over the fence to head back into nearby bushland.

In the video caption, Transport for NSW praised the officers for shepherding the koala away from the tracks and towards a line of nearby trees. "The koala-fied

officers were able to convince Blinky Bill its best route would be back to the bush, before it scaled the fence and headed off home towards the nearby National Park," a spokesperson for Transport for NSW said.

While the video racked up over a million views on social media and attracted the interest of news outlets, it also sparked more serious questions about the appropriate use of emergency services resources. In response to the classic catch cry 'Who you gonna call?', the answer for an alarming number of situations should resoundingly be 'Not the police.'

Enough is enough

With staffing levels at unprecedented levels, the thin blue line has been stretched more thinly than ever before. Police continue to be called to jobs that sit outside their core duties.

In the same region of Sydney, momen-

tum has grown for police officers to push back against jobs like the animal complaint above that are not considered core duties. In October, the Camden Branch of the PANSW passed motions around current staffing issues and workload. The restrictions are designed to protect the wellbeing, mental health and integrity of the officers still working within the Command while providing an appropriate response to high risk and life-threatening incidents to the community.

Later that month, other PANSW Branches in the Southwest Metropolitan Region including Auburn, Bankstown, Burwood, Campbelltown, Campsie, Cumberland, Fairfield and Liverpool held meetings attended by hundreds of police officers and passed their own motions related to workload. Other Branches to follow included Mount Druitt, Nepean, Kings Cross and Inner West.

The motions passed unanimously at all

Prisoner transport is not a police responsibility, but we are still being dragged away from our core function to perform the work of other agencies

locations outlined to Commanders the major concerns members had about the psychosocial effect that current staffing levels and workload are having on police officers. Branch Officials and local Executive members identified a number of jobs that are being triaged, with police now referring them back to the most appropriate agency to manage. Proactive functions are also being managed based on risk.

"Let me be clear; we are not refusing to do work but there is simply more work than our police can manage even when these non-police functions are removed. We are pushing back some workload to where it belongs and prioritizing core duties to keep our communities safe." PANSW President Kevin Morton said.

Focus on core duties

Branch members would no longer be responding to below requests for assistance from outside Government agencies and corporate clients including (but not limited to):

- Inter hospital mental health ambulance transfers
- Locating absconders from hospital and return them (unless deemed high risk)
- General concern for welfare visits to the homes of patients notified by NSW Health e.g. patient hasn't taken methadone
- Truancy checks for schools
- Bail compliance checks (except high-risk offenders)
- Prisoner transport
- Parking complaints, animal complaints and other local council functions

As per the motion template, notice was given to the Commander that these jobs would not be responded to until operational strength returns to 75% and a suitable assessment and work plan is developed which protects the psychosocial safety of the members. This list isn't exhaustive and is specific to the Branch.

"For many years, we have said that we are the 24/7 problem solvers but not anymore. Educational facilities, councils, hospitals, health staff and other Government agencies, even the employees of private care homes are being told that police will not be coming to fix your non-police related problem." PANSW President Kevin Morton said.

"No longer will police deal with lateness or absence, provide security with no known risk, or pointlessly attend scenes while other emergency services complete their primary function, such as rescues or medical treatment."

Work for other agencies

The motions had an impact on Branches outside of Sydney, with Cessnock, Brisbane Waters, Wollongong, Nowra, Riverstone and Tuggerah Lakes following suit.

PANSW Northern Region 1 Executive Member Paul Ireland said that officers in the Hunter Valley were being called in on rostered days off to spend hours picking up prisoners from jail and transporting them to and from court. One solution has been to recall officers to duty to ensure that the overtime is

"Prisoner transport is not a police responsibility, but we are still being dragged away from our core function to perform the work of other agencies. Officers are now being called in from rostered rest days to perform the duties of transporting prisoners. This is not a long-term solution as officers are burning out. This does however prevent the need of frontline police performing this role along with every other duty for the shift."

Motions passed by the Cessnock Branch of the PANSW meant that members would cease to respond to health-related jobs such as inter-hospital mental health transports and welfare checks on patients who had left hospital without informing staff or completing courses of treatment.

He said that the risk of burnout due to the intensity of the workload was a real concern when it came to member welfare.

"You're putting the emotional toll of attending these significant jobs on police who are already under immense strain."

While redirecting non-urgent jobs will go some way to alleviating the strain on the frontline, police will continue to ensure the community's safety through first response.

"We will always ensure the community's safety and respond to jobs where there is a risk to injury or life."

Activism impacting workload

"At the end of the day, the Commissioner and her Executive team need to make these changes." PANSW President Kevin Morton said to Nine News.

Staff at the PANSW worked closely with local Branches to ensure the transition to implementing their processes was smooth and that excellent communication with Commands was in place. In correspondence with members, the PANSW President reassured members that PANSW senior staff would work directly with the upper hierarchy of the NSW Police Force to move these motions into ongoing working conditions during the staffing crisis, including reviewing numerous policies and MOUs with external agencies. "We are working to ensure that no member is placed at risk." He said.

In response to the story, Commissioner Webb told Nine News that "significant work" was being done to reduce the demand on frontline police including "to ascertain whether jobs are appropriately triaged and allocated to police, and whether other agencies may be more appropriate in certain circumstances."



Elyssa King PANSW Media & Communications Officer

Branches stop stationary RBTs

■ 19 branches of the PANSW across Sydney, the Hunter Valley, Central Coast and South Coast have passed motions to inform their bosses that they would be unable to perform stationary random breath test (RBT) operations.

The motions from branches have come as staffing shortages mean that these operations would take police away from first response policing.

"Because staffing levels are so critically low at some Commands, some proactive functions like RBT need to be second preference to genuine calls for assistance from the community," PANSW President Kevin Morton said.

"It is ridiculous to have four car craws tied up between 9am and 11am when there are calls for assistance backing up."

Research has shown that high visibility policing is a significant deterrent to ensure dangerous behaviors on the road.

Data from a November 2024 report from the NRMA showed that on average, 52 lives have been lost annually over the last five years due to road crashes involving alcohol, which is 17% of all fatalities on NSW roads. Figures obtained by the Daily Telegraph showed that in 2023, 59 people lost their lives in alcohol-related crashes, up from 26 people the previous year.

This is contrasted with a decreasing number of RBTs being performed by police. In 2022, NSW Police conducted over 3.8 million RBTs, 2.1 million less than the 2019 levels. Almost a quarter of NRMA members surveyed did not report having seen or been stopped by an RBT in NSW in the last 12 months.

"We cannot allow a decrease in RBTs to occur, as we know the number of deaths as a result of drink-driving are on the rise." NRMA spokesman Peter Khoury said in a statement to the Daily Telegraph.

In the report, the NRMA has called for adequate funding and resourcing to be allocated to police to have 1.1 RBTS tests per year, per licence on issue, a figure set by road safety experts. This equates to more than 7.5 million roadside tests annually across NSW and the ACT. They also called for additional Highway Patrol Officers in order for this to occur, particularly in regional communities.

Despite their effectiveness, RBTs are labour intensive operations.

Appearing on 2GB with Ray Hadley, The Hon. Rod Roberts MP outlined the challenges facing police officers on the frontline when it came to maintaining RBTs with current staffing levels.

"I am sympathetic to the frontline men

and women of the cops, as are you. They are stretched beyond their limits and they need to prioritise [jobs]."

"Imagine you've got six cops on the road doing a Random Breath Test stop. They've got witches hats to put out and signs...and there is a serious incident down the road which unfortunately results in a death.

"Imagine the cops running up to the Coroners Court and the Coroner being right about them, and says 'Well, where were you?'

"'Oh, we were doing a Random Breath Test stop at the time. We had to pack everything up before we could get there.'

"The cops are damned if they do and damned if they don't."

PANSW President Kevin Morton said that this was the perfect example of why police officers need to ensure that their resources are allocated to the most important jobs.

"We need to ensure that the jobs we are attending are those that require a police presence. This is why some Commands are looking at more effectively triaging and risk assessing the jobs coming in, prioritising the jobs based on urgency and reallocating them to the appropriate agencies as required."



CENTRAL METRO & SOUTHERN REGION BRANCH FOCUS TRAINING

Sally Minahan & Trelawney McGregor PANSW Industrial Officers

Branch Focus

Members meeting face-to-face is central to the Association

■ On 29 & 30 October 2024, the Central Metro & Southern Region team of the PANSW conducted a Branch Focus Training course for upcoming Branch Officials and Union activists from these Regions. The course was held over two full days in Sydney. New and current Branch Officials received training on:

- The structure of the PANSW
- History of unions and importance of building a strong Branch and Union
- How to run branch meetings under the rules and bylaws including developing and passing motions
- Branch Official role in supporting colleagues in the workplace in a variety of different scenarios from Critical Incidents to work related injuries and negotiating flexible work agreements with the use of role plays

• How to organize in your workplace around workplace issues assisted by the PANSW

Branch Officials were also provided important updates and briefings from all divisions of the PANSW. Assistant Secretary Administration Raff Del Vecchio provide information on the finance and governance of PANSW as well as the Member Benefits associated with your membership. Assistant Secretary Organising Paul Hannan provided equipment and field updates. Assistant Secretary Industrial Kirsty Membreno provided an update on Award 2024 negotiations, EPSS and the importance of the dispute settlement procedures for any type of industrial disputes under the Award. Attendees also were briefed on the extensive Member Support Welfare services available as well as the Legal Assistance Scheme.

All Branch Officials were provided with resources to assist them in answering member questions in the workplace, allowing them to network and share information that can help resolve workplace issues and disputes.

The course concluded with Branch officials being awarded their training certificates accredited by the Trade Union Training Authority. Thank you to all our wonderful Branch Officials for attending and putting their hand up to help their colleagues.

We encourage any active members to become involved in the PANSW. We run several training courses like this throughout the year, please reach out to your region Field Organiser via info@pansw.org.au if you are interested in attending and becoming a Branch Official at your workplace.

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Police
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Jelena Babanour Head of Product - Police Bank

Credit Cards 101: Your guide to smarter spending

In this easy-going guide, we'll break down the ins and outs of credit cards and share some smart tips to help you use them in a more beneficial way



Let's start with the basics

■ There are generally two common types of credit cards

1. Low-interest cards – These offer no frills and a lower interest rate and can be cheaper in the long run and often come with interest-free periods on your purchases as long as you pay your full balance each month.

2. Rewards cards – These offer perks like travel points or cashbacks and may be suitable for those who want to earn rewards based on their spending. However, with those points often comes a high annual fee upward of \$100 and high interest rates often above 20%.

Five key factors to consider with credit cards:

1. Credit limits – Your credit limit is the maximum amount you can borrow, typically set by your lender based on their credit assessment of your financial situation. Choosing a credit limit that matches your financial situation and spending habits can help you manage your budget more effectively.

2. Fees and charges – Credit cards often can come with various fees, including annual fees, transaction fees, and third-party surcharges. Knowing these costs upfront allows you to make more informed decisions about using your card.

3. Interest rate – The interest rate is the amount of interest you'll pay on purchases that kicks in on your purchases once any introductory period wraps up. It's usually expressed as a variable annual rate, so the lower it is, the more you can save on interest over time. So, a lower ongoing rate can make a real difference. Police Bank offer a lower competitive ongoing rate of 10.76% p.a.[^]

4. Interest-free period – Many credit cards offer an interest-free repayment period, usually 55 days on purchases, which can help you avoid paying interest if you pay off your balance in full each month. This feature provides an added buffer to help manage short-term cash flow without incurring additional costs.

5. Minimum repayments – Each month, you'll need to make at least a minimum repayment on your credit card balance, typically a small percentage of the total amount owed. However, paying only the minimum will lead to interest accumulating, so paying it off in full, when possible, will mean less interest paid.

Tips to help you manage your credit card

A credit card isn't extra income; it's a loan you'll need to repay.

Avoid cash advances and pay your bill in full each month to stay debt free.

Most credit cards come with double-digit interest rates, so carrying a balance costs you.

Late payments or maxing out your credit limit can harm your credit score, affecting your future financial opportunities and credit applications.

For more banking tips visit Police Bank's website or follow us on social media.

Please read the product terms and conditions to determine whether the credit card you are considering is appropriate for you. This article is intended to provide general information of an educational nature only. This information has been prepared without taking into account your objectives or financial situation.

Read the disclosure documents for your selected product or service, including the Key Fact Sheet (KFS) and Target Market Determination (TMD) for the products available. Information in this article is current as at the date of publication, rates are subject to change.

[^] Fees, charges, lending criteria and eligibility criteria apply, please refer to the website for further details <https://www.policebank.com.au/credit-card>

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Helping PANSW members find their rhythm of retirement

As Chant West's Super and Pension Fund of the Year 2024,* we'll help you prepare for your retirement rhythm.

Check out our digital Retirement Guide which offers plenty of tips, advice and real member stories, plus a helpful checklist to guide you every step of the way.

aware.com.au/retirementguide



Consider if Aware Super is right for you and read the PDS and TMD at aware.com.au/pds before deciding. * Go to aware.com.au/awards for more information on awards. Awards are only one consideration when choosing a super fund. Past performance is not an indicator of future performance. Issued by Aware Super Pty Ltd (ABN 11 118 202 672, AFSL 293340), trustee of Aware Super (ABN 53 226 460 365). AS204 11/24

Police shop at Police Shop

Drop by www.policeshop.com.au



GERMAN SHEPHERD
with Police coat
\$42.00

HIGHLAND COW
\$48.80



Elyssa King PANSW Media & Communications Officer

Shopping with benefits

The Police Shop was set up by police for the benefit of policing students.



■ Since its establishment in 2000, hundreds of thousands of dollars in profits from the retail outlet have been used to add additional facilities to the NSW Police Force Academy in Goulburn. Over the years, the funding has been used to upgrade facilities, resources and equipment for the students at the Academy, including sporting equipment, WI-FI, BBQ facilities, lighting around the grounds and more.

"Any profits derive from the running of the shop are reinvested back into the Academy for the benefit for the students." PANSW Assistant Secretary Administration Raff Del Vecchio, who is the Chairman of the committee, said.

It is the only retail outlet authorised by the NSW Police Force to sell items using the official corporate branding of the NSW Police Force

The shop was set up as a joint venture between the PANSW and the NSW Police Force. There is a committee of management which comprises of three representatives from PANSW and three from NSWPF.

The responsibilities associated with running the shop are managed by staff in the Administrative team at the PANSW along with their other duties.

"We manage everything from employing staff and buying stock to paying bills and balancing accounts. We effectively run a retail outlet providing a member benefit to the students, serving police and the extended police family who wish to buy our products."

Day-to-day, the Police Shop provides practical benefits for future police officers during their stay along

with employees on-site. There is a sophisticated e-commerce platform which allows for the purchasing of goods online.

Essentials such as boot polish, clothing and stationery readily available without having to leave campus.

On attestation days, the Shop is a place for family and friends to purchase memorabilia to commemorate a special moment in the life of their loved one.

With an expanded online presence, the Shop has been able to extend its reach over the past ten years. The team can create custom orders for Commands and Police Districts and are also able to attend specific NSW Police Force community events and conferences.

PANSW Scholarships

Is your child in Year 12 this year and completing the Higher School Certificate (HSC)? Does your child intend to go on to some form of tertiary education?

Every year, your Association awards scholarships to assist dependent children of financially serving members to complete their selected course, whether it be at university, college of advanced

education or a similar form of a tertiary institution.

Such scholarships are credible for the duration of one full-time undergraduate course (2-4 years) and they are awarded on the results of the HSC. Each application must provide the following as part of their application:

- A copy of the applications results e.g. Record of School Achievement (ROSA)
- A copy of their ATAR
- A copy of the applicant's enrolment e.g. student record

Scholarships that have been submitted will be awarded by the Association to any eligible applicant whose ATAR of 75.00 or greater or rank of 26 or more under the International Baccalaureate.

Unfortunately, applications received after 28 February 2025 will not be considered except for those in extenuating circumstances.

All applications will then be revised in April 2025 after which the applicants will be advised of the outcome with payments to follow shortly after.

For those with an existing scholarship, a letter will be sent out to you in early 2025, outlining what is required from you for the next installment.

For all questions concerning the scholarship or to obtain an application form, please contact PANSW Admin Officer at the Association office by email membership@pansw.org.au or by phone on (02) 9265 6777



Xmas Messages

Karen Webb APM
Commissioner of Police

■ Christmas is a time to reflect, and as I reflect on 2024, I am proud of what we have achieved together in busy and challenging times.

Our people have been called on to respond to numerous serious and high-profile events, showing professionalism and commitment to our community.

But day to day, by being visible, caring, and responsive in our communities right across the state, you have ensured public confidence in police remains high.

For the Executive team, attracting new police and retaining existing staff has been a priority this year. It is a challenge facing us, along with police forces here and abroad – but one we are having success with.

Applications are currently at a level more than 50% higher than this time last year, and as a result we are ending the year with our largest class in many years graduating from the Academy.

We're seeing success with the Professional Mobility Program that was introduced earlier this year with officers from interstate and New Zealand joining our numbers.

But you – our serving police – are our greatest asset, and by ensuring you feel valued and supported, we will continue to make progress in this area.

As we know, a career as a police officer offers so many opportunities, and we want to make sure those opportunities are available and visible to you.

A key issue this year for many of you has been the need for us as an agency to focus on police work. We are looking closely at the ways we triage calls for service, and through engagement with our partner agencies, we're taking steps to work out ways to make sure we aren't called on to respond to incidents outside our remit.

I want to thank you for the countless ways you have shown up for our community this year, keeping people safe and feeling protected. Our success as a police force would not be possible without the proud and dedicated service from all of you.

I want to acknowledge the support the PANSW provides to officers and staff when needed, and also encourage you to reach out to one of the many support services available to you within our organisation should you need to.

Christmas is a time to reconnect with family and friends and celebrate the unity that makes our community strong. However, I recognise this is often a busy time of year for many of you, especially those working over the holidays. Please take that extra moment to check in with your colleagues over the festive period.



Yasmin Catley MP
Minister for Police
and Counter-terrorism

■ 2024 has shown how truly extraordinary the NSW Police are. While this year has presented many challenges it has shown the very best of our police. You are there to uphold the safety of our community day in, day out, at times sacrificing your own personal safety to do so.

Notable incidents include the horrific Bondi Junction stabbing attack, the Wakeley stabbing and disgraceful rioting that followed, weekly protests in Sydney CBD and regular protests across the rest of the state on top of responding to and investigating crime.

I want to recognise the efforts of every officer – your tireless, selfless service has impacted countless lives and helped make our state a safer place.

One of my biggest privileges is meeting police from across NSW. I have been lucky to travel to the state’s south-east, Central West, North West, Far West, Hunter and parts of Sydney in 2024.

What strikes me is how humble every officer I have met is. The common response when I mention acts of bravery is “I was just doing my job.” But to the members of the community you help, often on the worst days of their lives, it is so much more than that.

This year, we introduced the new Enhanced Police Support Scheme to support injured officers, help get them back to work and bring the scheme back into public hands. It ends one of the most complex, onerous and unfair

imposts imposed on the NSW Police for the past decade – breaching the super-annuation concessional cap through insurance premiums being paid into super accounts.

Officers will no longer have unfair tax bills and lose Commonwealth benefits available to every other Australian worker. We’re wrapping support around our police and at the time of writing this message we’re very close to finalising award negotiations with your hard-working Police Association officials to make sure you get the fair deal you all deserve.

I know many of you are stretched and exhausted. I want you to know that it is my personal mission – alongside Commissioner Webb – to do everything to fill the vacancies and retain the experienced, invaluable police who already serve.

Since introducing paid study, applications to join the NSWPF have increased by 55% and the Be A Cop in Your Hometown program is proving to be a gamechanger. In December more than 300 recruits - the largest class in 10 years - will attest the Goulburn Police Academy. And the class attesting in March is even bigger than this.

The Labor Government supports our police 110% and I know you are always supported and championed by the PANSW.

Thank you to everyone – sworn and unsworn – for your work this year. I wish you all a great festive season and a happy and safe New Year. I hope you get to spend time with your loved ones although I know many of you will be working, ensuring our community remains safe. For that we are profoundly grateful.



Paul Toole MP
Shadow Minister for Police

■ As another year draws to a close, I would like to express my gratitude to all members of the NSW Police Force for their hard work and wish everyone a

happy holiday season.

In my role as Shadow Minister for Police, I have continued to stand with you, support you and fight for your needs within the walls of NSW Parliament and in the public domain because that is what you, as a member for the NSW Police Force, deserve. I am committed to ensuring your safety and well-being is acknowledged and addressed.

Whilst we continue to see challenges around staff shortages, ongoing protests and increasing workloads it is more important than ever that governments look after police officers not only as they enter the force but for the entirety of their career. Let’s not forget, you face risks and challenges daily, yet you continue to protect and serve with unwavering determination. Your professionalism and compassion during difficult situations demonstrate the true essence of this noble profession.

When you hang your belt and boots up after a long day’s work, I hope you go home knowing you have made our state a better place to live in today and every day.

Thank you for your sacrifices, for the long hours you put in, and for the challenges you face head-on. Thank you for upholding the law, maintaining peace, and being a beacon of hope in our society. Your dedication makes our community a safer and better place for everyone.

Whilst the festive season for most means a time of rest, relaxation and family gatherings, I am acutely aware this does not mean the same for the police force. While many of us gather with our families, you are on duty, ensuring that we can celebrate in peace. Your courage, resilience, and compassion embody the true spirit of this season. I hope some of the holiday joy is felt by those still working and everyone finds a moment or two of rest and joy amidst your challenging duties.

Wishing you and your colleagues a Merry Christmas filled with peace, love, and gratitude. May the New Year bring you strength, good health, and the continued support of a thankful community.



NSW POLICE LEGACY



Scan to support
the Police Family





(BACK L TO R) CLIFF FRASER, PETER ROSS, BRUCE HOWE, ALAN DOAK, GREG HICKEY & BOB BARNETSON. (FRONT L TO R) LANCE WILLIAMSON AND CARL CAMERON.

Mick Timms PPN Writer

Diamond Status 60 Year Reunion of Class 100A

■ On 17 August 1964, police with registered Numbers 11091 to 11189, all male, and one female officer, registered number 62, were sworn in at the Police Training Centre, 749 Bourke Street, Redfern.

Sixty years later, a group of eight survivors from Class 100A were able to gather at Club York in Sydney for their Diamond or 60-year reunion, held 22 August 2024.

PANSW Police News spoke to Mr Brian Howe, a member of Class 100A. Mr Howe is known to readers of Associates articles as the Secretary-Treasurer of the NSW Police RSL Sub-Branch. He is also Treasurer of the Retired and Former Police Association of NSW.

"All felt compelled at the re-union to recite the same anecdotes that were told at previous re-unions of their various triumphs, gaffes, and glitches while trying to administer justice within the criminal law system," Mr Howe said

Mr Howe said is the only member of his

class aged under 80. "I was the youngest in the class, at 18 years and nine months, because of my cadet service," Mr Howe said. "I have no idea why they added an 'A' to our class number – the class before was 99 and the one after was 101."

Class 100A had its share of tragedy and accomplishments. On 30 April 1977, Senior Constable Brian Eaton of Class 100A was shot and killed when attending an intruder alarm at a Toronto area licensed premises. His partner, Senior Constable Edward Gill, was shot and seriously wounded. Several offenders would later be arrested and convicted of multiple offences. Senior Constable Eaton was posthumously awarded the Queens Gallantry Medal*.

Rugby League great, Brian "Chicka" Moore, was also in Class 100A. Sergeant Moore played for Newtown, NSW and Australia before later coaching the Jets. He was also named in the NSW Police Rugby League Team of the Century.

When he died in 2014 at the age of 70, the Federal Member for Grayndler, Mr Anthony Albanese, paid tribute to Chicka in Parliament, recognising his role as a mentor for junior police.

Mr Howe was an active PANSW member during his career, serving as Legal Secretary from 1981 to 1989. When a Sydney Magistrate dismissed a matter involving a man accused of baring his buttocks in a public place Mr Howe said, "Our worst fears have been realised.** (Then Attorney General) Frank Walker had just repealed the Summary Offences Act and so, the many opportunities for Police to control "hoons" evaporated," Mr Howe told PANSW Police News.

Mr Howe said those present were keen to attend in 2034 for their 70-year reunion, and asked, "Does anyone know the collective term for a group of optimists?"

*BEYOND COURAGE (WEBSTER, D)

**UNITY AND STRENGTH, PANSW 1920-2020 (ARMSTRONG, G)



DISPLAY OF REMOTELY PILOTED AIRCRAFT OPERATED BY NSW POLICE AVIATION COMMAND

Mick Timms PPN Writer

Macarthur Retired Police Day 2024

■ The Camden and Campbelltown Police Area Commands held a combined event for Retired Police Day at Narellan Police Station on 25 September 2024. The selection of this date is allowed the Commanders of both PAC's as well as senior staff to attend.

The event was hosted by Chief Inspector Matt West from Camden PAC and was attended by 30 guests.

"I am pleased to see the numbers of attendees increased on previous years and hope we can continue to build this as a local event for our deserved retirees to enjoy and cherish each year," C/Insp West told PANSW Police News.

Five retired police were presented with NSW retired police pins by Chief Inspector Jason Inkster from Campbelltown PAC.

It is customary for retired officers to be treated with informative presentations on current policing trends and equipment and the Macarthur day was no exception.

The first presentation involved a lecture and display of the comprehensive array of Remotely Piloted Aircraft being used by the Police Aviation Command. Retired officers were amazed by the capabilities of these devices and the ability of the command to navigate not only the skies, but the complex legal requirements associated with the safe operation these aircraft.

This was followed by a lecture on the new Glock Model 17 9mm pistol, which is replacing Glock Model 22 .40 calibre in use since the late 1990's.

Based on a show of hands, about half of those present had been trained on Glock pistols and the other half retired in the era of the Smith & Wesson Model 10 .38 calibre revolver.

Regardless of their previous service firearm, the decision to fit a light source to the new pistol was applauded by retired police.

A morning tea was kindly served by Narellan Police Station staff.

"I would like to acknowledge the efforts of our administration staff for assisting me prepare for the day and to all of those who attended," C/Insp West said.

After the two-hour event, attendees were invited to attend the nearby venue where a reservation had been made by the command for lunch and refreshments.

It is expected the combined event will be hosted by Campbelltown PAC in 2025.

C/Insp reminded officers of the importance of staying connected to the policing family in retirement.

"If you are in contact with

any retired police, please encourage them to join their local retired police or associates branch, where they can enjoy the range of activities they provide for their members, and secure them an invite to each year's event," Ch/Insp West said.

Retired Police Day was first held in 2012 as part of the NSWPF 150th Anniversary, following an announcement by then Commissioner Andrew Scipione APM.

"Retired Police Day will serve to remember and celebrate the effort and achievement of all the retired police officers who have contributed to the excellent work of this proud police force," Commissioner Scipione said at the time.



PRESENTATION OF RETIRED OFFICERS PINS



TRAFFIC AND HIGHWAY PATROL COMMANDER ACTING ASSISTANT COMMISSIONER DAVID DRIVER WITH DENNIS CRONBERGER (CENTRE) AND JOHN LOVATT (RIGHT).

Sonia Roberts PPN Writer

HWP Days of future past

■ That vibe when everyone knew they were in the right place at the right time. That was the feeling when Traffic and Highway Patrol Command (THWPC) held its Retired Police Day.

The September 5 event also took in an open day for serving officers interested in becoming part of highway patrol. More than 100 former officers of all ranks and support staff attended the day at highway patrol headquarters. Retired officers were presented with a pin acknowledging their service to road policing in NSW.

After the formalities, attendees took a nostalgic walk down memory lane, exploring exhibits of vintage vehicles and technology that once defined the force. They also had the chance to catch up with the current technology.

For some, such as retired Senior Sergeant Jim Prendergast, the vehicle display opened different rooms in the memory vault.

"The last time I saw the bike "VIP 65"

was the day I rode it into Huntingwood for the final time as a serving officer. Seeing it today brought back so many memories of my time in road policing. It was like spotting an old friend across the room. The actual bike itself may have changed but I still look on "VIP 65" as my bike," Jim said.

The camaraderie, reflection and real talk between the generations took hold over lunch and continued onto the shuttle buses back to the parking facility at the end of the event.

Traffic and Highway Patrol Commander, Acting Assistant Commissioner David Driver said the HWP Retired Officer pins and the chance for sharing between generations let so many know their years invested in road safety and road policing truly mattered.

"This open day was about inviting the future of road policing and allowing them to mingle with highway patrol officers past and present. For the former

officers it was a chance for us to give thanks for their service," Acting Assistant Commissioner Driver said.



THE LAST TIME JIM PRENDERGAST SAW "HIS BIKE" – VIP 65 – WAS THE DAY HE RODE IT INTO HIGHWAY PATROL HEADQUARTERS ON ONE OF HIS LAST DAYS AS A SERVING OFFICER

Reflections on Award campaign

In this video PANSW President Kevin Morton addresses frequently asked questions

Members, two weeks ago I was able to announce to you that we had negotiated a record pay offer for NSW Police Officers. This is one of the largest pay deals offered to NSW police officers in decades. It is the best pay deal in the public sector, and for police officers across Australia. The Police Association Team with the assistance of Branch Officials and Executive members then went around the state presenting in over 80 locations to thousands of members exactly how the Award and its generational change will affect you all. These interactive sessions complemented the extensive information posted on our Member only portal. Voting then opened on Monday the 18th to allow you the members to have the final say on this offer.

This huge member vote has given the Executive the opportunity under the rules of the PANSW to close the vote.

With an overwhelming majority achieved and no chance mathematically of a change to this outcome, we have the opportunity to accept the offer now in accordance with our rules.

(Vote numbers: Yes 10,364 / No 458)

As you can see by this clear message from you the members in favour of this offer, the PANSW executive have met and decided to close off the vote today and inform the Government that the 2024 Award as negotiated will be accepted by our members, in fact it is the largest vote ever recorded on a pay offer in our history.

This allows our team here to commence work with the NSW Police Force one week earlier than scheduled to have the Award ratified in the IRC. Upon the Award being made by the IRC, this will allow the NSWPF to commence the process of back pay entitlements from 1 July 24. The NSW Police Force as the employer are required to lodge this document and once ratified work can begin



25/11/24: AFTER THE VOTE CLOSED, PANSW PRESIDENT ANNOUNCES THE RESULT

on processing all entitlements including backpay. We anticipate that members will see the first lot of backpay for the % increase in the pay periods that fall in the month of January.

For many members a second lot of backpay will then further be applied based on incremental dates that have already occurred since 1 July 24.

We are working with the NSWPF in respect of the \$5,400 payment so we can ensure that it serves to retain our leaders in the workplace.

We are committed to getting that money into your pocket quickly, and with this decision today we will now commence that process immediately.

I again thank members for their patience during this process, I know for a whole generation of police this has been your first protracted and delayed award negotiation and for our longer serving police the last time it happened in 2011 before the wages cap seems like a lifetime ago.

But it is a credit to your character that members stayed clam, kept cool heads and trusted their union and the process, that is what enabled this once in a generation outcome.

The limited information I was able to give you during negotiations was frustrating to you and I acknowledge that. In some places that caused this organization, myself and my Executive personally to come under attack. But we remained committed to you.

Like the decision that the Executive and

I have made today to close voting it is again necessary to obtain the maximum benefit for you, our members. I have no regrets for making those strategic decisions and doing what was needed to be done to obtain the best outcome for you the members.

This fantastic outcome is the result of years of effort, of us all working together: members, elected officials, and staff. Professional pay for professional police officers.

I know this offer will assist with recruiting but as I've said before this will take time.

What it also does is recognize each one of you that continue to turn up for work, protecting your communities and now pays you as the professionals you are.

Every member should feel proud of this, and we hope this pay rise goes some way to helping with cost of living, and honoring the commitment to Respect, Reward and Retain.

Whilst this process sees the finalization of the Award and locks in our pay and conditions for the next 4 years, my job is not done. The PANSW will continue to fight to change the way you operate daily as Police Officers. To change the technology, to stop doing the work of other agencies and to reduce repetitive and often redundant processes. I make mention of the changes announced by the Commissioner just last week. Changes pushed by the PANSW and passed as motions statewide have been heard and have now been adopted into policy.

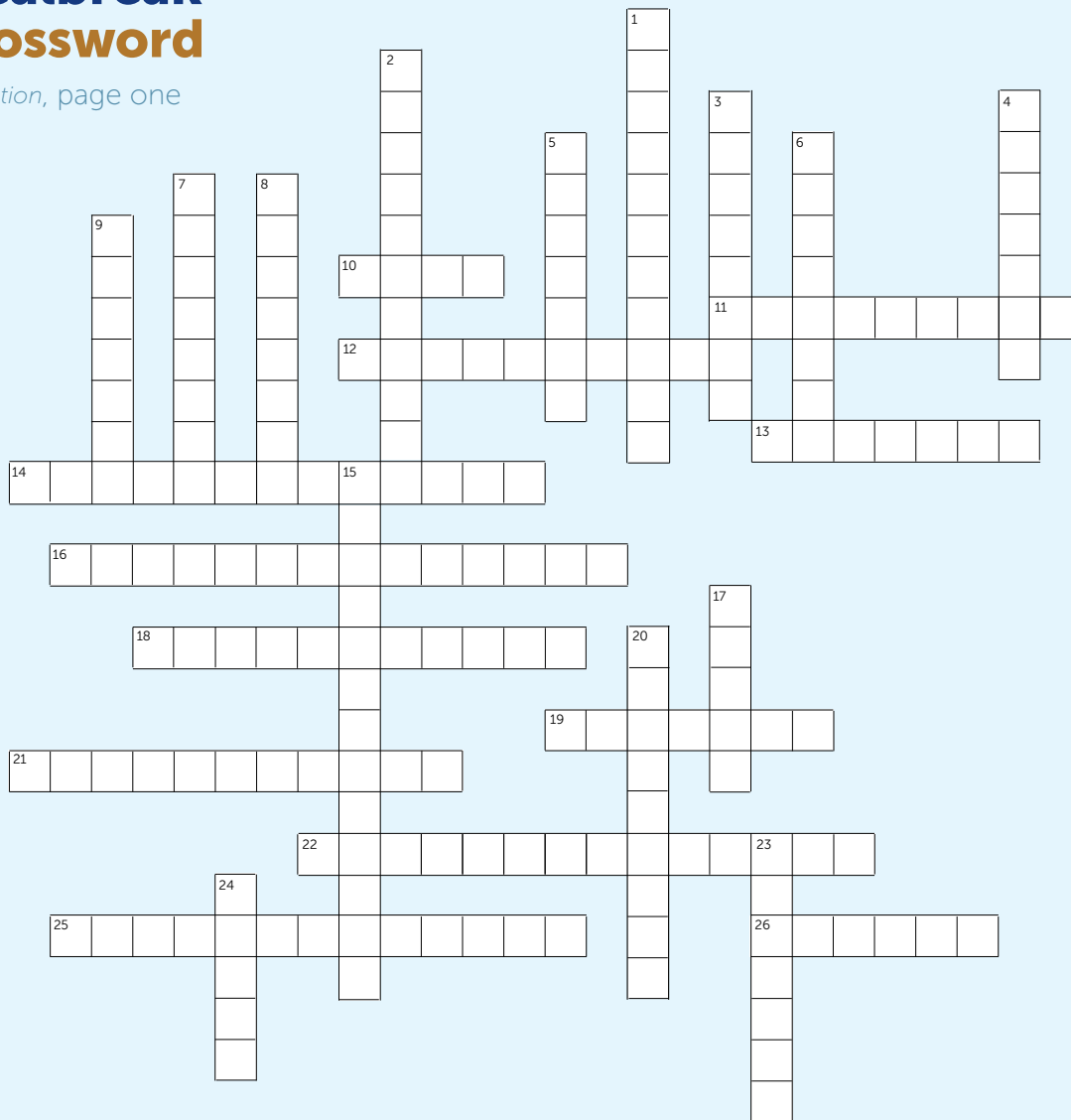
Getting you this deserved pay rise is just the start and I look forward to the changes we together will make over the next few years.

Video Link



Mealbreak Crossword

Solution, page one



Down

- 1) Three time world champion who punched a South African shark in competition?
- 2) Newcastle's favourite swimming beach
- 3) Bethlehem is in what Israeli-occupied territory.
- 4) Wearable air tight lenses for swimming
- 5) The main summer cereal crop grown in northern NSW?
- 6) The Australian Open's centre court named after who?
- 7) Long form of BBQ.
- 8) Sanitises swimming pool water
- 9) Clothing optional beach, harbour views, near South Head.
- 15) 2005 beach melee sparking public debate about multiculturalism.

- 17) Australia plays what country in this years Boxing Day Test
- 20) Annual festival commemorating the birth of Jesus
- 23) Junior Surf Life Savers
- 24) Small, narrow, human-powered watercraft invented by Inuits.

Across

- 10) The original portable ice cooler. Name derived from 'Eskimo'.
- 11) Rugby lover. Links to Cronulla Riots. Recently charged with indecent assault.
- 12) A firm decision made on New Year's Eve to do better.
- 13) Colloquialism for a young surfer.
- 14) Most successful female surfer in history - 7th World Titles.

- 16) Longest day of the year, December 21.
- 18) A sport that involves using a large kite to pull a rider across water.
- 19) A goofy-footer belongs in what water sport?
- 21) A board fixed by a hinge at one end, used to dive into water
- 22) AC is short for?
- 25) Australian Open's 2nd court named after who?
- 26) More than 90 percent of bushfires are started by what?

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WISHING YOU ALL
A Happy Holiday
Season

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