

PANSW 2024 Biennial Conference

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DOT-TO-DOT SOLUTION

THE 2024 PARIS SUMMER OLYMPICS ARE DAYS AWAY. AUSTRALIA LOOKS FORWARD TO THE MATILDAS, WITH MARY FOWLER GIVING A PERFORMANCE THEY'LL BE PROUD OF.

**Cover**

PANSW's Biennial Conference, held in Wollongong, attended by 170 delegates representing branches and regions from across NSW, attended by the political leaders of the state.

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Executive Profile

Pat Gooley PANSW Secretary

My first Biennial Conference was in 2006. It was an election year, so Day 1 was a whirlwind of formal processes. As a Branch Official, I was amazed at the range of intellect, diverse opinions and passion from the Delegates, Executive and Staff all focused on improving the profession and the lives of our members.

I was the beneficiary of the structured form Conference takes, with more experienced delegates taking stewardship of the debate rules, when I took a contrary view to a former President and Life Member. The conversation was lively, we both made our points and walked out of the room with a strong relationship that lasted years later. There is no rank in the Union and everyone can be heard equally.

By design, Conference is the supreme decision-making body of the union. It is where Branches bring their significant issues to be placed on the Union agenda and the motion authorizing action, expenditure and advocacy is passed, allowing the Executive and staff to hear the debates that inform the decision.

One of the standouts from last

Conference was the impassioned plea from a Western Region delegate to prioritize staffing in the Region. She shared stories of the human impact and how industrial settings were creating undesirable outcomes, followed by a range of solutions. Her motion was unanimously supported. The PANSW developed the case and advocated for a new suite of rural and remote incentives for members.

It is also an organizing and campaigning opportunity. Dignitaries from across politics, policing and industrial relations attend, are addressed and quizzed on key issues and witness the PANSW's strength and unity firsthand. In an Award year, it allows delegates to consider the bargaining environment and plan negotiations and campaigning for the claims we are prosecuting.

Concessional Cap is the key priority for the PANSW because of its impact on such a large portion of the membership. This year's Conference will be the pivotal point in determining the campaign's outcome before the end of financial year.



PANSW SECRETARY PAT GOOLEY

Attending Conference requires a significant commitment in time and effort, but if you are active in your Branch and want to make a real difference, there is no better way. I encourage those who are interested to speak to those attending Conference 2024 to understand the process and the value and consider nominating for Conference 2026.

PANSW President **Kevin Morton**

What the future holds

Respecting and Rewarding NSW Police Officers

■ In the time since our last edition, several events have unfolded that have highlighted the outstanding professionalism and work ethic of our members.

I have already spoken publicly about the bravery of Amy Scott. Though she may be uncomfortable with this unwanted attention, she deserves the admiration of the public for her quick-thinking and assured response that prevent further tragedy from unfolding.

I want to thank all our members, on the street and in the background, who coordinated the response during the Bondi and Wakeley incidents and in the days that followed. I have expressed my disgust at the treatment of our members who were injured by rioters in response to the later incident.

In both instances, your capability and courage in the performance of your duties in incredibly challenging circumstances have been highlighted. Where others shrink at the sight of danger, you face it head on to protect and maintain the public's safety.

In the days after, the shocking death of Molly Ticehurst left an imprint on the state's collective conscience. I called for the NSW Government to review and reform bail conditions and laws to ensure that victims of domestic violence are protected from recidivist offenders. This review should be widened to examine the entire court system. For too long, our police officers have invested into caring for victims and helping them through traumatic incidents, only to see these victims of domestic violence be failed when the offender is released on bail.

The Premier and Minister for Police has listened to our calls. I stood with other union leaders from the PSA, HSU, RBTU to call for police to have wandering powers similar to those exercised in Queensland. This will be an additional tool in the kit of our police officers to detect and deter those who leave the house carrying these



KEVIN MORTON ADDRESSES PANSW'S 2024 BIENNIAL CONFERENCE

dangerous implements.

At the end of May, 170 elected delegates represented their region's interests at the PANSW's Biennial Conference- raising, discussing and debating key issues and priorities that impact our members from General Duties to Specialists. These motions will set the PANSW's strategic direction for the next two years.

In my speech to Premier Minns, I reaffirmed that it was time once again for the NSW Government to listen to us as they have done previously about recruitment if they want to retain our currently serving police officers.

For too long, our currently serving officers have been wearing too many uniforms – required to carry their own unrelenting workload while performing duties for other agencies. I have spoken many times about the burden that prisoner transport, responding to mental health related incidents without the support of other trained medical experts and other duties have placed on our frontline workers. It is time once again to let our police officers focus on being police.

The NSW Premier responded by saying that he had heard our calls. We will continue to advocate on your behalf to ensure the message continues to be heard by his Ministers and the relevant departments.

In the pages of this edition, you will also read more about our intensifying negotiations with the NSW Government in relation to your pay rise and conditions.

The resolution of Concessional Cap issue remains at the forefront of our priorities. It was heartening to hear the Premier say that while this is clearly a Federal Government issue, that the situation had gone on too long and he would work in his capacity to find a resolution. If this is unable to be reached, we are not ruling out Industrial Action.

Our negotiations in relation to the Award are ongoing with the NSW Government. This has been a lengthy process, which is frustrating but not uncommon in a bid to secure you the best possible outcome.

We have made it clear that we will continue to fight for a 25% increase across all ranks over four years along with a compression of pay scales, a training allowance and more listed in our log of claims. While the NSW Government has announced a 10.5% baseline offer for public sector workers, 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.

In his speech, The Premier guaranteed that he will backdate any offer reached after the Award's expiry to 1 July 2024. As always, we will continue to keep you updated on these negotiations, presenting the best possible offer to our Executive. Once this is approved, it will be circulated amongst the members to vote on.

ELISE HULLEY-THOMAS SPEAKING TO A MOTION PUT FORWARD BY THE CAMPBELLTOWN CITY BRANCH.



Angus Skinner PANSW Member Engagement Manager

Run by police for police

Police officers working together to help police officers

■ In 1920, Police officer Bert Fortescue put his job on the line to form the Police Association: a union of police officers to protect the interests of police officers, for fair pay, work hours and promotions.

It's more than 100 years later, but that principle remains true to this day: the PANSW is about police officers working together to look out for each other and achieve the financial security and safety police deserve. Your colleagues, current sworn police officers, commit their own time to be Branch Officials, Delegates to Conference and Executive, to lead the PANSW and act on behalf of all members.

Your elected representatives employ a professional staff to provide expert advice on industrial, legal and policy matters, always under the direction of your democratically elected colleagues.

In this Conference Edition of Police News, we look at how those elected structures ensure the PANSW is member lead.

Branches and Branch Officials

Every workplace in the NSWPF is represented by their local branch. A Branch is constituted and lead by the people you work with every day (they might be sitting next to you right now!).

Branch Officials are working as serving police officers, and they volunteer their own time to help their brothers and sisters in blue at their local workplace. They do this because they are committed to police helping police.

They are the frontline of the PANSW, looking out for members when there is a problems and disputes in their workplace, letting the PANSW know when a member might need welfare or legal assistance, and supporting colleagues through whatever challenges may come up.

All members are entitled and encouraged to attend their local branch meetings to make sure their voice in the PANSW is heard and your priorities are addressed.

Conference and Delegates

Conference is the ultimate decision-making body of the PANSW. Conference is constituted by PANSW Delegates: current serving police officers, elected by groups of 100 members to represent them at Conference.

You can learn more about some of our Delegates on page 6-7 of this edition.

The votes at Conference set the goals for the PANSW to deliver on.

Every two years, Branches send their priority issues to Conference, outlining what they believe the most important goals are for the PANSW, and then Conference votes on all those priorities.

That democratic process sets the strategic priorities for the PANSW for the next two years, and the Executive then ensure that is implemented.

Executive

The Executive is the Board of the PANSW – it monitors the performance of the PANSW to ensure it is achieving the democratic decision of Conference. Each Executive Member is a current serving police officer that has been elected by groups of 1,000 members to represent them.

Every two months, the Executive meets to review the activities, plans and performance of the PANSW. All information regarding the PANSW's activities and future plans are presented to the Executive, and they consider that on behalf of the police officers who elect them.

Executive members also typically volunteer their time to also serve as Branch Officials and Delegates. They are incredibly committed to looking after their fellow police officers and devote a large amount of their own time and energy to doing so.

Each edition of Police News features a profile on Exec members, so you can learn all about them and why they are

passionate about helping their colleagues.

Where top priorities are set

Conference has been the source of some major developments in your entitlements, protections and for policing. Self-loading pistols, vests in every car, salary loading, change of shift provisions, FRPA policy, police issued AVOs, Blue Tape review, payment of recruits, reform of the promotions system, the relief pool, Mandatory Disease Testing – these all started life in the voting sessions at a PANSW Conference.

Every 2 years, Conference covers the most important issues affecting you and your colleagues.

In 2024, that was as true as ever.

Conference was held at a crucial moment in the negotiations for your next pay rise and working conditions and the resolution for the Concessional Cap.

That meant your Elected representatives were able to review the most up-to-date information on the negotiations and give clear directions to the PANSW on what the outcome of these PANSW campaigns should be.

You can read more about the Conference Motions on page 9 of this edition. As you read this, the PANSW will have implemented the directions set by the democratic process, and kept you updated through our email updates, 'On the Beat'.

By Members, for Members

Branches and Conference is where every police officer in NSW has the opportunity to have their voice heard. Current serving police officers are elected to set the priority issues and objectives for the PANSW to implement.

Police officers that are passionate about helping their colleagues and generations of past and future police is how the PANSW exists.

In the lead up to Conference, PPN spoke to two delegates about their past experience and their expectations for this year's event.

Tony Doyle

■ Coming from a union-affiliated family, Fairfield Branch Vice Chair Tony Doyle has been a strong advocate for involvement with the PANSW throughout his career.

"I think it's vital if you're going to be part of the job to be a member of the Association and be aware of the Award and your rights and entitlements." He says.

He began his involvement as a Branch Official at Bankstown in the late 1990s. When he moved to Fairfield in 2014, the area didn't have an active Branch. He worked with Sergeant Praveen Chand to get the branch started up again with the assistance of PANSW Organiser Rod Sheraton.

"I was Chairperson of the Branch from that date until just recently when I handed over the reins to one of the young Branch Officials from work. It's good to be able to pass the torch."

His first Conference experience was in 2018. The scale of it surprised him.

"I remember being glad that I attended the Masterclass beforehand which gives you a rundown of the proceedings and the official way that it is run. It's very different to running a local branch meeting once you get to Conference with all the other delegates."

"As a representative of the local branch, you're advocating for the branch but at the next level. As a delegate at Conference, you are passing motions that are assisting in the way that we are framing the whole argument for the Association. You're having your chance as a local Branch Official to put your point across."

He had a strong Executive member at the time that guided the delegates through the process of presenting their motions.

"You'll put forward a motion on an issue and see another region doing the same. They are melded into one major motion that will be put forward to be argued for."

"I've found that you get more confident in getting involved in the mechanisms the more that you attend."

The four-day event provides a rare opportunity for delegates from across



TONY DOYLE ON THE FLOOR OF PANSW'S BIENNIAL CONFERENCE, WOLLONGONG.

the state to gather and share ideas with each other. It's significant that delegates representing the bush, the city and everywhere in between have equal weight in having their voices heard.

"New South Wales is a big state. The issues facing our regional members are so different to those in metropolitan areas. You can pick up tips and tricks relating to First Response negotiations from people in different regions."

2024 will be Tony's fourth Conference. He is quick to emphasize the initiatives that have grown from the biennial event, including the Optional Disengagement Scheme, remote incentives and the PULSE program. All these initiatives came from motions developed through delegates speaking on behalf of their areas.

"As a grassroots person, you have your chance to steer the direction of the Association and to change the New South Wales Police Force itself and make

it better." He says.

As for his own expectations for Conference, he hopes that modernizing the formula for First Response Agreements and a focus on retention will be issues that form up front and centre.

"Ultimately General Duties is the only section where you must supply a certain amount of people. We are so involved in the mental health space and custody related issues that it draws away from our First Response. The majority of the members are in General Duties, so we need to focus on improving their lot."

"As a grassroots person, you have your chance to steer the direction of the Association"

Elise Hulley-Thomas

"Biennial Conference is the peak decision-making body of the Union"

Elise Hulley-Thomas became involved with her Branch in 2018 when a merger occurred between Macquarie Fields and Campbelltown. Sick of listening to the unrest with no action, she spoke to the boss to see if he was aware of the issues being discussed. The interaction led to him encouraging her to take her advocacy efforts to the next level.

"He suggested that I should be the Chairperson for the Campbelltown branch because I could articulate the issues well and was willing to speak directly to senior management."

One of Elise's earliest wins for the Branch was getting an increase in hours in the area's First Response Agreement. Later, she showed the costing required to pay the appropriate overtime for officers clocking 13-hour shifts travelling between Campbelltown and Macquarie fields. Her suggestion of a shared appointments model was adopted. A strong advocate for mental health support, she also launched a wellbeing program with Quest For Life, with more than 30 officers attending.

Her first Conference was 2020.1 in Wollongong. Nominated to attend as a delegate for South-West Metro 2, she was readying herself to speak to several motions. Speaking to other delegates made her realize how much additional background work was required, which she then frantically completed. Ultimately her motions were referred to the Executive, but the lesson stayed with her.

"I was nervous and felt underprepared. Because it was my first Conference, I didn't understand the gravity of the situation. If are speaking to a motion, you need to be across what you are going to say, especially if someone speaks against what you are fighting for."

Seeing firsthand when issues are widely held and deeply felt was invaluable. She recalls raising an issue that was also being experienced in the Western Region and was able to discuss it further with Executive Member Chris Jordan – who would be a future colleague when she stepped up as South West Metro 2 Executive Member in 2023.



ELISE HULLEY-THOMAS ON THE FLOOR OF PANSW'S BIENNIAL CONFERENCE, WOLLONGONG.

"At Conference, you are seated all together and can talk with all the other Branch Officials from your region. We all share similar issues, so it was good to be able to have that network base."

The connections she made came in handy. In one instance, Elise's Commander was looking to remove one of the custody managers. She contacted all the other Branch Officials in the region asking what their custody arrangements were as per their First Response Agreements. All the Branch Officials were able to share their responses and informed her opinion before going back to the boss. There remain two custody managers.

This year's Conference is her third as a delegate but her first as an Executive member. Meeting with other delegates in an informal region break out, she looks forward to hearing the proposed motions and assisting other branch officials to further their own objectives.

This time round, she has a deeper understanding of how the motions that are adopted will progress.

At the last Conference, 42 motions were passed. These were transformed into initiatives, projects and policies that have since transformed into the relief pool initiative, remote and regional incentives, the PULSE program, expanded parental leave entitlements and more. With Award discussions deeply underway, the focus on condensed pay scales was driven by discussions at Conference.

In such a pivotal year, Elise is excited to see how the ideas discussed shape the PANSW's strategy moving forward.

"All these priorities stemmed from motions that were passed at Conference."

"It shows that the Biennial Conference is the peak decision-making body of the Union and sets the direction of the organization."

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Issues that matter most to members

Concessional Cap, pay and retirement savings, retention and workload, work-life balance and injury management.

■ Police Association Branches from across NSW have been submitting their top priority issues to Conference in the months leading up to their elected Delegates setting the key objectives for the PANSW.

Concessional Cap

To Fix our Super, PANSW industrial action forced the Federal Government to the negotiating table. To enable those negotiations to progress, industrial action was suspended.

Your Elected Delegates at Conference were fully informed of current progress, determined the deadline for a solution, and democratically decide if and when industrial action would be recommended if required.

The PANSW, NSW Police Force and NSW Government worked together to present a road map to the Federal Government, outlining a vehicle to remove PBRI premiums from the superannuation system in the near future.

The PANSW has demanded to both the State and Federal Governments that the issue must be resolved prior to the next financial year.

Pay, conditions & retirement savings

Conference was held at a crucial moment in the negotiations for your next pay rise and working conditions.

Delegates received extensive updates on the progress of Award 2024.

Fully informed, they debated motions regarding the prioritisation of salary, pay scales, superannuation, pensions, allowances and salary sacrifice.

The PANSW Executive and senior staff take these democratic directions into Award negotiations.

Retention and Workload

The challenges of staff shortages and increasing workload are a major priority for PANSW Conference this year.

Branches put forward strategies to retain and recruit police where they are needed most, such as retention bonuses, additional long service leave entitlements, additional superannuation and increasing educational scholarships.

A major contributor to work pressures is police picking up the work of other agencies, in particular responding to mental health calls, mental health transport and hospital security, welfare

checks, out of home care issues, and prisoner transport.

Your elected Delegates set out a path to reverting that work back to where it should be performed.

Work-Life Balance

Police are working extremely hard to do their job and pick up the workload of vacancies.

It is so important that police can still rest, spend time with their families and friends, and stay healthy. Branches put forward a number of ways to improve work-life balance for police.

This included better protection or financial compensation for Weekends/Sundays, change of roster, increased annual leave, and a "right to disconnect" clause.

Injury Management

Policing continues to take a toll on members, causing physical and psychological injuries that keep officers off work for longer.

Conference considered proposals to make Commands accountable for long term absences.

Pat Gooley PANSW Secretary

Now is the time to fix it

The Superannuation Concessional Cap penalty remains the highest priority fix for the PANSW.

■ Our members have faced the unintended consequences of paying Police Blue Ribbon Insurance Premiums through superannuation for 12 years now. The ATO treats the premiums as a concessional contribution to superannuation – initially this reduced our members ability to contribute to their superannuation without breaching the contributions cap, eventually it caused them to breach the contributions cap without any voluntary contributions.

This has been exacerbated by a reduction in the cap from \$30,000 to \$27,500 during the period, the skyrocketing PBR Insurance premium, increases in Superannuation Guarantee employer contributions and police wages edging forward. With a pay claim on the table and two more legislated increases to come, it is imperative the issue be resolved immediately.

This issue only impacts NSW Police Officers as no professional in their right mind would insure on a risk-priced market against the risks NSW Police Officers face. They would self-insure or pay benefits from a fund.

The Liberal/National Coalition set up system of reimbursement for breaches of the concessional contributions cap, half paid by the Commonwealth and half by the NSW Government. The PANSW continued to campaign for a permanent solution. The ALP (then in Opposition) committed, in writing, to creating a permanent solution.

Our campaign has seen PANSW with Commissioner Scipione and his executive team attend Parliament House and brief dozens of parliamentarians on the issue, garnering their support, briefing every Assistant Treasurer for the last 10 years and gaining commitments from all but one, and we are awaiting a commitment from the current Assistant Treasurer. We have met with hundreds of Parliamentarians over the decade and, once they understand this complex issue, all are supportive of Federal Government action to fix it.

In March 2023, Commissioner Webb and her Executive accompanied the



PANSW President to Parliament again where NSW-based parliamentarians and others were briefed and gave unanimous support for Federal Government action to fix this issue once and for all.

The biggest concern for most parliamentarians was that the scheme was compulsory, and the previous temporary fix was having its own unintended consequences. The lack of action by the Albanese Government was making a mockery of their mantra, “No one held back, no one left behind”. The attribution of reimbursement of concessional cap costs as salary, tied to the deemed income it created, has a disproportionate impact on policewomen and police families.

Every means-tested benefit is reduced from childcare rebates to family tax benefit. From reduced child support

payments to increased Medicare levies. From reduced electricity subsidies to reduced private health insurance rebates.

The Federal Government’s failure to act is driving mothers from the police workforce and keeping them at home. At a time when we need every qualified police officer we can get, we have mothers that can’t afford to take on additional hours. This is the exact opposite of the narrative this Government is trying to sell.

The PANSW has built a coalition of all political parties across the House and Senate to support the necessary changes, and to give the Government the comfort they need to get the job done.

It is against that backdrop that Delegates came to Conference armed with their members’ horror stories raging from reduced childcare benefits,

"We want this issue solved and resolved for good within the next few months"



increased child support levies, through to having to pay tax quarterly in advance and being unable to receive financial advice due to the complexity of the issue.

Most of all, Delegates were committed to taking action if necessary to get a result. In conjunction with Award discussions, Delegates discussed the appropriateness of Industrial Action and when the timing was right.

They heard how targeted Industrial Action had brought enough attention to the issue to bring the Federal Government, the NSW Government and the NSW Police Force together with the PANSW to find a long-term solution, removing PBRI premiums from Superannuation. A road map was provided to the Federal Government three months ago. The Federal Government is armed with the necessary

information to bring forth a solution for this final year of concessional cap breaches.

Delegates heard support from the Premier when he said during his address: "We also want to fix the problems of Concessional Superannuation Tax that's unfairly punishing so many of your members. On that last point, super and tax are clearly Federal Government issues but I can assure you we are working with Federal Ministers even at the highest level to rid you of this ridiculous burden and I want to acknowledge the fierce advocacy of the Police Association on this matter... over many years."

"The Commonwealth tells us that they are happy to act here...that announcement must come as soon as possible. The Federal Government needs to come to the table with the solution

that will work for the Police Association so that we can make this happen. Half hearted fixes, temporary compensation... it's just not good enough. We've had that in the past and it hasn't made the difference that we need. We want this issue solved and resolved for good within the next few months."

On the last day of Conference, when the yarns of Conference are weaved together into the PANSW policy positions, Delegates made their position very clear in a unanimous voice that Concessional Cap must be resolved this financial year. No resources are to be spared and Industrial Action is authorised at any time but must commence on 1st July 2024 if not resolved.

So, the ball is firmly in the court of the Federal Government. They did not create this fiasco, but they can fix it, as they promised to do when in opposition. Rarely can a Federal Government have such a positive impact on the lives of state police officers and their families, all with the stroke of a pen and small amount of forgone revenue.

Discussions with the Assistant Treasurer indicate that a solution has been crafted but is awaiting approval. Whether that is a cabinet process, the Prime Minister alone or some other process is not clear. What is clear is NSW Police Officers have waited long enough to be put on a level playing field.

An offer was made for any Federal Minister to come to Conference and make an announcement of whatever solution is being considered. Unfortunately, that was not taken up.

Politicians are happy enough to associate themselves with the heroism and bravery of our members at times of crisis and strife. Their words alone do not demonstrate any respect for our members and the sacrifices they make every day. It takes decisive action and the time for action is now.

NSW PREMIER CHRIS MINNS
SPEAKING TO POLICE OFFICERS
AT PANSW CONFERENCE.



PANSW
POLICE ASSOCIATION OF NSW

"What is happening with the 2024 pay rise?!"

PANSW still fighting for 25% pay rise across all ranks

■ The PANSW has been negotiating your next pay rise with the NSW Government and NSW Police Force since late 2023. We have provided all members with updates at every stage when there is something to notify you of.

We understand that this is one of the most important issues to members and their financial security. You want your next pay rise to be resolved as soon as possible, and you want information provided regularly.

We also understand that members may be frustrated to not yet know what pay rise will apply from 1 July. However challenging, it is not unusual for negotiations at the changeover of an Award to take this long.

The NSW Government announced a baseline starting point for the entire public sector of 10.5% over 3 years in May 2024. The PANSW is negotiating well above this figure for police, and we maintain our primary objective is to get the best outcome possible for members: a 25% pay rise across all ranks, compression of pay scales, and more contained in our log of claims. We will only accept the best possible offer and won't rush negotiations if this will jeopardize achieving the best outcome.

Negotiations intensify

On May 21, Premier Minns addressed PANSW Conference Delegates and informed Delegates that in the event an Award outcome is not finalized by 1 July, he will guarantee a back date of any increase is applied from 1 July 2024 so that date will not impact the outcome you deserve.

The negotiations will continue to progress, led by the PANSW team of expert industrial staff. That must progress in a constructive and respectful manner to achieve the best outcome. Once we have negotiated the best offer, it will be put to ALL members to vote on that offer.

If we do not receive an offer that we consider shows sufficient respect to each and every one of you, we will not rule out recommending industrial action and media campaigning if that is the best way to get you the pay rise you deserve. We will leave no stone unturned.

What is the PANSW fighting for

The PANSW is fighting for a pay rise of 25% over 4 years, because that is what you deserve. We demand nothing less than the same respect shown to teachers and paramedics, underpinning what is necessary to retain our experienced police officers.

In addition, our claim seeks to amend incremental pay scales so they must provide for:

- an annual pay rise to every police officer at every level
- Senior Constables reaching the top salary in 10 years at LSC salary, Sergeants topping out at 5 years
- The removal of the overlapping pay scales, a promotion deserves a pay rise
- We are calling for the qualified trainers of our probationers to also be financially recognised.
- Your PBRI entitlements must be maintained as committed to by Premier Minns to ensure injured officers have the necessary safety net.

These priorities were developed by your elected PANSW Conference Delegates and endorsed by the Executive.

What happens if the Award is not finalized by 1 July

The current Award expires on 30 June 2024. If the next Award is not finalized by that date, your current rate of pay continues until the next pay rise is agreed.

We have already secured a commitment that the next pay rise will be backdated to 1 July, so you will not miss out on a single cent of the pay rise you deserve. We understand it is frustrating that you will not get that increased rate of pay straight away, but the entire period will be covered by the back dated pay, which will be paid to you in a lump sum once finalized.

How is the PANSW putting forward the best possible wages claim

Our expert Industrial team are amongst the most respected and professional in NSW and Australia. They are currently

participating in the new Mutual Gains Bargaining system focusing on the mutual interests that the NSWPF and the PANSW believe are important in retaining police officers in NSW.

That system was part of a suite of reforms introduced by the new Government in late 2023, including scrapping the 2.5% wages cap that previously suppressed wages for many years.

This new bargaining system requires the NSW Government and PANSW to work together to achieve common interests of which retention of experienced police is our top priority.

Our case is further strengthened by evidence of increased productivity which has been driven by the PANSW since Conference in 2022 when Delegates nominated over 80 Blue Tape initiatives that we have been pursuing during the negotiations. During the 2024 Conference, Delegates workshopped further productivity and efficiency savings and improvements that can add to the evidence required for the wage claim. This will assist in providing the best negotiating position possible. This information can also later be used as evidence in arbitration in the Industrial Relations Commission if that is required to resolve our pay claim. The PANSW Industrial Team worked with your elected Delegates at Conference to gather evidence to put that best case forward. Importantly, the Industrial Relations Commission is no longer bound by a legislated wages cap.

You may have read media coverage of the NSW Government offering 10.5%. This is not a final offer. It is not the end of our negotiations with the NSW Police Force and NSW Government.

It is not anywhere close to what the PANSW will accept. We will continue to fight for a 25% pay rise over 4 years, compressed pay scales and a recognition for those members who train our newest probationers.

Jon Goddard PANSW Lead Organiser and Blue Tape Committee member

From butchers paper to the thin blue line

How Conference 2022's Blue Tape workshops are now shaping how police work will look into the future.

■ Depending on your age, you will have different memories of how police technology, equipment and policy have changed and the milestones achieved over the years.

For more mature members, it may be the end of the call box key, or the F150 trucks with bench seats and the number 1 call sign or the removal of typewriters for the Wang computer, Telex duty or the Hotlist spitting out of the dot matrix printer. For those of my era, it is the Word Perfect 5.1s blue screen with the at-the-time modernistic 'He said, She said, I said' hot keys. Newer members will recall the pre-CAD era of the CIDS job.

Modern policing has evolved. But with improvements in areas such as uniform and equipment, there has also been duplication in processes, clunky systems that are hard to use, repetitive tasks, that could be improved with technology along with those that were not police jobs to begin with or have been so over complicated that members drown in the workload.

We refer to this as 'Blue Tape'; tasks or practices that can be reduced or in some cases removed via the use of technology, changes in practice, or a change in current policy or legislation and often keep police away from core duties.

At Conference 2022, 160 PANSW delegates identified over 100 such items across policing operations, resulting in 82 project recommendations being served to the NSWPF. Heading into Conference 2024, those same delegates and the wider membership are starting to see those items go from the butchers paper to the front line.

Easing workload through tech

Our frontline members now carry a virtual police station in their hands at every job. Over 13,000 MobiPol devices give access to police systems

no matter where the member is. Checks formerly performed over radio are now completed in seconds. Photographs of offenders can be checked, with the RMS system complete with driver's license photographs bouncing back in seconds. Providing false information is more difficult than ever. The police notebook's days are numbered as members create direct data entry onto the MobiPol or tablet and no longer need to double handle information.

Workshop recommendations around the upgrading of systems available in Police vehicles are now being rolled out statewide. The Blue Tape recommendation to replace all the older and difficult to connect Mobile Data Terminals (MDT's) in police vehicles is being actioned by the NSWPF.

In Vehicle Tablets (IVTs) have replaced MDTs. The IVTs are Panasonic FZ-G2 i7s and provide a significant increase in power, are forward compatible with 4G mobile broadband technology and can be removed for use at scenes. A four month roll out commenced in February 2024 and will see 1409 tablets installed across the fleet by 1 July 2024. General Duties vehicles (949) and Traffic and Highway Patrol (284) make up the majority of the allocation.

The transcription of evidentiary documents such as Body Worn Video and Search Warrant video saw thousands of operation hours taken up. The Microsoft 365 system is assisting with this workload, and we continue to investigate other options to improve accuracy.

Late 2023 and early 2024 also saw the NSW Police approve for operational use the GoodSam application. The Bluetape Committee quickly identified that several member concerns around time and resource intensive tasks including access to translators and issues with downloading and collecting footage can be alleviated by GoodSam. The App

was introduced with a successful pilot program in metropolitan and regional areas. Options that are now available to members in that app include:

- Live video request - members can see what is happening at a scene before arrival
- Live location request
- Attachment request for digital file upload like CCTV, doorbell cams etc
- Video file forwarding
- Translation service into 104 Languages
- Video storage

Changing our way of working

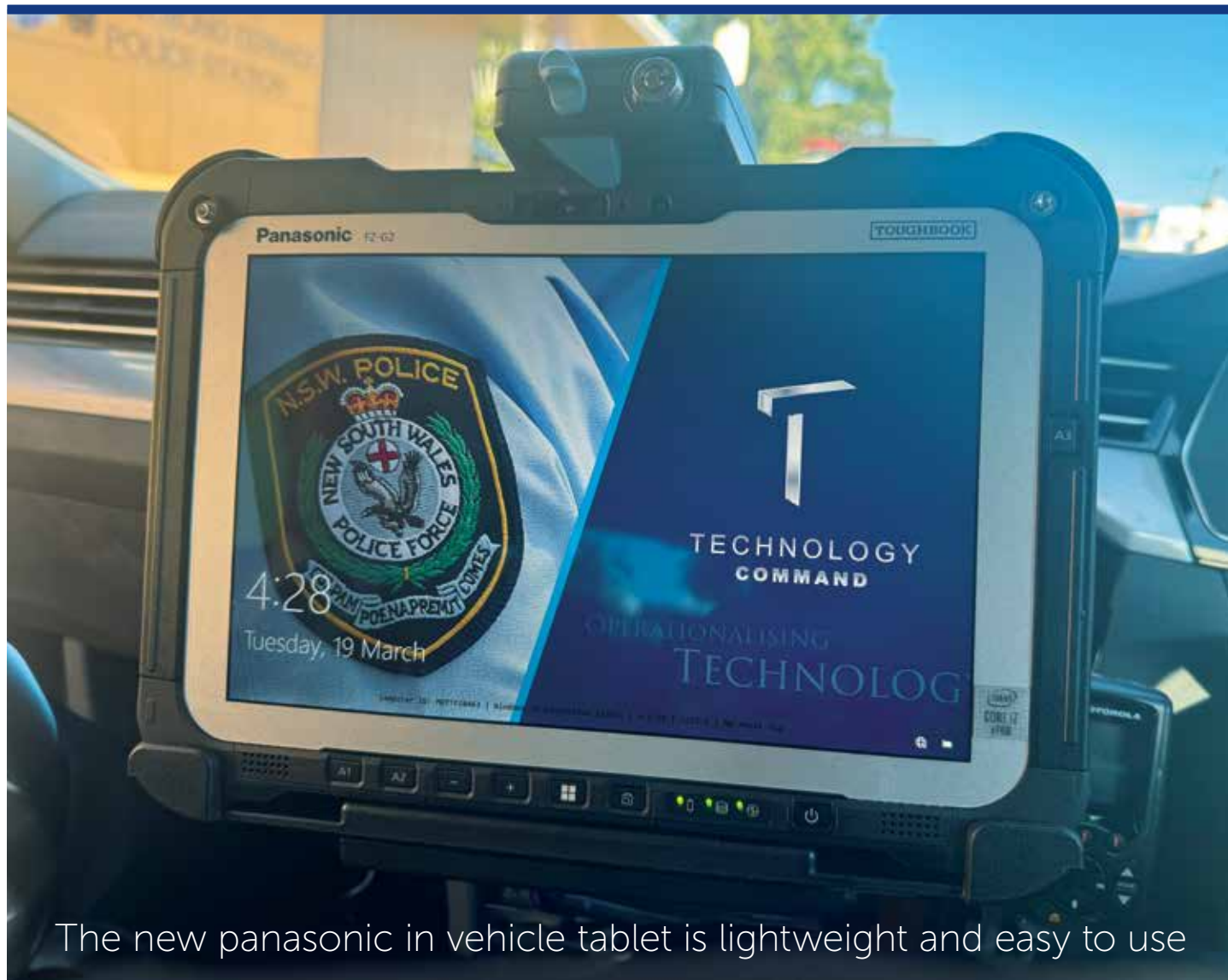
In 2024 and 2025, we will see changes to the way that members criminally charge and deal with persons who are on bail, both in reporting and those who are in breach.

We have now seen the rollout of Automated Breach of Bail COPS events, with the majority of the event now created automatically.

The pending introduction of paperless charging will hopefully see the charge room printer, currently the heaviest used item in the police station, fall silent.

Members also asked for more automation in the COPS event space to save time, with the first of these projects taking place in the Bail Compliance space. Now when a bailee has not reported or is in breach for another reason, automation will create the COPS narrative and place a warning on the system. In the 12 months to June 2023, BOSCAR reported 13,000 plus Breaches of Bail were put before the courts. This will be a considerable time saving when added to warnings for a breach or explained breaches all of which are recorded on COPS

Our Delegates identified the ability to



The new panasonic in vehicle tablet is lightweight and easy to use

use technology to assist station officers with managing those who need to report to a police station on Bail. In April 2024, a pilot program commenced with Facial Recognition technology being used to make a contactless reporting process. Unless police wish to deal with the bailee on that day, they can attend and use a device in the foyer to report and notify the Bail reporting system what time the report occurred. In busy stations that see hundreds of bailees reporting every week, this will free up the station officer's time. For remote stations, it will alleviate the need to return to the police station to process the reporting.

For Traffic and Highway Patrol members, the old TIN book is heading towards retirement. The M COPS allows infringements and events to be completed roadside simultaneously. This system is designed to replace the M notices system, allowing for the

Infringement notice and COPS event to be created simultaneously. The system is currently being improved via input from the field around its use in remote locations.

Just the beginning

Other projects in the pipeline include:

Changes to Domestic Violence Processing

- DVSAT – Reduction in questions
- Webcops enhancements including the reduction in COPS screens for events
- Child at Risk enhancements and streamlining
- Integration of the Empower you Application
- GoodSam connectivity for DV events.

Upgrading In Car Video (ICV) and Body

Worn Video (BWV) standards

- Easier transcription based on sound quality
- Easier and faster downloads
- Improved access for completion of charging processes etc
- Less contested court matters.

This year's Conference will see new items added in The Blue Tape workshop as this project continues to evolve. The Blue Tape committee will keep working with the NSWPF to bring the best technology to police in the years to come. In the age of acronyms like AI and VR now being the day-to-day language of children, we sure have come a long way from the Olivetti Typewriter and charge book that used to sit on the charge room counter.

PANSW Biennial Conference

170 elected delegates representing their branches and regions, debate and vote. Wollongong 23/5/24





Elyssa King PANSW Media & Communications Officer

The Unexpected Road

The roads travelled during a career in policing are full of unexpected twists and turns.

■ While studying science and engineering at university, being stuck under the glare of fluorescent lighting in a lab all day was the last thing Nikki Lucaci wanted from her professional path. The subtle beckoning of the outside world in all its unexplored intrigue was far more enticing.

Watching a countdown style show with friends, the NSWPF recruitment advertisement 'He Ain't Heavy, He's My Brother' piqued her curiosity and desire for change. Friends thought her opinion would change with the flick of the channel.

"They laughed because they thought that I wasn't police material. Four weeks later, I was down at the Academy! It was very quick, and I made the decision, but it was the best decision of my life."

She graduated from the Academy in 2007. During that time, she signed up as a member of the PANSW.

Her career began in General Duties at Redfern. For a country girl from Scone who came from a town with no traffic lights, the shift was daunting. During her time there, there were several traumatic incidents that Organisers from the Police Association attended. The interactions stuck with her. Putting on a barbecue was a small yet deeply appreciated gesture that allowed for a moment's respite from the pressures of the workplace.

"It was that ability to debrief and not have that fight or flight response constantly. You get to sit down and have a meal without worrying 'is the radio is going to go off' or 'what's next?'"

"I remembered thinking it was fantastic to have that support outside of the police...for them to come out and say, 'We don't know how you feel, but we know what you're going through, so tell us.'"

The PANSW Organisers were present at other events attached to the Command, promoting their services available to the members. It created a model that she would follow during her future secondment to the PANSW.

"This is what I've done over the last twelve months... making sure that



NIKKI'S SEVENTEEN YEAR CAREER HAS BEEN FULL OF TWISTS AND TURNS



members know what we do. It's not just about paying your fees every fortnight just in case you get into a Critical Incident or a complaint but all the other benefits available."

After finding her operational feet, Nikki transferred to Highway Patrol at Surry Hills in 2009.

"I liked the ability to make my own work, be proactive and engage with a wide range of people every single day."

Prior to commencing her secondment with the PANSW, she was a Highway Patrol Sergeant Team Leader at Camden. The types of jobs that would emerge while driving for hours on those long stretch country roads provided exposure to the depth of variety that the calling has to offer.

"You get to see people on their best days and their worst days. It's almost choosing your own adventure every day. Sometimes you don't get to choose it, someone else does."

During her time in Highway, she became the self-described 'mother of the office', ensuring that the welfare and industrial needs of her colleagues were being met. When she did fall pregnant, she realized firsthand the gaps in knowledge or lack of concern from management when it came to her entitlements. Attending the PANSW's Women's Forums gave the now mother-of-three exposure to other members who had navigated the same challenges.

She became involved as a Branch Official with the PANSW's Huntingwood Branch. When the pandemic broke out, one of her significant wins was secure urgent accommodation for colleagues who were called at a moment's notice to head to the borders.

"I knew that I needed to do more than what I am doing and that I could assist more people with my knowledge."

The realisation led to her putting her hand up to become a delegate to Conference in 2021 and 2022. Representing 1400 Highway members was nerve-wracking responsibility. She worked closely with the tight-knit group of delegates from her area to ensure the issues from their members received the attention they deserved.

The masterclass held at the beginning of Conference set the framework for what would be an intensive four days of advocating for their members' rights.

"Going as a delegate is a good opportunity to have your say for all the people in your office and area. When it comes to putting your motion forward...it's very high pressured and tense. You see the very different types



of personalities and skillsets of the delegates on that floor, the passion they have for their area and what they want to achieve for their members.”

As a delegate, getting the chance to interact with members from other Commands provides the opportunity to bounce around ideas, share issues and discover new outcomes that can be taken away and implemented in their workplaces. In her first Conference as an Organiser, Nikki will use her firsthand experience to facilitate those relationships and put the delegates in her region in the best position to ensure their voices are heard.

“I make sure that I can connect people. When you realise there are two different areas having the same issues, you can put them together to make an even stronger argument for that motion. It’s not just affecting one place, but it is felt far and wide.”

When asked about the value of Conference, she’s quick to point out its significance is even greater than the influence that delegates have on directing the structure of the Award. The sessions and strategic workshops which she will assist in running provide unique opportunities for the delegates to provide in-depth commentary on

outdated methods or repetitive tasks that affect operational policing such as the Blue Tape. The PANSW staff collect this feedback, which informs ongoing projects to improve working conditions for the membership.

“I tell people it is where the strategic direction of the Association is formed, but it’s so much more than that.”

“It’s turning the water cooler conversations into conditions that enhance the way we operate. You get to achieve things. This is where business is done.”

Aileen Fleming PANSW Industrial Officer

Important reminder of parental leave entitlements

Our membership would recall the significant expansion to Parental Leave entitlements that were implemented in June 2021 and October 2022. This included making the full Paid Parental Leave ('PPL') entitlement also available to the 'other' parent. It also saw the implementation of other forms of parental related leave including: Miscarriage Leave, Fertility Leave, Pre-Term Birth Leave, Surrogacy Leave, and Permanent out of home care leave.

NSW Public Sector changes

The expansion of leave to the 'other' parent was achieved through PANSW's collective pursuit via the Public Sector Consultative Union Forum. It was enacted by way of a Premier's Memorandum which confirmed the entitlement for all NSW Public Sector workers.

Since the changes, the PANSW has continually attempted to ensure that NSWPF Policy and Procedures accurately reflect what the Premier's memorandum prescribed as the entitlement, and that our members are accessing PPL in full, and in the flexible manner in which the leave has been intended. NSWPF have thus far not updated the NSWPF Leave Manual with more appropriate policy wording to avoid confusion and improper refusals of leave to those members who are entitled.

Accordingly, there is a need to clarify our members entitlements to accessing PPL so they can properly understand what they are able to apply for and what Commands/Business Units are required to approve.

Currently both parents are entitled to 14 weeks of PPL (or 28 weeks at half pay). Additionally, both parents have an entitlement to two weeks Bonus PPL (or four weeks at half pay). This is a total of 16 weeks entitlement. It is important to note that all officers are entitled to take all (or part) of their PPL at half pay.

The Memorandum by the NSW Premier confirmed that "All paid parental leave may be taken concurrently except in circumstances where both parents are employed in the same NSW

Government Sector workplace and operational requirements may prevent concurrent leave." This provides a positive entitlement for parents to access all PPL concurrently, except in circumstances where both parents are employed in the same workplace and operational requirements may prevent it. If both officers work in different



locations, duty types, or Commands/Business Units, they should not be prevented from accessing concurrent leave, unless the Command or Business Unit could demonstrate that they would be operationally impacted by the other parent being on leave at the same time.

For example, a couple where one officer works in a General Duties role within a Regional PD, and the other works in the Detectives Unit at a Metropolitan PAC, should not be prevented from accessing all leave (16 weeks) concurrently.

It has become clear to the PANSW that the above matter of concurrent leave

has been causing numerous improper refusals of leave at the Command/Business Unit level. In the absence of more appropriate wording in the NSWPF policy being published, we would encourage officers to familiarise themselves with the entitlements as prescribed above; that being that concurrent leave can be taken by both parents for the full period except when from the same workplace. Further clarification and advice can be sought from our office if you are uncertain of your entitlements.

Members should further be aware that PPL can be taken flexibly, meaning in several periods, which will be subject to an operational assessment similar to applications for other leave types. These applications can get creative and ideally will assist families in balancing their caring needs along with maintaining their desire to perform work for the NSWPF. Additionally, officers may request to take their PPL at any time during the first 24 months from the date of birth.

Commonwealth changes

The Federal Government Paid Parental Leave and Dad and Partner pay was combined into the one payment as a family. It was amended to provide additional leave days as well as flexibility measures from 1 July 2023. This allows 100 days of leave from the Federal Government to be taken as: a single block, multiple smaller blocks, single days or smaller blocks combined with single days. This Government PPL can also be accessed before or after you return to work.

The Bill that introduced the



amendments to the Government PPL provided an accompanying explanatory memorandum which outlined that by allowing primary carers to access the paid leave more flexibly, this would support women’s economic independence by assisting them to participate in the workforce earlier and improving earning potential. Further, the sharing of the 100 days of leave between two parents supports the sharing of care responsibilities that often fall upon both parents and encourages both parents to access the payment.

Members who wish to access the Government PPL in a flexible fashion, as intended by the Federal Government, can make an appropriate flexible application to be considered by their Command/ District in line with operational needs. This includes returning to work and utilising the Government PPL on a flexible basis thereafter.

The Government PPL is based on the national minimum wages; as at 1 July 2023 that rate is \$882.75 per week. This is amended from time to time, so members should refer to the Government website for up-to-date rates at the time of leave being accessed.

Further changes in 2024

There are further increases to Government PPL from 1 July 2024. If your child’s birth or entry into care is on or after 1 July 2024, these changes will affect you. The total Parental Leave Pay available to families is increasing to 26 weeks by 2026. How many Parental Leave Pay days your family will get depends on your child’s date of birth or adoption.

Any officers becoming new parents are encouraged to contact our office to clarify their entitlements.

Child’s date of birth or adoption is from	Your family can get up to
1 July 2023	100 days
1 July 2024	110 days
1 July 2025	120 days
1 July 2026	130 days



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Beyond the uniform

Andrew story of resilience through illness and recovery

■ About two years ago, I began encountering difficulties with my walking, which led to challenges in completing extended operational shifts. I distantly recall an incident early last year during an award ceremony when I struggled to walk in full uniform with appointments just a short distance ahead of high-ranking officers.

I sought assistance from one of the top neurologists in NSW, who conducted a comprehensive array of neurological tests to identify the issue. My neurologist performed various procedures, including nerve conduction tests and a lumbar puncture, and finally a PET test in October of last year. The PET test results revealed that my nerves and brain were in good condition, but cancer was detected on the right side of my neck.

Following this diagnosis, my neurologist recommended that I consult with a colleague of his and initial consultations and tests, including biopsies and ultrasounds, revealed a tumor on my lymph nodes and a small lump under the right side of my chin. Surgery to remove the tumor was advised, and in November, I underwent a seven-hour procedure during which 58 lymph nodes were removed, along with the lump under my chin, the nerve from the right corner of my mouth, and the front muscle from my neck to my shoulder. Subsequent tests classified the cancer as a salivary duct carcinoma with rhabdoid features, an extremely rare form of cancer.

Despite ongoing medical treatments, I continued working full-time as an instructor on the Influencer program at PLC Richmond. We regularly host subject matter experts who engage with our



ANDREW HAS MADE GOOD USE OF OSARA ON THE ROAD TO RECOVERY

course participants, and fortunately, one of these speakers was from the PANSW, discussing the Osara Health benefit for members. At the end of the presentation, I inquired about further details and was asked if I would consider enrolling in the Osara Health program for myself and my wife.

This led me to connect with Osara Health, where I was assigned an experienced Health Coach for the duration of the 6-12 week program.

Through regular telephone conversations along with being sent weekly digital resources, I discovered practical strategies to manage stress, cope with grief, and improve both mental and physical well-being.

My wife also participated in the Caregivers program, receiving support tailored to her needs from a caregiver's perspective.

One aspect I particularly appreciated was the flexibility regarding appointments. With the multitude of

medical appointments and procedures, rescheduling with Osara was straightforward and accommodating.

Undergoing a serious illness, grappling with mental health issues, or recovering from an injury profoundly impacts not only the individual but also their family. If I could offer any advice to those members considering joining this program, I would encourage them to give it a chance. I found the program to be non-confrontational and immensely supportive. Simply having someone who genuinely cares and understands one's struggles can make a world of difference compared to suffering in silence.

Receive support

As a PANSW member, you and your family have access to cancer support and behaviour change programs including:

- Programs for people with cancer and caregivers.
- Free and confidential access for members and immediate family.
- Educational modules around living with cancer.
- Access to a dedicated Health Coach to support you.

To learn more, visit the Member Benefits section of the PANSW Website.



Your retirement questions answered

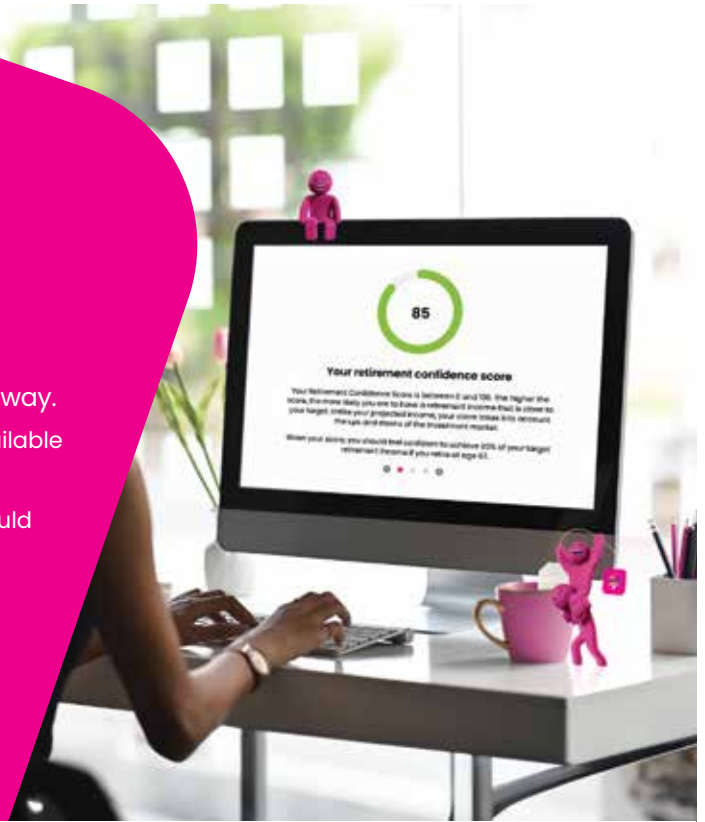
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LEFT: SHEILA AND JOE AFTER RECEIVING HIS NATIONAL MEDAL. / RIGHT: LEISA, JOE, CASSANDRA, AMY, AND PEITA AT THE ANNUAL CHRISTMAS LUNCHEON

Tim Sinclair Marketing & Communications Manager, NSW Police Legacy

NSW Police Legatee Joe Dombroski

■ It's hard to imagine someone who's had a broader experience of NSW Police Legacy than Joe Dombroski. As a serving NSW Police Officer, he was a regular donor through payroll from almost the moment the charity formed. He later became a volunteer, helping with Christmas Lunches and the Kids' Christmas Party. He became a Board Member of the organisation in 2002. And then he became a Legatee.

Joe joined the NSW Police in 1974, at the age of 21. Having migrated from New Zealand a few years prior, he met up with a couple of other young men who were in the force, and found himself more and more interested in what they were doing.

"Was policing in your family, then?" I ask, imagining a long line of blue dedication.

"Ah, no..." he says, laughing. "In a town of 2,500 people I was dating the daughter of the police Sergeant."

While it might have been romance that got him into the job, it was dedication that kept him there. He served for nearly 35 years in a long and varied career, being medically discharged in 2009 at the rank of Sergeant. In 1992 he moved to Goulburn, where the next chapter of

his life was about to begin.

In Goulburn he met his soon-to-be-wife Sheila, and the couple moved in together, along with Sheila's three daughters. She took a keen interest in Joe's career, and next thing he knew, "She said she was going to join the police force! I said, 'You've seen everything I've lived through, and you still want to join the cops?!'" She did. So much so that the couple put up with her being stationed in Merrylands, living in a small rented flat, while Joe stayed in Goulburn with Sheila's daughters, then aged 15, 12, and 9.

"She was a good copper," says Joe. She really enjoyed her time in the force, making many friends who still remember her and her "Sheila-isms" fondly. When I ask Joe for an example, he laughs and tells me about the time she was acting Duty Officer, and a very rumpled officer walked in the door. "We supply the f**king uniform," she said, "At least you could f**king iron it!"

Around 2002, Joe was working on the executive of the Police Association, when he got the call to become the PANSW rep on the Board of Police Legacy. "I was taken aback by it, honestly. I knew

I donated, but I really didn't have the nuts and bolts of what Police Legacy did." He took some pamphlets home that night and showed them to Sheila. She took one look and said, "This is you, completely. This is you." He called back the next day and accepted.

In 2012, Sheila had an aneurysm and died. The family were all there in the hospital when they decided to turn off the life support, a fact for which Joe remains eternally grateful. Soon after that, Senior Constable David Rixon was shot and killed in Tamworth. "And his kids never got to say goodbye. Just think of it that way."

And then he was a Legatee, and truly knew what that meant.

"It wasn't long after Sheila passed away... I was at a lunch, and these ladies, they'd been Legatees for a long time. And I said to them, 'Is it usual to just cry for no reason at all?'. And they said, 'It happens all the time. That will always happen.' I leant on them a bit."

"Police Legatees get it. They get what you're going through."

Police Association of NSW
Summary of Financial Information for the Year Ended 31 December 2023

The financial statements of the Police Association of NSW have been audited in accordance with the provisions of the Industrial Relations Act 1991, and the following summary is provided for members in accordance with Section 517(2) of the Act, as applied by section 282(3) of the Industrial Relations Act, 1996.

A copy of the Financial Statements, including the independent Audit Report, will be supplied free of charge to members upon request. Certificates required to be given under the Act by the Accounting Officer and the Executive have been completed in accordance with the provisions of the Act and contain no qualifications.

Summary Statement of Surplus or Deficit and other Comprehensive Income	2023	2022
Membership revenue	18,967,855	18,988,767
Other income	4,860,291	2,538,860
Total Income	23,828,146	21,527,627
Less Total Expenditure	19,026,031	23,819,576
Result for the Year	4,802,115	(2,291,949)
Remeasurement of net defined benefit obligations	18,166	(42,054)
Revaluation of property, plant and equipment	-	2,480,116
Total Comprehensive Income	4,820,281	146,113
Summary Balance Sheet as at 31 December 2023		
Total Equity	64,812,001	59,991,720
Represented by:		
Current assets	1,268,731	1,129,106
Non-current assets	70,843,295	64,586,941
Total Assets	72,112,026	65,716,047
Current liabilities	5,866,875	5,629,716
Non-current liabilities	1,433,150	94,611
Total Liabilities	7,300,025	5,724,327
Net Assets	64,812,001	59,991,720

Police Association of NSW
Additional Information Under the Rules of the Association
for the Year Ended 31 December 2023

Information to be provided to Members or Registrar

In accordance with the requirements of the Industrial Relations Act, 1991 [NSW] the attention of members is drawn to the provisions of Sub-Sections (1) and (2) of Section 512 which read as follows:-

- 1) A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation.
- 2) An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

Members are advised that the Fair Work Commission have determined that Section 254 of the Fair Work (Registered Organisations Act) 2009 required that all members of the Police Federation of Australia, NSW Police Branch be provided with an Operating Report. A copy of the report has been published on the PANSW website www.pansw.org.au. Alternatively, a hard copy can be posted to members free of charge by contacting the Police Association's Information and Organising Centre on 02 9265 6777.

Report of the Independent Auditor on the Summary Financial Statements to the Members of the Police Association of NSW

Opinion

The summary financial statements, which comprise the summary balance sheet as at 31 December 2023 and the summary statement of surplus or deficit and other comprehensive income for the year then ended are derived from the audited financial report of Police Association of NSW for the year ended 31 December 2023. In our opinion, the accompanying summary financial statements a fair summary of the audited financial report.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Section 510 of the Industrial Relations Act 1991 (NSW) or Australian Accounting Standards. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 9 April 2024. The audited financial report is included in the 2023 Annual Report. Our Independent Auditor's Report to the members dated 9 April 2024 on the Financial Report did not contain any particulars of any deficiency, failure or shortcoming as referred to in the Industrial Relations Act 1991 [NSW], as applied by Section 282(3) of the Industrial Relations Act, 1996.

Executive's Responsibility for the Summary Financial Statements

The Executive is responsible for the preparation of the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.



Daley Audit



Stephen Milgate
Partner

9 April 2024
Wollongong

Liability limited by a Scheme approved under Professional Standards Legislation



Gwen was
posthumously
recognised as a
Life Member
at the 2024
Conference

Supt Beth Docksey (Stirton) Retired Former PANSW Executive Member

Inspector Gwendoline (Gwen) Elizabeth Martin

Vale 6th July 1930-1st March 2024

■ Gwen was a trailblazing policewoman who joined the New South Wales Police Force in 1960 and was sworn in as a Special Constable. She was one of three women in a class of 90. From 1960-1962, Gwen worked at the Traffic Branch in School Lecturing. Gwen was noted as being feisty, funny and assertive. This was shown by her reaction to working in this Section. "When I applied to join the police force, I thought I was going to be a police officer. Nobody told me I was going to be a schoolteacher!"

From 1963-1964, she worked at the Women Police Office Criminal Investigation Branch. Gwen was re-sworn as a Constable of Police in 1965, which enabled her to contribute to the Police Superannuation Fund.

In 1970, Gwen was one of three women police to obtain their Diploma in Criminology from Sydney University. When Gwen was working in the Women Police Office Criminal Investigation Branch in 1971, she was selected to undertake the Detectives Training Course with Del Fricker. They were the first female officers to do the same training as the men and to be designated to perform General Detective Duties. Gwen finished fourth in the class.

The biggest challenge Gwen faced during her career was convincing male bosses that women were capable of frontline policing. Gwen enjoyed her policing experience, and its challenges, especially when she could prove the doubters wrong.

After lobbying with an initial rejection in 1971, Gwen and other policewomen succeeded in advocating for a Women's Branch within the Police Association of NSW. The Women's Branch was established in 1973. Following on 22nd March 1974, Gwen Martin was awarded the WD & HO Wills Trophy for 'Most Outstanding Policewoman in 1973. On 18th June 1975, she was awarded the Peter Mitchell Trophy for the highest marks in the Sergeants 3rd Class promotional exam.

1975 was designated International Women's Year and at the NSW Police Association Conference President Merv

Taylor took up the cause for woman to be integrated completely into the NSW Police. Gwen Martin moved that a sub-committee on women in police employment report be adopted. She took the administration, along with many of the rank and file, to task over their attitudes, pointing out that the NSW Police were restricting where woman could work in police forces as was



THE EARLY DAYS

alternately demonstrated throughout the world in policing that they could.

She also spoke in support of integrating the seniority lists and pointed out that in many other occupations men and women worked together, "Men here say they couldn't take orders from a woman. The idea is to have the best person for the job, whether they are male or female. I'd say that 99 per cent of you already take orders from women - from your wives." Gwen said, with a smile, I am sure. It wasn't until 1978 that women were fully integrated into the same seniority list in NSW Police.

At the 1979 NSW Police Association Conference, the Women in Policing Committee recommended the closure of the Women's Branch, automatically making women members of their local branches.

Gwen was the first female delegate to attend Conference and was appointed as the first female on the Executive of the NSW Police Association.

Unfortunately, her role as an executive member only lasted for a year as she was not re-elected at the 1980 Conference.

Gwen was seconded to the NSW Ombudsman's Office from 1984-1986. She attained the rank of Inspector at the Police Internal Affairs Branch remaining there until her retirement in 1990 having served 30 years.

In her retirement Gwen's passions included her family, pets, charities, travel, and her membership of the NSW Retired & Former Police Association.

A colleague remembers

At the start of her policing career, former PANSW Executive Member, retired Superintendent Beth Docksey (Stirton) worked at Number One Division with Gwen. Beth started at Central in January 1983 as a Probationary Constable and remained there until 1987.

"I can remember Gwen being at Central until she went to the Ombudsman's Office in 1984. She was well respected and recognised at Central. Gwen believed in supporting all officers as we worked together doing the same job," Beth said.

After both women had retired from policing, they did cross paths again at a Retired & Former Police Association AGM. This 2017 meeting led to a subsequent lunch date and Gwen imparting advice about serving on executive committees and getting the best from the experience.

In recognition of Gwen's contribution to the association and policing, the Gwen Martin scholarship was launched by her at the Biennial Conference in May 2016. It was to be awarded to a female chairperson, vice-chair, branch administrator, or delegate, who has displayed leadership in their roles to attend a course at the Australian Institute of Police Management at Manly. "That scholarship was such a great way to recognise the powerhouse that is, was and always will be Gwen. Her favourite saying for women was "You can't say, I can't do it until I prove I can't do it," Beth said.



FIRST OF ITS KIND, WORONORA POLICE MEMORIAL WALL, WITHIN WORONORA CEMETERY, WAS COMPLETED IN 2015

Sonia Roberts PPN Writer

They will be remembered.

■ One officer with an idea and a colleague continuing that quest has led to the creation of a lasting memorial to fallen police in southern Sydney. Chief Inspector Harry Brennan Officer in Charge of No 24 Division Sutherland, saw the need to remember and honour police killed on duty both within the Sutherland and St. George Police Area Commands as well as other officers who are laid to rest within the Woronora Cemetery.

Chief Inspector Brennan submitted a proposal to establish a local Woronora Cemetery Police Memorial. This was met favourably in several quarters and a joint project was established involving representatives of the Woronora General Cemetery and Crematorium Trust, Southern Metropolitan Associates Branch of the Police Association of NSW and the NSW Police Force.

Retired Senior Sergeant Phil Peters was an enthusiastic part of this project group. Unlike Chief Inspector Brennan who passed away in 2014, Senior Sergeant Peters was able to see the fruition of the project prior to his own death in 2018.

Sergeant Ron Alexander at the time of his retirement in 1991 was the Secretary for Police Legacy. He is also a Welfare Officer for the Southern Metropolitan Associates Branch since 2017. Ron has been the Service Co-ordinator for the

National Police Remembrance Day at Woronora since 2019 and ongoing.

Ron remembers first hearing the idea for establishing a memorial wall at Woronora Cemetery from Retired Chief Inspector Brennan. "When the members of the Southern Metropolitan Associates first heard of the police memorial wall, they and the PANSW immediately understood the significance of such a memorial and gave it their full backing. For me, and I believe for many police (serving and retired) as well as their families, these memorial sites are a place of remembrance; to honour, to assemble and to reflect on the memories of our fallen police; their lives, their achievements, their sacrifices and their dedication serving the community of NSW", stated Ron reflecting on the memorial wall.

The first of its kind, as a local Police Memorial, the Woronora Cemetery, Local Police Memorial Wall was approved, including funding and a parcel of land made available within the then Southern Metropolitan Cemetery Trust. This section of land is known as the Tranquil Gardens. "The memorial wall was completed and commemorated on April 9, 2015," Ron said. Police memorial services are held at the Woronora site one week before the National Police Remembrance Day services.

There are 24 fallen police who were killed on duty or subsequently died because of their injuries, who are laid to rest within the Woronora Cemetery. Eleven of these officers worked within the Sutherland and St. George Police Area Commands. Thirteen worked at other locations throughout the state. Two colonial troopers are also honoured at the memorial site.

The relevance and use of the Memorial Wall is not limited to National Police Remembrance Day ceremonies. Each September, since 2018, the Woronora Cemetery Police Memorial Wall has also been a congregation site for a satellite group of motorcycle riders participating in the "Wall to Wall: Ride for Remembrance".

This group consists of 35 to 40 serving, retired and former police. Prior to their ride, a short service is conducted which includes reading the 'Honour Roll', the 'Police Ode' and prayers provided by a local NSW Police Chaplain. The Woronora Wall to Wall Ride service was instigated and now coordinated by retired Assistant Commissioner Mark Goodwin APM.

Those wishing to honour a loved one at the Woronora Police Memorial Wall can email info.wmp@mmpm.com.au for more information.



MANLY POLICE RUGBY LEAGUE 50TH ANNIVERSARY CELEBRATIONS WITH PAST AND PRESENT PLAYERS

Mick Timms PPN Writer

Manly Police Rugby League: 50 on the board

■ In the 1974, the NSW Police Rugby League competition was only a few seasons old when the Manly Warringah Police Rugby League Club (MWPRLC) took the field for the first time.

This year, MWPRLC celebrated its 50th anniversary, holding a reunion dinner on Saturday 9 March 2024.

Originally centred on "D" District, today's club represents the Northern Beaches Police Area Command but takes in North Sydney and parts of Chatswood, an area from the Harbour Bridge to Palm Beach.

The strong association between policing and rugby league helped establish the Manly Police club. "There were ex-Manly Sea Eagles players in the NSWPF who wanted a team," Detective Chief Inspector Richard Puffett and MWPRLC stalwart told PANSW Police News. "Our first coach in the 1974 season was Billy Hamilton who played in the 1972 and 1973 Sea Eagles. "There wasn't a lot of initial success on the field but there was plenty of camaraderie off the paddock.

Past MWPRLC teams have featured Don McKinnon, Rothmans medallist Mal Cochrane as coach, Sydney Rooster Wayne Portlock, as well as many reserve graders and presidents cup players.

Regular premierships success did come

to the Manly Police team, but Richard is particularly proud of how the club handled adversity. "We've never forfeited a game," Richard said. "In 2001 we played a match against Bankstown with only eight players. Not only did we refuse to forfeit, but we also won the game.

Richard also spoke about the rivalry between Manly and Macarthur which mirrored the famous Silvertails Vs the Fibros of the NSWRL. "Macarthur Bulls used to wear the traditional Western Suburbs jerseys hence the rivalry between us," Richard explained. "When we played there, we copped all sorts of abuse from what we thought were local hoodlums but were actually the local brass. "After the game, there was no rank, it was bosses talking with junior cops about rugby league - it was an early example of what is now called 'networking'.

Richard wanted to highlight the support over the years of the Manly NRL Club who supply jerseys and other kit although this wasn't always the case. "At one stage we were known as North Sydney and played in Bears jerseys," Richard said.

The dinner attracted 70 guests including serving and former police officers and players. "Stories of blood being spilt, tries being scored, end of

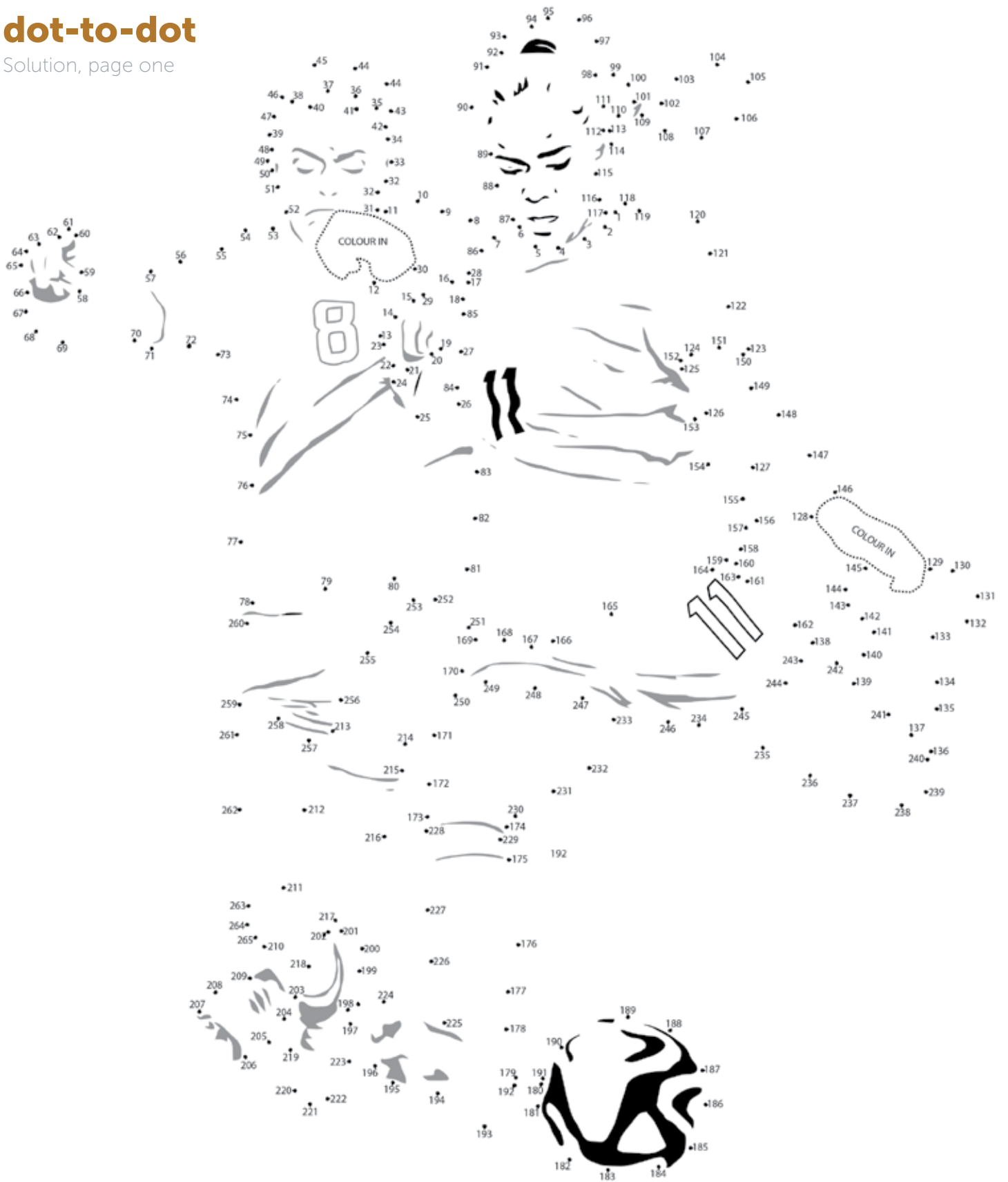
season trips away, close premierships wins and ones that got away resonated long into the night," Richard said.

Also celebrated at the 50th anniversary dinner was the extensive list of Manly players selected for representative honours including Sydney, NSW and Australian Police teams, including Richard Puffett himself. "I was selected in NSW and Australian police sides including the 1998 side that toured the UK for the World Cup," Richard said. "I played A-Grade locally and junior rep football and made NSW and Australian police sides. "Later I was an assistant coach for the NSW team which played the curtain raiser before the State of Origin - Commissioner Scipione rang through on the phone and spoke to the team in Brisbane."

Warren Cocksedge, another former MWPRLC player and PANSW Associate Member, came down from Nelson Bay to attend the dinner. Like many others, Warren looks back fondly on the Manly club as his playing days and early policing career were intertwined. "My interview to join the job had nothing to do with policing," Warren told PANSW Police News. "They knew I played Jersey Flegg for Manly, so I was either going to be stationed at Manly or Chatswood. "It was a good period in my life.

Mealbreak dot-to-dot

Solution, page one





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