



ICPRA 2006 AGENDA

COUNCIL CHAIR: **Bill Johnson (NAPO)**

Session 1:

Round table for each participating jurisdiction to outline their top 4 or 5 key issues (approx 5 – 10 minutes max for each presentation to be accompanied by a written report on issues (maximum 2 pages)

Session 2:

Presentation by Professor Jenny Fleming Department of Police Studies (Research) Tasmania Institute of Law Enforcement Studies University of Tasmania & Dr Monique Marks Department of Sociology University of Natal Durban re changes in policing, the ways police unions have responded & how they might consider responding

Session 3:

Presentation/overview by Dr Elaine Bernard Executive Director Labor & Worklife Program Harvard University Law School on international labor movement & impact of the break-up of the AFL-CIO. SEIU who is driving CTW is expanding worldwide and seeking coalitions in Australia and Canada.

What this might mean for police unions & for ICPRA into the future

Session 4:

The future of ICPRA

Session Coordinators: Greg O'Connor (NZPA)/Dale Kinnear (CPA)/Bill Johnson (NAPO)/Mark Burgess (PFA)

Presentation of paper for the future of ICPRA by Dale Kinnear

- Membership
- Funding
- Secretariat
 - Steering Committee
- Meetings
- Name Change
- Branding of ICPRA
- Web site
- Strategic Direction
 - Communication
 - Journal
- International Policing voice

Session 5:

2nd Tier Policing

- a) Paper to be prepared by each country/jurisdiction attending in respect to how police work is changing in their country/jurisdiction. Report to include (maximum 3 – 4 pages) –
 - i) status of issue in their country/jurisdiction
 - ii) under what authority any arrangements operate in their country/jurisdiction
 - iii) what powers have they been granted
 - iv) what terms & conditions of employment (compare with fully sworn police)
 - v) how entrenched is this form of policing
 - vi) what has worked & what hasn't in relation to their operation
 - vii) what roles are they performing
 - viii) do they wear a uniform

- ix) who represents them (union wise) etc (other suggestions welcome)

Other issues for consideration in report

- i) Use of retired police
- ii) Use of Part Time Police
- iii) Use of volunteers
- iv) Use of reservists
- v) Changes in technology that is impacting on police work

Each country/jurisdiction will be then asked at the meeting to explain their report in no more than five (5) minutes

Session 6:

Workforce of the Future

- Generational changes impacting recruitment including candidate selection with diversity
- What will attract this generation of Officers to become police
- Workforce Planning
 - Attraction of recruits (what types of benefits will they be looking for)
 - Retention of Recruits (what type of benefits will they be looking for – health benefits, pension schemes, training etc)
 - Police turn over
- What will the future police department look like

Session 7:

United nations/out of country policing

Most of us have members who are working out of country in UN missions etc. We plan to have a look at what is happening country by country in respect of -

- a) practice
- b) policy
- c) responsibilities
- d) terms & conditions packages

- i) wages & allowances
- ii) taxation arrangements
- iii) workers compensation & rehabilitation arrangements
 - 1) post traumatic stress issues
 - 2) health benefits plans etc

(Each jurisdiction who has members working out of country in sanctioned deployments off shore to provide a 2 – 3 page summary of key issues relevant to such deployments eg terms & conditions of employment, taxation status, workers compensation, health & safety issues, disciplinary processes & any other issue that jurisdictions may feel appropriate to report on).

If time permits -

Session 8:

Presumptive Legislation re workers compensation

Dale to prepare a paper on this issue based on the outcomes obtained by the International Association of Firefighters

Session 9:

Understanding the Media

Police controversies are increasing as use of cameras in crime areas, helicopters and cars increases; handling them is the key to the union defending the member and spinning public opinion. Demand for police accountability especially from minorities is a worldwide issue.

Session 10:

Political activity

Issue and candidate campaigns by unions increasing, Australian work place fight is coming everywhere as global forces want at-will employees with little or no benefits

Tentative schedule:

Saturday - buses back to SA from CC CLEAT convention for all who attended. Welcoming drinks and snacks at Emily Morgan Hotel (probably 7-9 pm)

Sunday – Sessions 1, 2, 3 with a start on Session 4 if possible (continental breakfast and lunch provided; spouse & kids trip somewhere); Social dinner & entertainment for delegates & families (Tex-Mex or Western BBQ)

Monday – Session 4 completed & sessions 5 & 6 Social same (Tex-Mex or Western BBQ)

Tuesday – Session 7 & if possible Sessions 8, 9 & 10 (probably end by noon but open night regardless)