



Police Federation  
of Australia

## ILEC 2006

### Major Issues:

- **Superannuation/Pensions**

Over the past 15 years police jurisdictions have been slowly eroding police superannuation schemes across Australia at the same time as the Federal government has been making it more difficult for workers, including police, to access their superannuation entitlements at an early age.

A 'Heads of Government Agreement', made between the Commonwealth and the governments of each of the States and Territories, in September 1995, means that all superannuation schemes, including police schemes, will need to adopt the following preservation ages (ie age at which members can access their entitlements):

- For a person born before 1/7/60 - 55 years of age
- For a person born before 1/7/60 to 30/6/61 - 56 years of age
- For a person born before 1/7/61 to 30/6/62 - 57 years of age
- For a person born before 1/7/62 to 30/6/63 - 58 years of age
- For a person born before 1/7/63 to 30/6/64 - 59 years of age
- For a person born after 30/6/64 - 60 years of age

### Members affected –

	<i>Born after 1/7/64</i>	<i>% of total membership</i>
• Queensland	6,061	66.97
• Tasmania	748	65.00
• NSW	10,578	72.45
• AFP	1,578	55.00
• Victoria	6,036 *	58.46 *
• SA	2,180	54.00
• NT	716	66.00
• WA	3,163	62.78
• <b>TOTAL</b>	<b>31,060</b>	<b>62.58</b>

We have mounted an ongoing campaign to gain an exemption for police but as yet we have not been successful.

We have made this a key issue in the lead up to our 2007 federal election.

- **Federal IR Changes**

In late 2005 the Federal government introduced draconian industrial legislation into our Federal Parliament & as they had late the previous year won a majority in both Houses of Parliament, the legislation was passed.

Whilst it will not have an immediate impact on Australia's police there are some aspects of the legislation that will affect us.

Currently only Victoria & the Australian Federal Police (AFP) are in the federal system of IR. All of the States have their own state based systems and in the case of the Northern Territory they have established a Police Arbitral Tribunal which has the power to hear all matters.

- **Workforce Planning –**

The PFA has been arguing that there is a need for a police workforce planning study undertaken in a national, coordinated, and sector-wide manner. Policing is competing with other public and private sector organisations to attract the best recruits from a diminishing availability pool & the study should examine both current and longer-term issues relating to recruitment and sector sustainability, and would leverage previous research.

Whilst recruiting and other related human resourcing issues have been mainstream concerns in the policing sector for some time, more recent concerns relating to demographic predictions, generational change, and a focus on both community policing and national security, has highlighted the need to gain an understanding of the bigger picture - over a ten year period at least.

In order to maintain the current level of services being provided by around 50,000 police officers in Australia, we believe that over 15,000 officers need to be recruited during the next four years.

***Recruitment Required 2006 – 2009 (4 years) \****

	<b>JURISDICTION</b>	<b>TOTAL</b>
Old	1,600 additional + 1,200 attrition	2,800
NSW	3,000 election commitment sought + 2,400	5,400

	attrition	
AFP	700 additional + 800 attrition	1,500
Vic	1,200 additional + 1,200 attrition	2,400
Tas	50 additional + 80 attrition	130
SA	400 additional + 600 attrition	1,000
NT	150 additional + 320 attrition	470
WA	350 additional + 1,200 attrition	1,550
<b>TOTAL AUSTRALIA</b>		<b>15,250</b>
NZ	1,000 additional + 1,500 attrition	2,500

\* The above figures are estimates based on historical attrition rates and projected recruitment.

The scope of the proposed study we argued would need to encompass:

- Recruitment – attracting and retaining suitable recruits, recruiting standards, attracting minority and ethnic recruits;
- Incentives – remaining a competitive employer, how to wed work/life balance requirements with the nature of policing;
- Competition with other agencies;
- Identifying what future police workforce may look like – life after the baby boomers and other demographic implications;
- Generational change – identifying issues and understanding implications;
- Social, environmental, organizational trends;
- Succession planning;
- Multiple/flexible career paths;
- Models for workforce planning.

We suggested that the broad outcomes of the study would include:

- A strategic overview of the issues, resulting in a national strategic plan;
- Prioritization of and links between the issues;
- An understanding of context of these issues within the wider Australian (and possibly, regional) employment environment;
- Ways in which policing can attract the right quality and quantity of recruits, whilst maintaining standards;
- How to ensure policing is an employer of choice into the future.

- **Professionalisation debate**

The PFA has been a member of the Australasian Police Professional Standards Council (APPSC) since its inception