

This questionnaire is intended to gather a snapshot of the circumstances in your jurisdiction. The Questions are very straightforward and should not be too tasking. Please provide any supporting documentation (if appropriate and available) for any of your answers.

1. Fear of Crime – Crime Trends

Please describe the general crime trend in your jurisdiction in recent years? If available please provide details before and after the Global Financial Crisis [2008].

According to the Australian Bureau of Statistics (ABS) recorded victims of personal crime and recorded victims of household crime has shown a decrease in the years from 2008 to 2013.

- face-to-face threatened assault: 2.8% in 2012-13 compared with 3.9% in 2008-09
- robbery: 0.4% in 2012-13 compared with 0.6% in 2008-09
- physical assault: 2.7% in 2012-13 compared with 3.1% in 2008-09
- Break-in: 2.7% in 2012-13, compared with 3.3% in 2008-09
- Attempted break-in: 1.9% in 2012-13, compared with 3.1% in 2008-09
- Motor vehicle theft: 0.6% in 2012-13, compared with 1.1% in 2008-09
- Theft of property from a motor vehicle: 3.1% in 2012-13, compared with 4.5% in 2008-09
- Malicious property damage: 6.3% in 2012-13, compared with 11.1% in 2008-09
- Other types of theft: 2.8% in 2012-13, compared with 4.4% in 2008-09. (Source: 4530.0 - Crime Victimization, Australia, 2012-13)

Between 2005 and 2012 there was a statistically significant decrease in the proportion of men aged 18 years and over who had experienced violence in the 12 months prior to interview, 2005 10.8% to 8.7% in 2012 (Australian Bureau of Statistics 4906.0 - Personal Safety, Australia, 2012).

Alcohol was a contributing factor in the majority of physical assaults (65 per cent). Where a respondent's most recent experience of physical assault occurred in a place of entertainment or recreation, 82 per cent of victims believed alcohol (or any other substance) contributed to the incident. (Source: Australian Bureau of Statistics 4530.0 – Crime Victimization, Australia, 2012-2013)

As the number of sworn police steadily increased, crime rates for various crimes of most significance to the community have been consistently falling according to ABS statistics.

Are there any exceptions to this trend?

Personal fraud cases have increased including credit card fraud 'tap and go' and online fraud.

Assaults on police have continued to rise and in the state of NSW has sharply risen by 18.1 per cent in the last 2 years.

In NSW while there has been a dramatic fall in the number of assaults in pubs and clubs in Kings Cross and the Sydney CBD over the past 2 years, violence in the home is reportedly on the rise, 2.5 per cent increase in incidents of domestic violence over the past two years.

There was no statistically significant change from 2005 to 2012 in the proportion of women who had experienced violence in the 12 months prior to the survey, in 2005 5.8% to 5.3% in 2012). (Australian Bureau of Statistics 4906.0 - Personal Safety, Australia, 2012)
Violence against women remains a key focus - The National Plan to Reduce Violence against Women and their Children 2010 – 2022. Launch of Australia's National Research Organisation for Women's Safety in May 2014.

What is the public reaction to the crime trend? Is fear of crime falling/rising in line with crime trends?

Public feelings of safety have risen from the 2008 to 2012, with the exception of safety on public transport both day and night and safety walking alone at night which has come down.

OECD figures show confidence in local police has risen from 2007 to 2012.

Is there any evidence of public calls for more police/law enforcement officers?

There has been a lot of coverage in the media particularly in NSW concerning random acts of violence towards innocent members of the public 'coward punches' in the Sydney CBD and Kings Cross area.

2013 NSW Government under pressure to address this issue brought in new laws to curb alcohol fuelled violence

2013 QLD Government brought in new laws targeting the illegal activities of criminal gangs, including criminal bikie gangs. The reforms introduce new offences, increased penalties, enhanced powers for Police and the Crime and Misconduct Commission and stricter bail laws.

Headlines/media releases related to police numbers:

South Coast – 26 May 2014 – “More Police needed to beat crime wave”

Victoria – 23 May 2014 – Denis Napthine – “More Police and PSO's patrolling our streets”

Tasmania - 26 February 2014 – “Tasmanian Liberals pan Labour's promise to put more police on the beat”

Tasmania – 25 February 2014 – “Liberals pledge \$33 million to put extra 108 police on the beat”

Queensland - January 8th 2013 - “THE ranks of senior police in Queensland will be slashed by 25 per cent under a radical restructure of the force aimed at boosting cops on the beat”.

ACT – June 7th 2014 – “Job fears as police cop \$15 Million cut”

Federal – ABC 15 May 2014 – “Australian Federal Police to axe 335 jobs to meet budget cuts” Dennis Gellatly says "Government back in 2008 promised to increase the investigative capacity of the AFP by 500 sworn officers, that's been pulled back to 450," he said.

"We're also seeing a reduction in overall staffing numbers of just short of 350."

The AFP will cease recruitment of additional sworn officers at the end of the 2013 14 financial year (Business Insider Australia)

2. Role of the Private Sector

Please describe the influence (if any) the private sector is having on the delivery of police/law enforcement services in your jurisdiction?

How is the private sector viewed (for the delivery of police/ law enforcement services) by;

a) Politicians

In Victoria" Naphthine Government supports Chief Commissioner Ken Lay's plan to reduce the number of police on the beat". (May 27 2014 Herald Sun)

b) The public

G4S and Serco each have a presence in Australia in security services, prison operations and prisoner transport, and detention centre management on-shore and at the Manus Island processing centre. G4S has had a lot of negative media coverage related to the recent riot at the Manus Island facility.

c) The police/law enforcement community

Victoria: Chief Commissioner Ken Lay releases 'blue paper' - "Fully sworn officers, the bedrock of Victoria Police, should focus on those activities that need all their education and training, or their legal powers. Where functions can be better or more efficiently carried out by others – especially back office and other support functions – they should be undertaken by public servants or another organisation. A more sophisticated mix of staff is required, with greater use of partially-sworn staff (with limited yet significant legal powers, such as the existing Protective Services Officers) and public servants to assist fully sworn police officers".

Queensland: A list of Police related functions moved to a Public Safety Agency
Western Australia: Police restructuring moves based on UK consultants
AFP – Efficiency dividends

d) Other commentators/observers/media

The Age Victoria 3 June 2014 "Victoria Police Blue Paper: Jobs outsourced, volunteers introduced, underperformers to go"

"Police jobs will be outsourced to private companies, volunteers will help sworn officers, and underperforming officers would be sacked under a radical plan unveiled by the state's top cop.

A bold report released Tuesday by Chief Commissioner Ken Lay outlines some of the most dramatic changes in Victoria Police's history and concedes that the force is struggling to cope with demand.

It says more frontline officers and stations will not reduce crime".

Sydney Morning Herald 03 June 2014 "Key Lay's Blue Paper wish-list a tough sell" – John Sylvester Crime Reporter, The Age.

"Just as throwing more foot soldiers into the trenches in World War I only increased the casualty list, increasing the number of police churned out of the Academy will not solve our present problems.....

Some plans are clearly winners, such as outsourcing control of police cells. Every day, cops who should be on the road are monitoring cells and feeding prisoners who can't be housed in real jails.....

For years in England the security company G4S has run police cells. Indeed they have moved to building and providing back of house staff for major police stations.

Lay wants super-sized police stations in districts. Again this is about getting more police on the street”.

What is your Union's position on the potential for private sector involvement in the delivery of police/ law enforcement services?

The PFA recognises that the primary aim of civilianisation/unsworn officers is to direct available sworn police resources to appropriate operational areas and, in doing so, reflect the professional status of policing practice and release such limited resources to more effectively meet the community's needs. On that basis the PFA totally rejects the use of civilianisation/unsworn police to downsize police numbers in any jurisdiction.

The PFA condemns the practice of incursion by private and public sectors on the position of roles clearly defined as legitimate police functions. The profession of policing must be driven through the public policing profession as outlined in Peel's principles of policing, and not diluted by private security profit-driven organizations.

3. Wages, Budgets and Allocation

Please describe the general trend in budget allocation for your police / law enforcement organisation in recent years? If possible please ensure you indicate if this is more or less favourable than other public sector organisations.

Although public sector budgets in Australia have been under increased scrutiny in recent years, and savings and efficiencies sought in every jurisdiction, police forces with few exceptions have continued to grow in the last six years. Sworn police numbers have grown from 48,024 to 52,651 over the period 2007 to 2013 as the population has grown. Nationally, police expenditure has also grown from \$7.9 billion to \$10.3 billion in the same period. The picture is similar for individual jurisdictions. The number of sworn police per 100,000 population was 230 in 2012-13. On average, police personnel costs make up around 74% of police service budgets. The median salary of sworn police officers across Australia was around \$78,000 in 2014. Policing is, by its very nature, a highly labour-intensive function of government. (see PFA Outsourcing document for more references)

Please describe the general trend for police / law enforcement wage settlements in recent years? If possible please reference against other public sector wage settlements and include any other information you consider relevant (for example by reference to inflation and any changes in allowances, superannuation or pensions)

% Annual Pay Increments 2014										
Column1	NT	QLD	NSW	AFPA	VIC	TAS	SA	WA	NZ	
Start date	30-Jun-11	01-Jul-10	01-Jul-14	01-Jul-12	01-Dec-11	12-Feb-14	18-May-11	01-Jul-11	01-Jul-12	
Expiry date	29-Jun-14	30-Jun-13	31-Dec-16	01-Jul-16	30-Nov-15	01-Dec-14	18-May-14	30-Jun-14	30-Jun-15	
Year										
2010							July 3.5			
		3.8					3 Oct 2.0			
2011		3	3.8	3.5		Dec 3.0	3	3.5	4.25	
2012		3	3.5	3.2		July 2.5 4 Dec 2.0				
							3 Oct 4.1		4.5	
2013		3		3.2		July 2.5				
					3 Dec 2.0	2% from 4/12/13		3	4.5	1
2014					July 2.5		Jan			
	Formal Negotiations begin Feb 2014	2.2 per annum shift	New award effective from July 2014 until Dec 2016. 2.25 salaries		3.5 Dec 3.0		Negotiations to begin May 2014			1
2015										
		0.022	2.5		3	Mid to late 2015 begin negotiations				
2016				2.5						

Has the budget allocation impacted on service delivery? Please explain

Has the budget allocation led to significant changes in your workforce? For example has there been a change to the sworn/unsworn mix? Have police / law enforcement numbers risen or fallen (by how much)?

Has the budget allocation impacted on the approach to health & safety? (Please explain)