



Future Events:

Fraternal Order of Policing
(FOP) Spring Board Meeting
31 March - 01 April 2017
Peoria, Illinois, USA

ICPRA Executive Meeting
16-17 May 2017,
Washington DC.

U.S National Police Week
May 2017
Schedule

FOP 2017 Biennial National
Conference
27 August- 01 September 2017
Nashville, Tennessee, USA

PFA Federal Council
7-8 September 2017
Canberra, Australia

In this issue:

ICPRA Chairman's Welcome

Tom Stamatakis, President, Canadian Police Association

Our Posture Towards Crime as a Remnant of Unemployment and Poverty in South Africa

Police and Prisons Civil Rights Union (POPCRU)

Should Police Departments Have Standard Use of Force Policies

Chuck Canterbury, President, National Fraternal Order of Police

Murder Attempt, Officer Goodwill and Bravery Dominate the Headlines

Mark Lindsay, Chairman, Police Federation for Northern Ireland

Parliamentary Submission for Paid Parental Leave (PPL)

Mark Burgess, CEO, Police Federation of Australia

Parliamentary Submission for Gender Segregation in the Workplace and its Impact on Women's Economic Equality

Mark Burgess, CEO, Police Federation of Australia

PFA Flexible Working Arrangements for Police Officers in Australia and New Zealand

Mark Burgess, CEO, Police Federation of Australia

FLEOA Political Update

Patrick O'Carroll, Executive Director, FLEOA

Department of Justice Now "In Sessions"

Chuck Canterbury, President, National Fraternal Order of Police

ICPRA Chairman's Welcome

Tom Stamatakis

ICPRA Newsletter
Chairman's Message
February 17, 2017

Thank you for taking the time to read through our first ICPRA newsletter of 2017. In Canada, we've just concluded a conference regarding the mental health of first responders that was organized jointly by the Canadian Association of Chiefs of Police and the Mental Health Commission of Canada, and with that being top of mind for me, I hope you won't mind a bit of a focus on that issue in this message.

Mental health in policing is a key issue across the globe as our members struggle with workload, insufficient resources, and strident oversight. As I contemplated what kind of update I should provide this month, I am reflecting on a few events that occurred toward the end of 2016 and at the start of the New Year. It occurs to me that one of the challenges of being a police officer that is rarely considered is the confusion that most police organizations have with their dual role as both an employer and a police service and the impact that can sometimes have on individual officers.

In my experience, police organizations intermingle and confuse those two roles. This can create more challenging working conditions for police personnel in a couple of different ways. First, as an employer, a police service may engage in more invasive tactics than would other non-police employers with respect to how they monitor an employee's activities both on and off duty. These monitoring tactics can breach an employee's expectation of privacy and other statutory rights that employees have. This can also impact how employees interact with one another. For instance, police employers routinely direct personnel to investigate peers and colleagues even where there are clear conflicts at play or where it can damage personal relationships and seriously undermine the longer term employee/employer relationship. This would rarely occur in most other sectors, and if it were to occur, it could be argued that such activity would constitute workplace harassment or be in breach of other statutes covering employment and individual rights.

What makes this circle so difficult to square is, among other things, police organizations often publish strategic plans which boldly include statements like "Our people are at the core of this "x"-year plan, and their professional well-being is crucial to its success." These strategic plan documents often go on to emphasize "healthy and supported people" and make many other strong statements all of which imply that taking care of police personnel is extremely important. That being the case, why is it that literally every day there are so many examples of decisions and interactions that fly in the face of

these kinds of strong statements? The fact is that, if police services believe that “Our people are at the core”, then that focus and manner of thinking has to start at the top and underpin every decision. It’s only then that a culture of “well-being” and “healthy and supported people” will be entrenched into the fabric of a police service. Success will only be achieved when we respond consistently and in a proportionate manner to every issue, no matter how uncomfortable.

Being supportive when everything is going well and people are meeting expectations is easy. The true measure of an organization and how they treat their people is how that organization responds to difficult situations, particularly when our members do not make good decisions or meet the high expectations that we all aspire to every day.

There is a broad discussion occurring across many jurisdictions about operational stress and mental health within the first responder community. In Canada, the federal government has committed to supporting a national framework for mental health for first responders. Many of our provincial governments have introduced legislation and amended provincial worker’s compensation policies to establish a better response to operational stress or PTSD in the first responder community. Both levels of government are supporting first responder working groups to better inform what that response should look like. All have identified challenges that affect progress in this areas including stigma, education, and effective treatment and access to that treatment.

These same police services also include, in the same strategic plan, as one of their community engagement goals a commitment to “Strengthen Mental Health Programs and Processes” in the community. In fact, most police services deserve a lot of credit for their engagement on this and efforts made as an organization to encourage a non-judgmental approach in our interactions with persons suffering from mental health issues in the community. I would go further and suggest that significant resources have been committed by these services to a proactive community focused response to mental health.

However internally, I cannot be as positive. Internally, police services continue to respond to the challenging issues in a manner that adds to or creates “stigma” and as a profession continue to be very judgmental of our own personnel. All of this flies in the face of the kind of statements that are included in strategic plans and only serves to undermine the very goals police services say are core to their success as an organization. My message today is to emphasize that people ARE the most important part of any police service and are absolutely critical to any success that a police service can ever hope to achieve when it comes to public safety, community wellness, and building trust and confidence.

Police services must start to focus on their responsibilities as an employer and understand what that means including separating their police responsibilities to the community from their responsibilities as an employer to their employees.

This is particularly important in policing where so much is required of the people that we hire. As a police employer, they routinely place people in “high risk” situations that they typically have never experienced before in their lives - working with informants, managing “high risk” witnesses, working in undercover assignments for extended periods of time, and interacting with all manner of people engaged in criminal activity, just to name a few examples. Personnel are placed in other circumstances that we know are deleterious to their well-being and health, including shift work, excessive over-time, chemical exposure, and all manner of calls and incidents that most people could never imagine seeing. The employees placed in those situations are expected to accept the risk and the negative impact with no complaint. When these employees make mistakes, even where the mistake they make means they can no longer continue in policing, police organizations must respond in a way that examines every aspect of why that mistake was made. This includes how the organization may have contributed to creating the conditions that led to someone making a decision that is out of character or not reflective of anything they have done previously. As long as the focus is solely on the employee and the approach is immediately judgmental, then issues like “stigma” will never be overcome and the culture will not change.

To be clear, members need to be accountable. This is also not a complaint about high performance standards for police officers. Given our legal authorities and the power we have to interfere with a person’s liberty and to search private spaces, accountability and high standards are necessary to ensure public confidence. What I am talking about is police organizations placing an equal amount of weight on a member’s well-being as they do on the need to properly investigate when one of these unfortunate incidents occurs. This has to include involving the right personnel to assist in assessing a whole host of issues, such as what impact an investigative technique might have; what impact the decision to suspend or re-assign might have on a member and his or her family; what impact the decision to suspend or dismiss could have; and how do we support the person through that. This is important even when the employee will not continue in policing, so that whatever issue is at play can be addressed and the person can move on productively. Just as we don’t expect trained criminal investigators to get advice from human resource or mental health professionals on how to run a criminal investigation, we should also not look to criminal investigators for advice on human resources, mental health, or other personnel issues.

It’s only when police services embed employee wellness and mental health considerations in all decision-making processes that affect our members that they will truly be able to say “Our people are at the core...” This is necessary so that police services can build the same kind of trust and confidence internally that we aspire to externally. Just as we think that trust and confidence in the community is important to the people we serve from a policing perspective so they will engage with us and tell us what their needs are and how we can best serve them, we need to create those same conditions internally so our personnel can also feel safe and comfortable telling the organization how it can best create the kinds of conditions they will be most successful in.

Until police services make this happen, rather than just writing the words in their strategic plan, morale will suffer and cynicism will prevail. It is not good for the organization if most front line officers feel like they will not be supported, and instead feel like the moment something goes wrong, often before they even have a chance to explain their perspective or provide context to an incident, they will immediately be blamed and investigated, often secretly. Police services need to make the same commitment and investment in our people internally as they have in how we treat people externally.

I believe it's important for us, as an international organization, to be at the forefront of this discussion. I know that at our recent conference, we were able to benefit from the experience and expertise of Sgt. Stephen A. Bishopp of the Dallas Police Service, and his presentation highlighted the fact to me that this is certainly a topic that transcends borders and language. I look forward to continuing this dialogue with all of you, as we share best-practices and experiences with the hope of providing a strong and supportive workplace for all of the members we represent.

I'd also like to take this opportunity to wish our friend and colleague Greg O'Connor the very best of luck as he transitions from his long-time work as President of the New Zealand Police Association to his new challenge, running for Parliament in the electoral district of Ohariu. I know that, if elected, Greg would be an outstanding Member of Parliament and representative for his constituents, and I'm confident I speak for all of us when I wish him well in this new endeavor.

Thanks again for taking the time to read thru our newsletter, and as always, if you have any questions, comments or concerns, please don't hesitate to reach out directly.

Regards,
Tom Stamatakis
Chairman
ICPRA

[Back to top](#)

Our Posture Towards Crime as a Remnant of Unemployment and Poverty in South Africa Police and Prisons Civil Rights Union (POPCRU)

Since the advent of the South African democratic 'breakthrough', our democratically elected government's aim has always been to ensure great strides are made in improving conditions of the majority of the populace through big projects such as electrifying the country, building low cost housing for the poor and supplying water to isolated areas as a basis for development, although one could argue about the kinds of policies mandated for such a mammoth task.

However, the broad unemployment issue remains a major social and economic test as inequality, poverty, crime and substance abuse continue to plague many communities, more so; those bound by decades-long impoverishment, with an unfortunate bleak sight of relief for the penurious youth's future prospects.

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Should Police Departments Have Standard Use of Force Policies

Chuck Canterbury, President, National Fraternal Order of Police

In 2010 The Oklahoman, Oklahoma City's newspaper, reported that Patrick Trevino, agitated and under the influence of PCP, was shot and killed by officers after fighting with staff members at a medical facility. Trevino attempted to get the officers' guns during the struggle to arrest him. Despite the actions of Trevino, the media focus was on why the officers were not able to subdue Trevino without using deadly force.

The Trevino case did not receive as much media scrutiny as other police shootings of unarmed civilians and yet the public conversation, if not argument, is the same: whether police officers should have greater limitations or restrictions on their use of deadly force. Part of the public debate includes a call for a standard policy for all law enforcement agencies across the U.S.

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Murder Attempt, Officer Goodwill and Bravery Dominate the Headlines

Mark Lindsay, Chairman, Police Federation for Northern Ireland

In general, in Northern Ireland, policing is under attack. We continue to be under attack from a group of maniacal terrorists who want to kill and maim us. And we're under attack from our government funders.

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[Back to top](#)

Parliamentary Submission for Paid Parental Leave (PPL)

Mark Burgess, CEO, Police Federation of Australia

In December 2016, the PFA made a submission to the Senate Standing Committees on Community Affairs inquiry for the *Fairer Paid Parental Leave Bill 2016*. As a result of this submission the PFA was invited by the Committee to present evidence to a hearing for this inquiry.

Unable to get support in the Senate for this Bill the Government has announced a new Bill the *Social Services Legislation Amendment (Omnibus Savings and Child Care Reform) Bill 2017 (Omnibus Bill)*, introduced into the House of Representatives 08 February 2017. This Bill contains similar provisions as the PPL Bill with the Explanatory Memorandum to the *Omnibus Bill* stating that the Fairer Paid Parental Leave Bill 2016 will be withdrawn following the introduction of the revised PPL scheme arrangements contained in the Omnibus Bill.

Under the amendments to the Paid Parental Leave scheme primary carers will no longer receive both their employer-provided primary carer pay and the full 20 weeks (maximum PPL period will be increased from 18 to 20 weeks) of government-funded Parental Leave Pay.

The PFA is opposed to these amendments which will reduce PPL for our members who currently have been able to access 18 weeks' parental leave pay (under the *Paid Parental Leave Act 2010*), on top of entitlements under the various state, territory and federal police enterprise bargaining agreements and awards.

We believe that PPL is one part of a wider suite of policies necessary to encourage the increased participation of women in police forces and indeed the higher ranks and leadership roles. The PFA branches have fought long and hard to achieve PPL in industrial instruments as part of gender equity in police forces. Reducing PPL will be a backward step in achieving gender equality in policing and be detrimental to women, their babies and the wider community in which these officers serve.

[Click here](#) to view the PFA Fairer Paid Parental Leave Bill 2016 submission

[Click here](#) to view the section of the Committee Hansard -transcript, where the PFA presents evidence to the public hearing for the *Fairer Paid Parental Leave Bill 2016*

[Back to top](#)

Parliamentary Submission for Gender Segregation in the Workplace and its Impact on Women's Economic Equality

Mark Burgess, CEO, Police Federation of Australia

In February, the PFA put forward a submission to the Senate Finance and Public Administration Committee inquiry for *gender segregation in the workplace and its impact on women's economic equality*. In this submission, the PFA expressed the need for appropriate policies to be in place in relation to paid parental leave, childcare, superannuation, unbiased recruitment and access to flexible working arrangements to ensure female members are afforded every opportunity to participate in a fulfilling career within policing.

A number of police commissioners around the country have signalled their commitment toward fifty-fifty quotas of women in policing and the PFA supports this goal, but we believe that this will not be achieved unless there are appropriate mechanisms within policing also to encourage and allow those female members to remain in policing.

[Click here](#) to view the PFA submission

Flexible Working Arrangements for Police Officers in Australia and New Zealand

Mark Burgess, CEO, Police Federation of Australia

In October 2016, the PFA commissioned a comprehensive survey investigating *Flexible Working Arrangements for Police Officers in Australia and New Zealand*. The survey was completed by over 11,400 officers 16.5% of all Australian and New Zealand sworn officers. This is the largest member survey the PFA has ever conducted, the high participation rate demonstrates that flexible working arrangements is a topic members feel very strongly about.

Preliminary findings challenge pre-conceived ideas regarding flexible working arrangements. It appears it is not only junior-rank officers with young families who wish to access flexible working arrangements but findings show senior officers might also need them as they transition towards retirement.

The PFA is currently preparing a report on the survey findings which we will share with you during the year.

[Back to top](#)

FLEOA Political Update

Patrick O'Carroll, Executive Director, FLEOA

Federal Law Enforcement Officers Association (FLEOA) is optimistic about President Trump's Administration taking positive steps towards strengthening law enforcement. Encouraging indications include his selection of two highly esteemed individuals as Attorney General and Secretary of Homeland Security and the exemption of law enforcement and public safety positions from hiring freezes.

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Department of Justice Now "In Sessions"

Chuck Canterbury, President, National Fraternal Order of Police

On January 20, 2017, Donald Trump was sworn in as the President of the United States. A few weeks later, an Alabama senator, Jeff Sessions, was confirmed as the U.S. Attorney General. Sessions is now the nation's chief law enforcement officer and the head of DOJ. Trump made his support of law enforcement and a "tough on crime" approach two of his major campaign promises. Tapping Sessions for AG is one signal to law enforcement that Trump intends to keep those promises.

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The End

[Back to top](#)