



**E-Newsletter**

**Issue No. 3**

**December 2014**

**Future Events:**

**NFOP Law Enforcement  
Union Leaders Summit**  
25 - 26 February 2015  
Las Vegas, NV

**EuroCOP Spring Committee  
Meeting**  
3-4 March - Torremolinos -  
Spain

**British Transport Police  
Federation Annual  
Conference & Bravery Awards**  
3 – 5 March 2015

**Scottish Police Federation  
Conference**  
31 March - 2 April - Turnberry

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## ICPRA Chairman's Report Nov 2014

Greg O'Connor

As we near the end of another busy year for ICPRA, it is good to reflect on the steady progress we are making in establishing ourselves as a credible voice of international policing.

I reported on our very successful Capetown conference in the last report, where we welcomed the Southern African ILO representative Vic Van Uren, who outlined how the goals and interests of our respective organisations in assisting police Employee Representative Organisations (PEROs) to become established are closely aligned. That relationship has continued post conference and Mark Burgess has been coordinating with he and Monique Marks, a Police Labour academic to establish how we can best work together to assist our less fortunate police colleagues. I recently met with Vic in Pretoria while I was attending the four yearly SAPU conference, also attended by a number of African nations at different stages of development. The conference also coincided with a meeting of the SADC group, which is a federation of Southern African nations Police Associations and Unions.

As a result of that meeting, I am confident that we will end up with a mutually advantageous relationship between ICPRA and the ILO to the advantage of police officers worldwide.

The Kenyan Police Union whose recently awarded right to form a police union is being challenged by the Justice Minister, is a union which shows just why police officers need a voice. They very recently had 25 officers killed and many others wounded in an ambush. The officers were woefully ill equipped and supported and the wounded officers will be invalided out of police without compensation. The most recent news is good with the Police Administration failing to appear to argue their own appeal. We look forward to a confirmation early in the New Year from Nicky Njuguna, the man leading the battle, that they have won that battle.

It is ironic that at the same time we are watching developing Police Unions attempt to build momentum and persuade governments of the benefits of democratic unions, Governments in the well-established democracies in the developed world are attacking the hard won rights of their police unions.

The Police Federation of England and Wales in particular have undergone attacks on their pensions, their working conditions, and in particular their numbers. Falling reported crime rates are being used as a rationale for reduced spending, showing a very short term understanding of the investment cycle in policing. Reductions in that investment will see the short term savings dwarfed by future need to rebuild, once the criminal fraternity begin to thrive once again in the reduced policing environment.

The challenge for ICPRA itself is to build and retain a credible commentary role as our members and potential members find themselves with differing needs.

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An excellent example of different needs can be seen in the decision by the Indonesian Police that potential female recruits must submit to virginity tests. As you will see in the accompanying article, ICPRA has expressed its outrage at such a policy and will write to the Indonesian government. We will also be endeavouring to establish whether a police union or association exists in Indonesia.

Many countries which have recently emerged from Military or Dictatorial Regimes deny their police the right to form democratic police unions or PEROs and that is a role for ICPRA.

The leadership of ICPRA must constantly be alert for opportunities to become involved, where applying the collective knowledge and understanding of our existing members, can assist fellow police.

Another exciting development arising from the Capetown meeting has been the opportunity to further our relationship with the Portuguese speaking group of police unions. While language differences can present issues, nevertheless we will continue to work to bring this group within the ICPRA organisation. This group has member organisations in both South America and Asia, areas where ICPRA has not previously been represented.

One constant issue with ICPRA is that as a Federation of member jurisdictions, all Executive members face considerable time pressures in servicing their own jurisdiction, and the ability to focus on ICPRA issues can be compromised.

I would like to thank the Executive for making themselves available for conference call meetings, often occurring at unsocial hours for some affiliates. I would like to especially mention Chuck Canterbury from FOP who as treasurer, has had to overcome the not inconsiderable bureaucratic challenges of international money movement. Secretary Calum Steele has also done an excellent job of keeping the organisation functioning while taking on the responsibility in Scotland of absorbing the implications of merging eight police forces on the local Federations.

I wish you all a happy and productive festive season on behalf of the Executive, and look forward to working with all affiliates in 2015 to further establish ICPRA as a credible commentator on international policing issues.

Greg O'Connor

Chairman

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## The Body-Worn Video Debate

Chuck Canterbury, President, National Fraternal Order of Police

Cameras are everywhere, including on some police officers. Some accept the public nature of our lives while others protest against the encroachment on our increasingly diminishing privacy.

At present there are more questions than answers in the debate about BWCs. It is important to remain vigilant about any policy change, especially one that impacts officer privacy and discipline the way BWCs can.

[Click here](#) to view article

[Click here](#) to view Fraternal Order of Police letter to members regarding BWC's

[Click here](#) to view Fraternal Order of Police Body-Worn Camera ("BWC") Recommended Best Practices

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## Body Worn Video

Mark Burgess, CEO, Police Federation of Australia

In light of growing interest in body worn video in many of our jurisdictions (see Chuck Canterbury's earlier article, ICPRA has been gathering information on the topic and will eventually upload all the relevant documents to the library section of the ICPRA website for easy viewing.

A number of ICPRA member jurisdictions have already trialed or conducted research into body worn video. Departments/governments in other jurisdictions have indicated intentions to explore the technology, and we as federations, unions and associations will benefit from being better informed than the departments and public commentators, when the debate hits each of our jurisdictions.

We already have documents from a number of affiliates that we've developed into a Resource Document ([click here](#))

If your member organisation has any information or research on body worn video trials to share, please email information to Kath Potts at [Kathleen@pfa.org.au](mailto:Kathleen@pfa.org.au) at the Police Federation of Australia. Please ensure that all documents sent are well titled and have a clear date.

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## ICPRA Website

Mark Burgess, CEO, Police Federation of Australia

We are in the process of upgrading the library area of the ICPRA website so it becomes a valuable, searchable resource area for all, covering a broad range of policing topics like body worn video, which will impact on many if not all of us in the near future.

You may have recently received an email from Calum Steele outlining the plan to consult with researchers and key personnel from each affiliate seeking their views on the functions and requirements which will be best suited to making the ICPRA library a user friendly highly relevant resource for everyone.

We have already sought relevant documents to add to the library on body worn video trials, however if you have suggestions on other topics of interest for the future and would like to provide information on those, let us know.

Please contact Kath Potts at the Police Federation of Australia at [Kathleen@pfa.org.au](mailto:Kathleen@pfa.org.au)

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## Press Release – Crime Stats-SAPU Calls for Specialized Units

Oscar Skommere, General Secretary, The South African Policing Union

The South African Policing Union is neither surprised nor shocked by the latest crime statistics in the country. The fact that crime like murder, attempted murder and robbery is on the increase; whilst rape has declined vindicated SAPU's long held view that the SAPS must re-open specialized units within the police. The decline in crimes like rape can be attributed to the success of specialist units like Family Violence and Sexual Offences.

[Click here](#) to view article.

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## Press Release – Phiyega Probe Long Overdue

Oscar Skommere, General Secretary, The South African Policing Union

The South African Policing Union has learnt with great relief and joy about the ministerial probe into the conduct of national police commissioner Ms. Riah Phiyega. We feel vindicated by this latest development as we have been calling for a commission of enquiry into her conduct and ultimate removal from office. We welcome the probe into her conduct as long overdue.

[Click here](#) to view article.

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## The Review of An Garda Síochána

John Redmond, General Secretary, Association of Garda Sergeants & Inspectors

This month the Government's Committee on Justice, Defence and Equality published a report on the Review of An Garda Síochána Act 2005 – the legislation that governs our force.

In the past 12 months we have had a series of negative media reports concerning our organisation, which prompted the Act's review. As a representative body with 2,000+ members of higher-ranking Gardaí we had significant input into this review and are acknowledged for our contributions.

The report made a raft of wide-ranging suggestions, which will have serious implications for our members especially in terms of how we are investigated for incidents.

[Click here](#) to view article.

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## **EuroCOP – Trade Union Rights: Cornerstone of Democratic life**

Anna Nellberg Dennis, President, European Confederation of Police

The agenda and advocacy efforts of EuroCOP, the umbrella organization for 35 police unions and staff organizations in Europe, are increasingly dominated by concerns about the trade union rights of police officers across Europe.

In the last few years, police unions in Europe have seen the gradual erosion of their rights; rights which are not only guaranteed in international treaties such as the International Labor Organization (ILO) conventions but are also enshrined in the Charter of Fundamental Rights of the European Union (EU) as well as the European Social Charter.

As President of EuroCOP, this challenge undermines our very existence, which is why I take this opportunity to elaborate on the importance of trade union rights for police unions, highlight some of the challenges that law enforcement officers currently face in Europe and touch upon some of EuroCOP's activities in this field.

[Click here](#) to view article.

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## **Terrorist Activity Up But Police Cuts Imminent**

Terry Spence, Chairman, Police Federation for Northern Ireland

In Northern Ireland, the cost of policing and keeping people safe has been pushed up the political agenda.

Severe budget cuts will inevitably mean retrenchment or, at its worst, a greatly impaired ability to tackle terrorism, civil disorder and crime. Either option carries considerable pain for the Police Service of Northern Ireland (PSNI).

[Click here](#) to view article.

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## **Assessing the Effectiveness and Efficiency of a Police Service: the Analytics of Operational Reviews**

Tom Stamatakis, President, Canadian Police Association

Concerns over rising costs have forced police services to balance increasing fiscal and operational pressures. Discussions of the resources and requirements of police, however, are generally only informed by political expediency and traditional practice. Operational reviews (ORs) can be used to document the demands of police, their capacity to respond, and ways in which they can become more efficient and effective.

Drawing on an OR of a major urban Canadian police service, this article provides a broad outline of the components of an OR and the analytics that can be used to answer these key questions.

[Click here](#) to view the article

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## **POPCRU claims victory on an Affirmative Action case**

Police and Prisons Civil Rights Union (POPCRU), South Africa

POPCRU, a non-racial organisation of progressive civil servants in the safety and security cluster, welcomes the ground-breaking decision handed down by the Constitutional Court of South Africa on Tuesday 02 September 2014 on the vexed issue of Affirmative Action in the case of *South African Police Service v Solidarity on behalf of Barnard*.

Fittingly, the decision marks literally the dawn of the Spring season in our country's pursuit of the constitutional values of human dignity and the achievement of equality. Indeed, it is significant that the Constitutional Court is unanimous in finding that "Affirmative Action measures are not unfair".

[Click here](#) to view the article

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## **Finnish police protest in a rally against resource shortage**

Claus Redder Madsen, Union Secretary, The Nordic Police Union

Roughly, 1.200 police officers walked the streets of Helsinki on Wednesday, 19<sup>th</sup> November 2014, to express their disillusionment with decreasing police resources.

Furthermore, representatives from EuroCOP, Spain, Slovakia, Czech Republic, Norway, Sweden and Denmark joined the rally to support our Finnish colleagues towards the continuously cuts and reductions in the Finnish police. The Nordic Police Union expressed our concern to the elected politicians, that reductions and privatization of police tasks is undermining the fundament in a democracy.

[Click here](#) to view the article which also contains links to video footage and images of the rally.

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## **Summit of Law Enforcement Leaders**

Chuck Canterbury, President, National Fraternal Order of Police

The Fraternal Order of Police will be hosting a summit of Law Enforcement union leaders from around the United States on February 25 and 26, 2015 in Las Vegas NV.

The summit will provide an opportunity for discussion of the issues facing our unions. Following the Summit on February 27 and 28, 2015 the NFOP will host a union Legal Counselors seminar. For more information on either or both events please contact Rick Weisman, [fopdls@fop.net](mailto:fopdls@fop.net) or at 614-404-2676.

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## **Federation warns of the impact of ‘target culture’ on recording standards as police watchdog says under-recording of crimes is ‘wholly unacceptable’**

The Police Federation of England and Wales

The Police Federation says that the target culture in the police service is impacting on the service they provide to victims.

The response comes as Her Majesty’s Inspectorate of Constabulary published a report this month highlighting the under-recording of crimes, such as victims of violence against the person and sexual offences, as ‘wholly unacceptable’.

[Click here](#) to view the article

## **United Nations Security Council Resolution 2185 (2014)**

United Nations Security Council

[Click here](#) to view Resolution 2185 (2014)

## **Future of the British Transport Police**

Calum Steele, General Secretary, Scottish Police Federation

Following the NO vote in the referendum on Scottish Independence, the Prime Minister established a commission (The Smith Commission) to look at the question of more powers for the Scottish Parliament.

The Commission, chaired by Lord Smith of Kelvin delivered its recommendations on the 28th November and a copy can be found at [https://www.smith-commission.scot/wp-content/uploads/2014/11/The\\_Smith\\_Commission\\_Report-1.pdf](https://www.smith-commission.scot/wp-content/uploads/2014/11/The_Smith_Commission_Report-1.pdf)

Whilst the political fallout has already commenced and the delivery of any recommendations is dependent on approval from the UK Parliament, the report recommends (at paragraph 67)

**The functions of the British Transport Police in Scotland will be a devolved matter.**

Whilst it is early days, this simple recommendation suggests an uncertain future for the British Transport Police, as it is currently exists.

Developments on this will be watched with interest.

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## Female Police Recruits in Indonesia

Sydney Morning Herald

ICPRA has publically expressed its disgust at the reports of Indonesian female recruits having to submit to virginity tests.

To read a recent article published in the Sydney morning herald regarding the test [click here](#).

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## PFA Annual Report 2013-14

Mark Burgess, CEO, Police Federation of Australia

The PFA has published its 2013-14 Annual Report and presented it to its Federal Council meeting in Darwin on 10<sup>th</sup> & 11<sup>th</sup> November.

[Click here](#) to view the report.

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## Press Release: Police Federation of Australia Elects New President

Police Association of South Australia

Police Association of South Australia President Mark Carroll was elected Police Federation of Australia President in Darwin on 11 November. Mr Carroll, 48, is just the fourth president to head up the PFA since it won the right to federal registration in the High Court of Australia in 1995.

He thanked his predecessor Vince Kelly (who stood down after seven years as PFA President) for his service to the PFA, as well as his fellow state and territory police union presidents for their confidence in him and pledged to give the job his “absolute best efforts”.

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## **Police Federation of Australia Life Membership Awarded to Vince Kelly & Jon Hunt Sharman**

Mark Burgess, CEO, Police Federation of Australia

Two Life memberships were awarded at the recent PFA Federal Council meeting in Darwin. Vince Kelly, former PFA President, and still current Northern Territory Police Association President and Jon Hunt Sharman, former PFA Vice President and still current Australian Federal Police Association President.

For a copy of Vince's nomination [click here](#)

For a copy of Jon's nomination [click here](#)

For a copy of a photo with Vince and Jon and fellow Life Member Mark Burgess [click here](#)

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## **Wall to Wall Ride for Remembrance - Cheque Presentation to Police Legacy**

Mark Burgess, CEO, Police Federation of Australia

The 2014 Wall to Wall Ride for Remembrance was held on Saturday 13 September. This year more than 1600 riders met in Canberra, with many having ridden from every capital city in Australia, including Perth, Darwin and Hobart to our national capital for this year's event. The ride travelled through the heart of the city, passing around Parliament House and culminated at the National Police Memorial on the banks of Lake Burley Griffin where a touching service was held.

A cheque for \$110,000 was presented to Police Legacy organisations at the PFA Federal council meeting in Darwin, bringing the total amount raised for Legacy in the five years of the ride to \$400,000.

For more information on the ride go to <http://www.walltowallride.com/about-us>

[Click here](#) for a photo of the cheque being presented by Mark Carroll on behalf of the PFA.

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