



International Council of Police Representative Associations

Note of Biennial Meeting of ICPRA COUNCIL Incorporating the 3rd Biennial Meeting of International Police Lawyers Network held on the 24th and 25th September 2018 at the Hotel Realm, Canberra, AUSTRALIA

Attendance

Michael	Gendron	Canadian Police Association
Tom	Stamatakis	Canadian Police Association
William	Hampstead	Federal Law Enforcement Officers Association
Nathan	Catura	Federal Law Enforcement Officers Association
Chuck	Canterbury	Fraternal Order of Police
Chris	Cahill	New Zealand Police Association
Marcia	Murray	New Zealand Police Association
Mark	Carroll	Police Federation of Australia
Mark	Burgess	Police Federation of Australia
Scott	Weber	Police Federation of Australia
Nkosinathi	Theledi	Police and Prisons Civil Rights Union-POPCRU
David	Kennedy	Scottish Police Federation
Calum	Steele	Scottish Police Federation
Armando	Ferreira	SINAPOL
Tumelo	Mogodiseng	South African Policing Union
Mpho	Kwinika	South African Policing Union
Claus	Redder Madsen	The Police Union in Denmark
Claus	Oxfeldt	The Police Union in Denmark

Also in Attendance

Vicki	Linabury	Australian Federal Police Association
Angela	Smith	Australian Federal Police Association
Graeme	Cooper	Australian Federal Police Association
Owen	Blackwell	Northern Territory Police Association
Pat	Gooley	Police Association of NSW
Tony	King	Police Association of NSW
Ian	Leavers	Queensland Police Union of Employees
Peter	Abbey	The Police Association Victoria
John	Laird	The Police Association Victoria

Lawyers

Matthew	Peterson	Australian Federal Police Association
Michael	Chilcott	Australian Federal Police Association
Tony	Cardillo	Cardillo Gray Partners
Stuart	Gray	Cardillo Gray Partners

Hanaan	Indari	Carroll & O'Dea Lawyers
Nadia	Baker	Carroll & O'Dea Lawyers
David	Jones	Carroll & O'Dea Lawyers
Sarim	Attique	Carroll & O'Dea Lawyers
Dexter	Cabal	Carroll & O'Dea Lawyers
KIM	SMITH	Carroll & O'Dea Lawyers
Callum	Anderson	Levy & McRae Solicitors
Chris	Nikolovski	Nikolovski Lawyers
Harley	Dwyer	NZ Police Assn
Peter	Watson	PBW Law
Tony	Howell	Police Association of NSW
Stephen	HOLLANDS	Queensland Police Union of Employees
Stuart	Cochran	Slater + Gordon
Christopher	Stewart	Digby Brown LLP
Richard	Yates	Tindall Gask Bentley
Mathew	Treharne	Walter Madden Jenkins
Susan	McTegg	Walter Madden Jenkins
Julius	Molefe	South African Policing Union
Vicky	Linabury	

Apologies

Colin	McCrum	Police Federation for Northern Ireland
Nazario	Muanambane	Associacao Mocambicana de Policias

Welcome to ICPR 2018

The President of the Police Federation of Australia, Mark Carroll welcomed ICPR to Canberra and commented on the delight of the PFA to be formally hosting the meeting. ICPR President Tom Stamatakis thereafter formally opened the meeting of Council and thanked the PFA for their generosity in inviting ICPR to Canberra.

ICPR Official Opening

The President called the meeting to order and asked attendees to be upstanding to remember all police and law enforcement officers who had lost their lives since the last meeting of Council.

Introductions & Roll Call

Delegates introduced themselves and attendance was noted as shown.

Introduction of 2018 Agenda

The agenda was accepted by delegates without revision.

Minutes of 2016 meeting

The minute of the 2016 meeting was circulated with the papers in advance of the meeting and was approved by Council.

2016-18 Activity Report

The President commended the record of the 2017 Executive meeting, circulated in advance of the meeting, to Council as this detailed much of the activities undertaken. In addition, he commented that work on refreshing the website, including the development of a document repository/database for use by all member organizations was nearing completion. He thanked the PFA, and Mark Burgess for taking the lead on this important work.

The President reported that since the last meeting of Council, work has been progressing to ensure ICPR is able to become more involved in the Future of Work program being led by the International Labour Organisation (ILO). He also reported that he and the General Secretary had been developing links with the ILO to ensure the voice of the police officer is heard at that body.

In particular he commented that he had been invited to participate in a symposium on whistleblowing in the autumn of 2017, and that in May of 2018 he and the General Secretary had attended the 107th International Labour Conference. He reported to Council that this was the first time in the history of the ILO and indeed ILO conferences that police officers had ever been represented as workers in their own right.

He advised a more detailed report on the ILO would be provided later in the meeting.

Council noted the report.

Pat Burke - Apple's Law Enforcement Global Compliance Team

Mark Burgess introduced Mr Pat Burke Head of Apple's Law Enforcement Global Compliance Team to Council. He explained how the PFA had been working with Apple on a number of projects and was grateful for the assistance they had provided to them. He explained that Mr Burke was responsible for managing and responding to the requests from governments and law enforcement received by Apple globally. He explained that

Mr Burke thereafter addressed Council.

Mr Burke highlighted that he wished to discuss three key issues, namely

- Privacy and the Procedure for applications from law enforcement
- The Type of information available, and
- How information is used in investigations

Mr Burke explained that he was a retired police officer with the Garda Siochana prior to working with Apple and that he had a real appreciation for the desires of law enforcement in the technological world.

He explained that Apple took the issue of privacy incredibly seriously and this was an important principle at the heart of its approach to business. He explained that this was consistent with trends across the world and highlighted the recent General Data Protection Regulations (GDPR) in Europe as an example of this.

He explained that concerns over privacy were often cited in response to the ability to respond to serious crimes like terrorism.

Mr Burke explained that overly broad requests for data and information from Apple would be unlikely to be supported. He highlighted the data size was often not considered when requests were submitted. He cited an example of a request that would, if granted would have provided over 360 days of continual footage for review. He asked, what police agency has the capacity to dedicate people to that kind of demand.

He continued that Apple had worked with law enforcement to simplify the manner in which requests for information can be made. He explained that Apple was dealing with approximately 3,000 requests by email per week from law enforcement agencies. He went on to explain that requests covered a myriad of issues from emergency cases like terrorism and human trafficking, through to online fraud.

He further explained that the most common requests were for either primary or secondary email, apple ID details or device access. He went on to provide Council with some case studies of where the information provided by Apple led to the prosecution of serious and complex cases.

Mr Burke detailed the reasons the Apple ID was so important

At the conclusion of this presentation the delegation of Lawyers left the meeting to commence their discussions on the issues requested by Council members.

Member Mental Health & Well Being

Peter Abbey from the Victoria Police Association presented Council with details of the Member well-being "Equipt" App. The app was developed in collaboration with Apple.

<https://legacy.tpav.org.au/Publications and Media/TPAV Smartphone App/equipt.html>

Mr. Abbey explained the background drivers for the project was a series of close proximity member suicides in Victoria. This caused a sharp examination of the wider issues of suicide amongst members, and of the issues surrounding member mental health and wellbeing in general. The Police Association engaged with Dr Kevin Gilmartin and worked with the Victoria Police to develop "tools" to assist members manage their own mental health and wellbeing.

He explained that over 8,000 members and extended family members had engaged with the initiative and that the program had been met in an extremely positive manner.

Mr Abbey explained that in addition to the previously mentioned collaborators, they also worked with sleep, PTSD experts, and the service's own employee assistance provider in the development of the app. He cited the number of new cases being recorded by the provider as being indicative of the fact that since the Equipt app was launched there appears to be an increased willingness from members to "put their hand up."

He addressed the obvious concerns that members expressed over confidentiality and was able to assure delegates that the information contained within the app remained confidential (within the app) at all times. This was caveated however with the recognition that an app on a "job" phone could be examined by the employer. The issue of confidentiality in this area was still being looked at. The app also helped members develop healthy lifestyles outwith the police service with new functionality being added with each update.

He went on to explain that the inclusion of the roster was a critical part of the app functionality. This sat behind other functions but was still able to track relevant information. In particular it helped manage sleep and the development of health sleep patterns through reminders. The app contained tools for critical intervention (for example to deal with panic attacks) as well as lifestyle tools and wellbeing trackers. The app recognized when it was "idle" for a period of time and would prompt the user in respect of activity when it was next opened.

The success of the app has led to a roll out across all police states in Australia and it is possible to individually badge (or license) for each police force. He explained the analytical capabilities which reinforced the engagement from members on the ground. He was keen to stress that no one thought the app was the panacea but it was another very useful tool in the box. It even allowed the user to export data to their personal medical provider if they wished.

At the end of his presentation Mr Abbey answered a number of questions and was thanked by Council for his contribution.

The meeting was thereafter addressed by Mr James Maskey: National Engagement Manager, Police & Emergency Services, *beyondblue* <https://www.beyondblue.org.au/about-us/about-our-work/workplace-mental-health/pes-program/national-mental-health-and-wellbeing-study-of-police-and-emergency-services>

Mr Maskey advised he was a former Queensland police officer with a broad operational experience and had personal experience with mental health having been diagnosed with PTSD. He explained Beyondblue is an independent, not for profit organisation working to increase awareness of anxiety, depression, and suicide to help Australians achieve their best possible mental health.

His particular area concentrated on emergency service workers and was informed by Beyondblue's own research and a collaboration with other research bodies, including the University of Western Australia. His presentation would concentrate on a national study across Australia.

He stated that the incidence of anxiety, depression and suicide amongst emergency service workers was in general, too high and the number only seemed to be growing. He noted that it was understood policing and other emergency service work was extremely challenging and often could involve life and death situations. He also stated anecdotal evidence suggested that those who had to leave their jobs early faced higher instances of anxiety, depression, and suicide. One of the objectives of Beyondblue was to reduce the stigma amongst these workers and to provide advice and guidance to all sectors.

Mr Maskey relied on presentation materials as he spoke and these are appended to this note.

He stated that Beyondblue recognized police officers were at the heart of the working models (utilized for the study). He reminded the meeting of the WHO definition of mental health which he opined perfectly captured the essence of what Beyondblue was working at.

He noted that the WHO considered that by 2030, depression will be the leading cause of disease globally and believe 1 in 4 will be affected by mental ill health at some point in their life.

He advised the meeting that 3 Million Australians are believed to suffer from a mental health condition at any one time. He reminded the meeting of the importance of maintaining healthy workplaces, in particular ensuring that people looked forward to coming to work and were not faced by unrealistic workloads or deadlines. Workers should be able to go home at the end of the day with "something left in the tank" to be able to enjoy their private time.

Turning to the national health and wellbeing study, Mr Maskey advised that whilst a myriad of different pieces of research had been undertaken across sectors, there remained significant gaps. He also advised that research tended to concentrate on either one issue across sectors, or on one body of workers only. Beyondblue recognized that the absence of a study across services was limiting and they hoped by adopting a holistic approach, they could improve learning opportunities for all.

He explained the study covered serving and former emergency service workers and was broken down into three phases as follows,

- An exploratory qualitative research study gathering experiences and stories of mental health. This identified that workplace practices mattered and that poor workplace culture had a damaging effect on mental health.
- A world first qualitative study of all frontline workers in all sectors – the result of which are to be published later in the year. Over 21,000 participants contributed to this research, including over 8,000 police personnel.
- A knowledge to action evidence phase for each agency. This will not be a service criticism approach but one designed to improve outcomes based on the knowledge gained from phases one and two.

Mr Maskey shared with the meeting three emerging high level findings from the second phase of the research. He advised that former Australian premier, and Beyondblue Chair, Julia Gillard had presented these findings at a recent emergency management conference, and that the text of the speech was available on the Beyondblue website.

- ALL Workplace culture and practice can be more or equally as damaging to mental ill health as occupational trauma
- There is a need to educate individuals to help get them assistance when they need it (and improve mental health literacy across the service).
- Individuals in general have a positive regard and are supportive of colleagues who suffer from mental health – but fear of stigma tends to cause individuals to hide their own issues.

Mr Maskey concluded by reinforcing the importance of talking openly about mental health and wellbeing as only by doing so would barriers surrounding the subject be broken down.

At the conclusion of his presentation Mr Maskey took a number of questions from delegates. He was thereafter thanked for his contribution.

Future of Police Work

Mark Burgess introduced Professor Peter Gahan from Melbourne University.

<https://www.workplaceleadership.com.au/people/peter-gahan/>

He advised that following the early work of ICPRA to build a working relationship with the ILO, the issue of “Future of Work” was high on the ILOs agenda. This had led him to the identification of Prof Gahan as something of an authority in this area and he was delighted to have him at the meeting.

Prof Gahan advised that his organisation’s interest in the future of work began about five years ago and research work had concentrated on how technology was changing the nature of work. He conceded that there had been no specific attention given to the question of the future of police work but that many of the wider work considerations would inevitably translate or transfer to the police.

He opined that anything that seeks to predict the future is as unpredictable as the future predictions of the past. History has shown that many weird and wonderful predictions had never materialised. The challenge of future prediction was harder the further into the future people looked.

Digital revolution – Prof Gahan showed how much the workplace had changed in the past few decades. He recalled the days before the internet and the personal computer. He advised that his workplace in 1990 had no desktop computer and that the first internet connection in Australia had only been established one year earlier. By the mid-1990s ¼ million of internet connections existed across Australia. Today over 95% of Australian businesses and households are connected to the internet.

Prof Gahan showed how this march of technology had led to developments for example that means mining companies are able to “drive” their enormous quarrying trucks remotely. Physical labour has been removed from many workplaces altogether and he cited examples from fully automated ports, through to fully automated dairies and short order “cook robot” which were already in use in some food outlets in China. He also identified that about 30% of news stories that relate to business or sport in the USA are “written” by robots working on an algorithm.

This had led to questions over the stability of human work with a recent report from Oxford University suggesting as many as 45% of jobs in the UK could be lost to automation in the next ten years. Other reports had suggested a lesser number, but it was clear automation provided opportunity for “job destruction.”

This was only one side of the equation as new technologies offered opportunities for job creation. Historic trends suggest that short term destruction is overtaken by job creation in the longer terms. Automation has however created consequences. Historically automation had removed low skilled jobs but was now working its way up the “skill chain.” The job creation tends to be happening at the bottom end and job destruction is increasing in the middle. This pattern of job destruction / creation is leading to increased inequality as the historic pattern of technology leading to a net increase in skilled jobs, this process is now being reversed. Prof Gahan talked about “dark factories” which are “workplaces” that have no employees on site.

Identifying which technology would or could impact on the police service wasn’t an exact science but he opined that blockchain technology which allows sequential verifiable decision making – where the next step can’t be undertaken without verification of completion of the previous – was an obvious area for consideration.

He further opined that Workplace Health & Safety improvements through blockchain technology also seemed obvious as this could compel the completion of safety critical tasks before others could be undertaken.

Wearable technology – for example “smart helmets” also offered opportunities in many areas (for example lone working)

Holographics providing the ability to hold 3D office meetings could be a reality and if coupled with an instantaneous language translator (available now for as little as \$200 AUS) could fundamentally alter how the workplace meeting was conducted.

5G – provides the opportunity to move “big data” cheaper and more quickly than before. The potential from predictive analytical programmes to review and analyse large tracts of video evidence could remove police officers from the trauma or monotony of exposure as well as the activity in totality. This was technology that was already in the development phase.

Predictive analytics are already widely used to target advertising and know more and more about individual's lives, for example shopping habits. The harvesting of analytical data is big business. The offering of free wi-fi by many businesses is often built on predictive analytics.

The meeting heard that public transport in Singapore is informed by what is termed "hot" or real time data. This is able to make real time alterations to timetables to avoid blockages or delays based upon the processing of information it is gathering in real time (CCTV etc). It wasn't beyond the realms of possibility this could expand to predict people movement areas of increased activity for policing, effectively allowing the targeting of a "predictive" police response.

Prof Gahan identified that when all these different technological developments came together, they offered start-up opportunities. He cited Airbnb as an example of a relatively new company (founded 2009) which despite having an annual worldwide turnover of over \$4Bn Aus had only recently turned a profit in 2017/18. Despite this turnover the company employed only a few hundred people. He stated that this kind of disruption to the workplace was significant (by comparison with the employee base of a manufacturing plant turning over the same sums).

He explained that many new start-ups offered their basic service for free as a standard business model (e.g. Linked-in, SurveyMonkey). The customers paying for additional functionality represented a very small percentage of the overall customer base. This was what was known as the platform economy.

The meeting learned that the ageing demographic in society was already having a marked impact on the economy. Many baby boomers were retiring and as they aged their needs were fundamentally different to those they previously had. The amount of working age labour coming on stream was less than the retiring numbers. This significant demographic shift, where the young are not replacing the old was creating a shift in the dependency ratio (more old, relying on fewer young). This will make working age employees of the future a highly prized commodity.

Expanding on the demographic changes, Prof Gahan explained the expectations of the workforce were also changing. The relationship between work and leisure was increasingly becoming a feature of worker expectations. No longer were workers drawn by wage, pension, stability of working hours etc and now more looked for increased flexibility and "softer" workplace benefits.

Prof Gahan opined that the police will find it harder to compete for labour in the new changing economies unless there was an appreciation and adaption to these trends. He noted that in his sector Universities were seriously considering "micro-credentialing" as more employers were seeking specific niche skills. This could have implications for the relatively recent expectation of degree based education as a baseline for many employers. It was conceivable police services would look for more of these niche skills in future. He suggested police unions should be alert to the challenges of how police services ensure their future officers attain and maintain skills in a rapidly changing world.

At the conclusion of his presentation Prof Gahan answered a number of questions from the meeting.

The meeting discussed the conflict between the politics of expectations of a human police officer delivering service in some areas, as oppose to relying on technology that already exists being utilized to undertake some form of traditional police function – scene examination – statement taking for example. Prof Gahan agreed that the issue of a human service versus an automated function was precisely where the political choices lay.

The meeting also considered whether the increase of short term "gig-economy" work could lead to an increase in the uptake of membership of trade unions. Prof Gahan opined it was difficult to see that this would happen

given the mode through which more and more work is delivered (for example contractors). He also noted that at this time collective bargaining was shrinking at an accelerating rate.

Prof Gahan was thanked by Council for his very informative contributions.

Civilianization/Privatization

Tom Stamatakis and Mark Burgess addressed Council on this subject. Tom Stamatakis explained that the information which was sought from member organisations was intended to populate the information repository on the website. This should prove useful to organisations facing the issues in their own jurisdictions.

He further explained that the issues were broadly on the questions of a hybrid model / second tier policing and whether police unions should seek to include this in the membership base. He went on to explain that in Canada this second tier was already prevalent in video tech / tech crime units and the civilians in these roles were part of the police unions. He noted that in Canada many police organisations had identified that many of these civilian roles, whilst initially cheaper have now become more expensive than maintaining police officers to perform the roles. This presents questions over skills and opportunities for officers in the first place and is seeing, in some areas a move back to police led roles.

Tom Stamatakis explained a research project that was being progressed with Dr Kurt Griffiths (Simon Fraser University) which was looking at the cost / value of policing.

He commented that there was an increased narrative that more and more police work did not involve crime. This was something that clearly provided opportunities for critics or advocates of "reform" to push for fewer police officers.

The meeting agreed with Tom Stamatakis that the narrative was a gross simplification and did not match reality.

He opined that actual crime and the number of issues that would quickly become criminal bar police attendance was often omitted from this discussion. He cited a study in Toronto that examined 470,000 calls for service which identified that 82% either involved a crime or would have resulted in a crime if the police did not attend. This was analogous with a UK study from 2012 which examined 4.7 Million calls.

The meeting heard that ignoring the data and what a police officer brought to a call could see a second tier resource deployed only for the need to send fully trained police officers afterwards. Far from decreasing costs, this would increase them.

Tom Stamatakis explained that the accountability framework for many police forces did not translate or apply to the private sector, who were now increasingly bidding to deliver traditional police functions. It was incumbent on police unions to continually make this point.

Council heard that the health impact on individuals given comparatively narrowly defined roles was becoming a cause for concern. Issues of health and wellness were inevitably driving costs up. Council also heard that the wage of a PCSO in England and Wales was now such that it would necessitate a considerable wage drop to join the actual police service.

It was a significant part of the research project that the cost of delivering a police response to calls for service was monetised and compared against the cost of relying on other services to respond. He opined that it was an increasing reality that police officers were dealing with more and mental health and social issues and that

rather than recoil from this, we ought to embrace it as a new reality and take advantage of this to pursue demands for funding etc.

Council heard the research project had teamed up with an economist Paul Heaton (formerly of the RAND Corporation) and had already monetised the impact of some crimes on the community; a homicide \$10M; a serious assault \$105k, a break and enter \$16k. The intention of the research is to hopefully show that investing in policing from a prevention angle should be looked at as an overall saving and not simply an outlay.

Tom Stamatakis advised Council that the research brief would be shared amongst delegates once complete.

Mark Burgess shared the experiences of Australian police forces with mixed model policing where some civilian workers were covered by police unions but others had not. He commented that many private security providers had been pitching at the police services in Australia based on what they believed had been delivered in the UK. This led the PFA to challenge some of the assumptions upon which the assertions had been made with some degrees of success.

He advised Council that the PFA devised a model template to help determine if a role could be performed by a non-sworn member of the police service (or outsourced). Tom Stamatakis added that the Canadian approach was to see private industry pitching for the cheap "low demand, low skilled" work in order to maximise profit. There appeared to be no desire to bid for skilled work as this would demand investment on the part of the private provider.

He shared that the recent polling in Canada had shown the greatest support for the police came from new immigrants and the indigenous population who were heavy consumers of police services. This was in stark contrast with the university educated, middle class, and middle aged Caucasian males who were rarely victims of serious crime. Their call for police service was rare but if the police didn't attend on these rare occasions they were undermining both the confidence in the police and the willingness to pay for it. He stated the police services should be careful about what they consider to be sale-able as this could undermine credibility, confidence and legitimacy.

Chris Cahill advised the meeting that the NZPA represented about 3,000 civilian members of staff and had represented them for many years. However, this mixed model was subject to further layering when in 2008 the service introduced a new 3rd category of police employee known as authorised officers. These AOs have very limited police powers and work in limited roles (almost all 240 work in the custody unit under the supervision of a fully sworn sergeant). The roles had been largely successful and welcomed by the sworn police officers.

However, a recent announced drive to increase the sworn NZ police strength by 1800, included provision for a new 250 Specialist Investigators as AOs. This was much more of a concern as this could see a creep into more traditional areas of policing. This was being closely monitored by the NZPA.

Mark Carroll advised Council that South Australia recently found it cheaper to recruit solicitors as prosecutors but they were not (currently) covered by membership of the police union.

Council agreed that unions often had to balance the wish of members to "surrender" certain police functions, with the wider realities of what this could mean for public confidence and legitimacy.

International Deployments

Scott Lee, Assistant Commissioner, International Operations, Australian Federal Police (AFP) https://twitter.com/ac_int_ops?lang=en was introduced to Council. Mark Burgess advised that in preparation

for his address Me Lee was provided with a copy of the EuroCOP paper on international deployments and this had proved invaluable.

Mr Lee advised he would provide an overview on what the APF overseas deployments entail, the challenges they present for officers, as well as the mental health issues they had to deal with amongst other things.

The Commissioner of the AFP developed a futures project in 2016 to help inform conversations with government and others on where investment might be needed to meet federal demand domestically and through missions overseas. This included the protection of Australian interests by supporting regional security and stability, and tackling international crime.

Mr Lee advised that key parts of the AFP overseas work included the disruption of criminal activity offshore (effectively the delivering of policing services overseas); providing regional security and stabilization; and the development of capability with regional partners. He showed Council that the APF had an extensive international footprint and that they were one of the longest standing bodies with sustained overseas policing commitments anywhere.

He advised the meeting that at this time the AFP had approximately 260 staff deployed at any one time overseas. In preparation for overseas deployments the AFP had two training programs, one for pre operational deployments" and the other for the more "liaison" roles in embassies etc.

The AFP was developing a training village in partnership with a local university for those deployed to the international missions. The facility was UN accredited and also trained over 800 foreign police officers.

The training covered medical and psychological screening; an operational safety assessment; first aid; cultural and environmental factors; and scenario based training.

Turning to the issue of the impact on officer mental health, Mr Lee acknowledged the APF as like many others, coming to terms with the realization of the need to appreciate the mental health impact of what officers faced. He advised the AFP was working with mental health specialists to improve their approach to the whole subject.

He advised that in 2014/15 and 2016/17 the AFP had seen spikes in officers reporting mental health issues. They were able to attribute them to specific events in one particular missions. They also knew the need to deploy quickly meant the AFP had to compress the selection process. The experience since then was that a number of members had to be repatriated quickly and PTSD claims had been received. The AFP responded to this by improving pre-deployment and psychological screening. The 16/17 spike is in respect of mental injury reporting which the AFP attributes to a reduced stigma to report. Mr. Lee regarded this as a positive development.

He gave individual examples of the types of trauma police officers faced and the support provided both at the time and through post deployment monitoring. The post deployment monitoring is identifying more issues and has also identified the compounding harm some officers face over various deployments.

Mr Lee spoke about the health strategies developed by the APF following a 2018 external review on its approach to health. This was in both physical and more traditional medical, and psychological and mental health. He stated that it was self-evident these were linked and invariably amplified in the police.

He went on to explain that the strategy identified four pillars of Physical, Psychological, Organizational, and Social health and were at the core of the overall strategy. When the additional consideration of overseas

deployments was added, the strategy was overlaid with three additional core components examining Health Protection, Health Intervention, and Health Frameworks.

He shared that overseas deployed officers tended to regard protection as gym time but the AFP was encouraging educational development as part of this particular component. He also stated that the AFP was looking at taking the same approach to short term deployments as it does with the longer term "mission" deployments. He was keen to stress that that support is not limited to the officer and extends to the officer's family as the stresses they face are relevant factors to the stress the officer themselves face.

He advised council that proper decompression for returning officers was absolutely critical. Officers needed to feel a sense of purpose and recognition for their contributions. Simply "dumping" them back at the desk they came from was rarely the best redeployment option for returning officers.

Claus Redder Madsen advised that the Danish experience from ten years ago was similar to that as had been described by Mr Lee. In response recommendations had been made to the Danish police by organisational psychologists that no international deployment should exceed 12 months as the trauma officers were exposed to was too great.

Mr Lee advised that the maximum duration of rotational deployment to overseas work with the AFP was five years. This was not five continuous years and usually involved frequent periods "on-shore." Despite this the AFP had noticed that they had officers deployed beyond this duration would struggle to repatriate them into the job afterwards. Many simply left.

Mr Lee was thanked for his contribution by Council

Terrorism

Ken Pennington, Independent consultant on policing, counter terrorism and human rights addressed Council delegates. In light of the sensitive nature of his presentation, details will not be reproduced in the formal public minute but will be circulated as a confidential annex to affiliated organisations.

ICPRA Membership organisation activities

Australia

Mark Carroll advised that the PFA, in collaboration with the state police unions, had been working heavily on the issue of mental health and wellbeing amongst police officers. He referenced the work of Beyond Blue and the Equipt app. He shared with the meeting that their research had identified that police were in the top 10 professions for suicide in Australia.

He shared with the meeting that the work undertaken to date was just the beginning and a wider public awareness campaign, including documentary production, and the working with a famous singer/songwriter to release a single in conjunction with this.

He stated that in the recent past the Chief of police in Victoria very publicly took time off work due to mental health. This was an important signal of how his service considered the effects of mental ill health and has helped break down barriers.

In addition, a police union and police service 3 week walk across Victoria is due to taking place in a few weeks to draw attention to the issue of mental health. The public and press interest to date has been considerable. Mark Carroll emphasised the importance of police unions sharing experiences and knowledge on this issue.

He advised that in the week before Council, the PFA launched the inaugural bravery awards and these had been exceptionally well received. The winners had been named by politicians of all colours in Parliament House and the event had gathered phenomenal media coverage.

He explained Australia Police week culminating with Police Memorial day was due to take place in the week after Council.

He advised the PFA held a comprehensive database which supported state unions in a whole variety of areas. This was never more important than now as with federal elections looming, the issue of police superannuation would be at the forefront of minds. In addition, the PFA would be increasing its lobbying activity to secure commitments on policing.

Mark Carroll provided a whistle-stop summary of some key developments across states, noting that New South Wales, Queensland, and Victoria had all been active on the numbers front. His own force of South Australia had seen numbers increase by 300 in past 18 months.

South Africa

Nkosinathi Theledi (POPCRU) further advised that POPCRU were full participants in the tri-partite collective bargaining arrangements for the police in South Africa. They were currently dealing with the issue of the transformation of the South African Police Service (SAPS). It was considered that the SAPS was top heavy with too many highly salaried managers and rebalancing was required.

He advised POPCRU contribute to portfolio committees in Parliament and has been dealing with the issues of skills development, privatization, and civilianization through those structures.

Council was advised that South Africa is one of the very few countries in the continent to be able to enjoy labour relations within its police service. They regard the promotion of labour relations and collective bargaining as a fundamental human right. As a consequence POPCRU promotes the importance of this through international symposiums throughout the region. Their contributions to these structures promotes the development of democracy and human rights.

Council was advised that the issues of police killings is highly charged in South Africa with the police service and officers suffering sustained criticism despite being fully vindicated for their actions. South Africa has a population of approximately 57 Million but a police service of only 200,000.

Council was further advised of the processes pursued to develop the Institution for Higher Learning in order to develop the skills and knowledge of various parts of the police service through accredited learning.

Mpho Kwinika (SAPU) added that SAPU continue to pursue working conditions that are conducive to work in. He expanded on the collective bargaining arrangements which he stated were highly politicised.

Mpho Kwinika stated that at times the pursuit of expediency is seeing an unfair treatment being faced by many police officers. He advised of disciplinary processes where the accused officer is not sighted on the evidence or witnesses against him. The end result is that many police officers are harshly dismissed.

SAPU has been seeking to address this through available structures.

He reported on the Commission that was playing out in South Africa looking at state capture of President Jacob Zuma. The question over how the suspects in this inquiry were permitted safe passage by the police remained unanswered. SAPUs deliberations on this have led them to examine the question of where the direction within SAPS came from to enable that to occur. He considered that this issue should be examined by the Commission.

Mpho Kwinika highlighted that South Africa was ranked 8th in the world for police officers killed on duty. These were officers killed in simple acts of criminality. He advised that a recent judgement by the Constitutional Court has stated that citizens should be free to smoke cannabis in private.

This has effectively legalized cannabis use in the country. However it appeared this judgement did not consider the evidence that showed areas synonymous with cannabis use were also higher crime areas.

Canada

Tom Stamatakis reported that the CPA was structured in a similar manner to the PFA. The CPA tended to concentrate its attention on federal issues on behalf of member organizations. He shared that in general, wages and working conditions in Canada were in a good position. There had been steady year on year wage increases and wages tended to be higher on the west coast than the east. The wages for officers in the indigenous communities were lower due to a complicated funding formula. This was despite the fact their working conditions were worse than elsewhere in the country.

Tom Stamatakis reported that the RCMP was not unionized but action at the Supreme Court had been taken to put the enabling legislation in place to enable this.

He highlighted the impending legalization of marijuana was causing difficulties for police across country. Many issues remained unanswered, not least the issue of impaired driving. The federal legislation allows for some home grow for up to four plants for personal purposes. There were limits on what could constitute personal quantities for possession and it was clear a whole series of matters had been left unaddressed. A federal election is scheduled for 2019 but the CPA doesn't envisage any change to direction in which this issue is going.

Turning to staffing and workload, Tom Stamatakis highlighted the police service was significantly under resourced for the size of the country. He highlighted the increase creep of mental health and other social issues into the day to day work of the police.

He highlighted that minimum sentencing introduced over the previous decade had meant they now had officers who having committed technical offences find themselves facing lengthy periods of imprisonment – despite acting in good faith at the time, for example a fatal collision on route to an emergency. He observed this was a difficult issue for his union as they had been supportive of minimum sentencing and the union was now advocating for discretion when it came to police officers.

Finally Tom Stamatakis highlighted that they had recently secured an agreement with the federal government that in the event of a line of duty death the family or next of kin would immediately secure a \$300,000 Can.

USA FOP

Chuck Canterbury spoke of a Supreme Court Decision issued earlier in the year in the case of Janus v. AFSCME which is likely to permanently weaken public sector unions. The case hinged on the ability of unions to collect

a “fair share” fee from any non-union member for any success secured through collective bargaining. The Supreme Court ruled on the 27th June the fair share fees were illegal. Since then over 35 lawsuits have been lodged against the FOP to seek to recover all money ever collected through fair-share. The FOP is winning all law-suits but the drain on reserves is considerable.

The fair share rulings are creating conflict as paying members increasingly resent non-paying members riding their successes.

He also advised of imminent changes to “pay-check protection” to stop the ability of unions to draw dues directly from member pay-checks. The attacks were also being driven by The Right to Work Foundation.

Chuck Canterbury spoke of the death of Michael Brown in Ferguson Missouri. The officer was ultimately acquitted. The subsequent “Ferguson effect” followed a claim by the former FBI director that the police were afraid to do their job. This was countered by the FOP that there was no fear to do the job, but there was a fear that they wouldn’t be backed for doing their job.

After Ferguson police approval ratings fell but three years later opinion polling has shown they have grown to pre-1970 levels with 76% showing great respect for law enforcement. He contrasted the different approaches of the President and his predecessor. President Obama supported the police union labour issues but was often critical of law enforcement; President Trump is not supportive of labour issues but is supportive of law enforcement. President Trump has stated that anyone who kills a police officer should face the death penalty.

He reported on the success of the Protect and Serve Act which was passed in the past few weeks. This Act was overwhelmingly supported by congress and sees an additional ten years added to any crime where the aggravator was that there was a deliberate targeting of a police officer.

Finally Chuck Canterbury updated Council that there was the emergence of a drive to drive police retirement ages upward with some police jurisdictions now expecting working police officers to serve beyond 30 years. He also advised that their bargaining was delivering an average of 2.5 – 3% per annum in increase. This was usually tempered by the loss of other benefits (made easier by a Republican legislature). He considered the next few years would provide for a tough bargaining landscape.

USA – FLEOA

Nate Catura advised that the issue of police suicide and mental health has come into sharp focus in recent years. He advised that in 2016 – 138 verified police suicides had been recorded. This rose to 159 in 2017 and to date in 2018, 97 verified police suicides have been recorded. These numbers were greater than the numbers of police officers killed by gunfire.

He advised that it has only been in the past few years that attention has been turned to this issue. FLEOA has partnered with the largest healthcare company in the USA (Arcadia Healthcare) and are now able to direct members experiencing mental health trauma to specialist care and treatment. However, the security clearances offered to many federal law enforcement officers placed obligations of disclosure on individual officers. This is a significant problem that FLEOA is seeking to resolve. They considered that no officer should lose their job, particularly where their mental ill health may be attributable to their work.

Nate Catura also highlighted the OPM – the Office of Personnel Management. This is the personnel system for all federal employees. In the past two years the OPM arbitrarily decided to begin to siphon or remove benefits from retired members who had divorced. He explained that the mandatory retirement ages (57) for federal employees meant they were not able to access state benefits at the same time as other workers. In response

the OPM has paid a supplement. The recent decision of the OPM was to allocate a proportion of the supplement to the divorced spouse. In addition the OPM implemented the policy retrospectively and the first officers knew about it was when they received their monthly retirement cheques.

Self-evidently this has led to a number of law suits being filed. The OPM remains defiant despite being criticized by its own Inspector General.

He also highlighted the MSPB – the Merit Systems Protection Board that sits and review cases where an agency intends to take punitive action against a federal employee (for example termination of employment)

The MSPB comprises 5 members and only one of the members at this time is a Judge. President Trump has nominated additional judges to the MSPB but the senate has decided not to appoint them. This is adding to the delays faced by members on this and other issues.

Nate Catura highlighted the juxtaposed position where the President remains vocally supportive of law enforcement whilst federal employees face criticism over their pay and allowances.

He also highlighted the drive for Criminal Justice reform in some areas. Campaigners are seeking to reduce the number of offenders in federal prison. In the past 2 years the US Sentencing Commission decreed that 6,000 federal prisoners be simply released.

He advised of the minimum mandatory sentencing regime that exists in the USA. The reform proposals in the First Step Act recommend the removal of this approach. FLEOA has strongly resisted this approach

Portugal

Armando Ferreira advised that Portugal has 16 different police unions and that Sinapol represents officers from all ranks. It is the second biggest police union in the country. He advised that Portugal was one of the countries most impacted by the economic crisis. The effects were felt by the police service as they were every other area of the public sector.

One of the most direct impacts on the police was that recruiting fell from approximately 1,000 officers a year to 2-300 with some years seeing none. This was leading to a critical lack of officers on the street to the extent that some officers were being denied rest days.

He highlighted that in the past week there had been a taxi driver strike across Portugal and that Lisbon had been brought to a halt. No police officers were permitted time off whilst this strike was ongoing.

Armando Ferreira highlighted that police in Portugal has seen no increase in wages since 2005 and that protests and demonstrations were planned for sea and airports to draw attention to this scandal. This was to coincide with the Eurovision song contest where no police officer received a rest day in 17 days.

Whilst many police unions in Portugal did not enjoy collective bargaining, Sinapol was one of three that did. The Portuguese government only bargained with the three largest.

In conclusion Armando Ferreira highlighted his personal appreciation for the support ICPR had offered him when he and his union were under attack. He had been imprisoned and the first voice to speak in support of his plight was the then president of ICPR, Greg O'Connor.

Australia – Queensland

Ian Leavers highlighted that a previous conservative government had introduced legislation to prevent payroll deductions. This had cost his union \$100,000 Aus and seen a 3% drop in membership. Since then a Labour Government had repealed the legislation. He shared the view that conservative governments tend to talk about the police in praise worthy terms whilst actually treating them poorly.

New Zealand

Chris Cahill advised that the picture for the police in New Zealand was largely a positive one. He stated that they didn't lose resources following the global financial crisis and that wages did increase over the time albeit modestly. His country had recently faced an election where a bidding war over police resources ensued. The end result was a labour coalition which will deliver 1800 additional officers over the next 3 years. This will see overall sworn numbers increase by 20%.

Whilst recruitment was positive, the delivery of 1800 additional officers would in fact demand the recruitment of 3,000 to ensure those retiring would be replaced. His union had recently been offered a 3% per annum increase for each of the next three years and he considered it was likely this would be accepted.

Chris Cahill identified that the Commissioner in New Zealand had led to political conflict and the risk of a future civilian commissioner was real. He identified that 50% of officer time is spent dealing with family harm issues; another 20% with mental health. This didn't leave a lot of time for what might be considered traditional policing.

He reminded Council that New Zealand did not have a firearms registration system but it was estimated 55,000 firearms were imported every year and that they had no idea where the bulk of them went. He advised that in the last year three police vehicles were riddled with bullet holes whilst officers were inside. How they escaped with their lives is unknown. He further advised that in the past week two officers had a gun pointed at them in a car and the trigger pulled. The only thing that saved them was that the perpetrator forgot to disengage the safety catch.

UK – Scotland

Calum Steele reported that a lot was happening in a relatively "new" police service. The amalgamation of 2013 had been necessary to avoid the extremities of austerity visited on other police forces in the UK. However the new service faced critical challenges – not least in terms of infrastructure where the under investment in many areas of the former forces were now exposed as issues of national importance.

He advised that police numbers in Scotland remained largely unchanged in several years and that there had been no drive to outsource. Civilian members of staff had seen a reduction in their numbers and many important service delivery staff were lost whilst many corporate jobs appeared more secure than ever.

On pay and conditions Calum Steele advised he was in the midst of a pay negotiation which if all things went to plan should see police pay increase by 6.5% in the next few weeks. Pay and conditions were generally more favorable in Scotland than elsewhere in the UK. In fact police officers in Scotland were the highest paid by some distance.

Denmark

Claus Oxfelt presented the campaign video prepared by the Politiforbundet. The video was a hard hitting demonstration of the complexity of police work and was intended to influence the wages and working

conditions of police officers. The video has been influential in changing the way in which many in Denmark view the police service.

Claus Oxfelt advised that his union represented all police officers in Denmark with over 99% membership. He highlighted that in general the position in Denmark was a positive one but there were still issues in respect of lack of resources. He highlighted that soldiers were still providing assistance to the police on some guard duties.

He reported that the refugee and migration crisis in 2015 and 2016 resulted in temporary border controls on the Danish / German border. This led to a political realization that there was a need for more police officers. One of the reactions to this was that the three year bachelors training was cut to two years. This was resisted by the union but assurances that further training would be provided were accepted in good faith.

However and later in 2016 an even shorter six months training program was introduced for cadets as a supplement to work with the police. These cadets are limited to only four tasks, Border Control, Guard Duties, Prisoner Escort, and escorting migrants out of the country. To date the service has been unable to recruit the numbers of cadets the funding was allocated for. The Union considered this was due to low wages and the remote postings on offer.

The police secured a 4 year budget agreement in 2016 which provided more money and officers in the longer term. However it does not address the immediate and acute challenges facing the service. Police officers are heavily overworked and there is a negative impact on their private lives. Police numbers had fallen from a high of 11,100 in 2011 to a low of 10,500 in 2015. This trend has now been reversed and it was expected numbers would return to 11,100 in 2019.

Claus Oxfelt advised the union recently participated in the securing of a new 3 year collective agreement which will deliver 8.1% increases to wages for all public sector workers over three years. This was considerably better than the previous agreements which had only delivered; 2011 – 1.3% over 2 years; 2013 – 0.41% over 2 years; and 2015 – 4.5% over 3 years. It was encouraging to see that after years of low wages things were now going in the right direction.

Wider Europe

Speaking on behalf of EuroCOP, Calum Steele advised that EuroCOP has been forging and developing its relationships with the institutions of Europe. He drew particular attention to the relationship with the European Parliament, European Commission, and EuroPOL. He advised that EuroCOP is now recognized as an informed voice on policing in Europe and is regularly called upon to inform the views of parliamentarians.

He identified that the EuroCOP president has been called to give evidence to the parliament and has met with the Commission President, Jean-Claude Juncker, and senior commissioner Julian King.

Given the disparate arrangements for police officers in Europe, finding common approaches is not easy. As a result EuroCOP has launched a petition to advocate for improvements for police officer social rights. He identified the limitations placed on the “militarized” police forces in for example Spain and Portugal in terms of association, and limitations on police officers in Ireland to access bargaining as examples of areas needing improvement. The symbolism of the petition is important for member organizations and demonstrates the ability of EuroCOP to pursue issues on member’s behalf.

Lawyers Network Report to Council

On behalf of the Lawyer's Network Vicky Linabury addressed Council. Vicky Linabury congratulated ICPR for providing the opportunity to the lawyers to meet and share experiences, and to learn from each other on areas of common interest. Vicky Linabury advised that whilst there were jurisdictional differences, the police were in a universally unique and vulnerable position in the roles they performed globally. They considered the Lawyers Network was an ideal mechanism to support international partners.

The Lawyers Network asked Council to consider whether some flexible and informal subcommittee could be established where the lawyers could examine a menu of work, or themes, or taskings from Council's own deliberations on issues that came before it. This could maximize the utility of the Network and optimize its output.

Matt Peterson thereafter reported on *the Interrogation of police officers' mobile phones & social media insofar as police powers may be used for internal discipline investigations, and the right to a private life*. The lawyers considered that the issue of privacy is itself a complicated issue when it comes to police officers, particularly as they are afforded special privileges as officers and have relatively high standards set for their conduct. There are executive powers in the police service to demand answers, not just in criminal matters, but when criminal and misconduct cross over.

Matt Peterson referred to an ongoing case in Scotland which is before the courts. In this case a police officer was suspected of a criminal offence and his phone was seized. During interrogation of the phone a WhatsApp group was identified. This group had no relevance to the criminal inquiry but the participants of the group were identified as police officers. The content of the messages in the group were now being used to seek to bring misconduct proceedings against these officers.

The case was discussed at length by the lawyers and they were advised the argument advanced in Scotland is that this matter is a breach of the European Convention on Human Rights in respect of the officer's right to a private life. Lawyers noted that in very few jurisdictions was it the case that evidence secured for criminal purposes, where the case did subsequently not proceed, that the evidence itself could then be used for unrelated derivative purposes like misconduct.

Matt Peterson identified a New Zealand case where a police officer was involved in a serious road collision and was left in a coma as a result. Whilst in a coma the officer had blood taken for the purpose of a drug test. The test revealed the officer had a small amount of THC in his system. The police sought to rely on the blood results to pursue misconduct proceedings against the officer. This issue is also currently being argued in the New Zealand Human Rights Commission.

Council was advised of another case involving an officer from South Australia where the officer was accused of sexual assault. The officer's phone was subsequently seized by search warrant and interrogation of the phone revealed the officer was "sexting" during a shift. Disciplinary investigations were commenced and the police agreed (relying on a case in Queensland that determined that you could only rely on evidence obtained through a search warrant for a criminal offence) that the evidence would not be relied upon. However the police effectively bypassed this by going to the message recipient who volunteered the information they needed. The case against the officer was subsequently dismissed but it did highlight the ingenuity with which the police can operate.

Turning to the question of a *Police officer's right to silence and the potential challenges presented by coterminous criminal/discipline investigations* Matt Peterson advised that the Network considered a case in New South Wales where a police officer discharged a firearm and a bystander was struck. The Commissioner in NSW has compulsion powers over police officers in misconduct investigations. Despite this the officer maintained his silence (the question of criminal offence could not be discounted as a possibility). The matter ultimately

resulted in a court judgement which held that despite the direction being for a non-criminal matter, the existence of a criminal undertone provided the officer with an irrevocable right to silence.

The lawyers noted that many jurisdictions simply wait till the criminal process is disposed of prior to instigating disciplinary proceedings. The Federal Police in Australia was a notable exception and concurrent investigations were undertaken. This has led to police officers being dismissed and not having the ability to test evidence in the courts (given the right to silence).

Matt Peterson then turned to the final issue the lawyers were asked to consider; *To what extent are conversations between union officials & members protected and what falls within the limits of legitimate investigation.* In very simple terms the lawyers noted that very few jurisdictions had protections for union officials. Often union officials were serving police officers and subject to the same disciplinary code. Examples of union officials being questioned on information they received from officers were highlighted. Obviously where union officials were not police officers, the ability to question in the same manner did not exist.

Tom Stamatakis highlighted that in Canada an acceptance that union officials enjoy some form of privilege. This was a unique position and all in attendance had no comparable examples. The Network considered that the only safe way to protect conversations was to ensure they were conducted in the presence of lawyers.

Mark Burgess commented that the new ICPR website might offer the opportunity to expand the Lawyers Network in line with the suggestions brought before council.

At the conclusion of the report, the lawyers were thanked by Council in the usual manner.

ICPRA Business session

Finances

Budget - The Treasurer circulated all relevant documents in advance of the meeting. He reported that the savings and checking account held \$47,574:65 USD and that expenditure over the period was \$10,322:50 USD. The bulk of the expenditure had been in respect of the website.

The Treasurer reported that fees for 2017 had been collected from 11 organisations but that invoices for 2018 had yet to be sent out. He reminded the Council that PoPCRU continued to be in credit due to earlier overpayment of fees. He reassured council that all relevant accounting and tax filings had been completed and this had a marginal cost of \$100 USD per year (which has been paid).

The meeting noted there would be some ancillary expenses due for reimbursement following the meeting of council.

ILO – The Chairman and General Secretary provided an update on the engagement work with the ILO and in particular the desire to become involved in the future of work programme. Council was reminded that a succinct description was contained within the 2017 executive minutes that were circulated in advance of the meeting.

The meeting agreed that it was essential for ICPR to be involved with the ILO and it was recognised that this could not be done on the current fee basis. At this time it was fortunate that the General Secretary was within relatively close proximity to Geneva and that helped keep costs down. The

meeting agreed however that any demand for service ought to be borne across member organisations. In order to support this an increase in fees was necessary.

Armando Ferrier asked if as an alternative, a growth in member organisations should be pursued. The meeting agreed this was in any event an organisational aim but would not on its own be enough. The meeting noted that as a minimum air travel to and from Geneva would be required for several representatives, as would accommodation for the duration. All of these costs should not be borne by individual organisations.

The meeting agreed the Executive should develop a budget detailing likely costs for ILO ILC participation.

Website/databases - Mark Burgess and Kath Potts updated Council on the work the PFA has been overseeing in respect of improvements to the ICPRAs website. Council was given a demonstration of the database functionality and advised that agreement had previously been reached on the initial contents for this. Mark Burgess made a plea that member organisations help populate this library as it was only going to succeed with member support.

Council endorsed the cost of the website and database development of \$2,750 and \$11,000 Aus respectively (which had already been paid and due to exchange rate fluctuations has cost less than anticipated).

Membership

The membership of ICPRAs was confirmed as being in accordance with those in attendance and for whom formal apologies had been noted. In addition council noted that interest in membership had been received from a police union in Serbia. Further research into this police union was being undertaken and as such the Executive was not in a position to give any meaningful response to this at this time.

Council agreed that one of the key considerations for the Executive ought to be a growth in the membership base. The meeting discussed potential barriers to membership (including the eligibility rules) and agreed the Executive should seek to develop proposals to remedy this.

Rules

Council agreed minor changes to the rules as follows,

- Replace all references to "Chairman" with "President" wherever they appeared in the rules
- Amend rule 4.4 to allow membership from a domestic representative organisation of law enforcement employees subject to the agreement of the national or trans-national representative organisation in that country or countries.
- Amend rule 8.9 to allow no more than two (2) members of the Executive Committee to be entitled to come from the one affiliated organisation.
- Delete Rule 9.8 and renumber rules 9.9 to 9.17 accordingly
- Amend rule 12.1 to reflect the new annual fee as \$2,500 USD per annum

Policies

Council agreed that no changes to policies were required.

ICPRA Two-year plan (2018-20)

Council agreed that the main objectives for the next two years should be

- Populate the ICPRA website and research database
- Enhance relationships with the ILO and ILC
- Support the research initiative developed by the Canadian Police Association
- Growth of the membership base

Appointment of Officers for 2018-2020

The following appointments were approved by Council

President	Tom Stamatakis (CPA)
General Secretary	Calum Steele (SPF)
Treasurer	Chuck Canterbury (FOP)

Appointment of Executive Committee for 2018-2020

The following appointments were approved by Council

Africa	Mpho Kwinika (SAPU) & Nkosinathi Theledi (POPCRU)
Australasia	Scott Weber (PFA) & Chris Cahill (NZPA)
Europe	Angels Bosch (EuroCOP)
North America	Nate Catura (FLEOA)
Great Britain & Ireland	Mark Lindsay (PFNI)

Appointment of ICPRA host 2020

Council agreed to the host Council 2020 in Scotland following the invitation to do so from the Scottish Police Federation. The General Secretary advised the likely dates would be May, September, or October

Close of Council 2018

Tom Stamatakis closed the meeting and thanked all in attendance for their contribution over the preceding days. He thanked the PFA and their staff for their sterling work in pulling together a seamless programme for Council. The meeting expressed its appreciation in the usual manner.

Tom Stamatakis
President

Calum Steele
General Secretary

