



Future Events:

Police Federation of England and Wales Annual Conference 09th & 10th June 2021, Virtual Event

PFA Federal Council Meeting 22nd September 2021, Canberra, Australia

National Police Bravery Awards 22nd September 2021, Canberra, Australia

Wall to Wall Ride for Remembrance 18th September 2021, Canberra, Australia

In this issue

ICPRA Chairman's Welcome

Tom Stamatakis, President, Canadian Police Association

Police Officers to be Represented at International Labour Conference

ICPRA Press Release 09 April 2021

The Battle Over Police Reform

Ron DeLord, Union Organiser, U.S

Beyond Blue National Mental Health and Wellbeing Study of Police and Emergency Services (2016-2020)

Mark Carroll, President, Police Association of South Australia and Police Federation of Australia

The Darkness Inside – A Survey of Police Association Members Points to Hidden PTSD

Chris Cahill, President, New Zealand Police Association

Covid, Vaccines, Poor Regulations and Murder Bid on an Officer

Mark Lindsay, Chair, Police Federation for Northern Ireland

EuroCOP News Roundup May 2021

Calum Steele, President, European Confederation of Police

EuroCOP CEPOL Position Paper

Calum Steele, President, European Confederation of Police

Public Safety Blueprint for Change

AFL-CIO America's Unions

AP-NORC Poll: Police Violence Remains High Concern in U.S

Kas Stafford and Hannah Fingerhut, Associated Press, 21 May 2021

Drug Diversion Programs

Scott Weber, CEO Police Federation of Australia



ICPRA Chairman's Welcome

Tom Stamatakis

May 2021

ICPRA President's Message

Since the beginning of the Covid-19 pandemic, police services around the world have been asked and expected to take on an active role with respect to government-imposed public health orders, which has resulted in often-changing and unclear expectations regarding the level of enforcement. With recent demonstrations against these measures, here in Canada, and in other jurisdictions such as the United Kingdom, front-line law enforcement have found themselves at the forefront of a debate between reasonable provisions designed to protect our community health, and people's basic rights and freedoms, which are guaranteed by law.

Recently, in my home country, one of our sub-national governments announced that police services across the province would be given extraordinary powers to stop and question individuals, measures that the local government hoped would help stop the spread of Covid-19, and enhance enforcement of a mandated stay-at-home order that is in effect across the province. Within hours of the announcement, many police services took the almost unprecedented step of quickly reassuring their local communities that despite this new authority, law enforcement had no interest in making arbitrary or random stops to detain people, and would instead continue to rely on engagement and education over strict enforcement of public health orders.

As all of us know, front-line police personnel are both trained and expected to use their discretion on a daily basis, and they regularly do in areas as wide-ranging as traffic enforcement (not stopping every car that exceeds posted speed limits by a kilometer or two), to simple possession of narcotics (where officers regularly help steer offenders towards social supports available to treat addiction, rather than resort to arrest).

Nobody is more aware of the potential long-term harm to the perceived legitimacy of law enforcement that actions like this can cause than police personnel themselves, particularly given that Canadian police (as is the case with almost all of our member associations) rely heavily on the concept of "policing by consent", where authority is derived from co-operation with communities, and not fear of the state. I believe this situation has also highlighted the value of the Canadian model of police governance in this country, which emphasizes the independence of operational police decision-making from elected officials.

While this particular issue was focused in one of Canada's sub-national jurisdictions, it has highlighted, in my perspective, the massive challenge that has faced police personnel around the world since the beginning of the Covid-19 pandemic. Since last March, most of our country has been under some form of "lockdown", where governments have passed laws and emergency orders that have, in many cases, significantly curtailed individual rights and freedoms, and placed significant

strain on our communities. While many have expressed the belief that we can't "police our way out of a pandemic" (and I can assure you police officers themselves would largely agree with that statement), the fact is that without any threat of enforcement, some will choose to break these public health orders, as we have already seen on a number of high-profile occasions, and that impulse has only gotten worse as lockdowns have been extended. (I'll definitely admit, at this point, to a certain amount of envy as I see places like Australia and New Zealand, and the success they've had at containing the virus.)

Political leaders across jurisdictions have given police the unenviable, and in many cases impossible task of enforcing laws imposed on a public that is divided between those who believe public health orders haven't been strict enough to stop the spread of Covid-19, and those that believe any rules that infringe on their individual liberty go too far. When officers have strictly enforced these orders, they have been criticized for heavy-handed action, and when officers have used their training to peacefully de-escalate potentially volatile situations, they have been criticized for not taking sufficiently severe action. While we should not expect to "police our way out of a pandemic", the events of the past year have highlighted the need for a fulsome discussion on our collective expectation of enforcement of public health rules: How should police respond to anti-mask demonstrations? Businesses that openly defy orders to close? Parties and large gatherings in parks or on beaches where participants are not following guidelines?

Unfortunately, after over a year into the ongoing pandemic, we still do not have clear answers to any of these questions, and this has placed a significant strain on the mental and physical health of the men and women who wear the uniform. It should also be noted that all this has taken place under circumstances where many jurisdictions have not even prioritized essential front-line police personnel for access to vaccines, so officers are expected to exercise their duties while facing the strain of knowing any encounter has the potential to expose them personally to the virus, putting themselves, and particularly their loved ones at enhanced risk of infection.

There is hope that as access to vaccines increases, there is light at the end of the Covid-19 tunnel, but the fact is that much of the world remains in a precarious situation with respect to the pandemic. Our hospitals and medical professionals are being pushed to the breaking point, businesses are still facing restrictions for the near future, and of our countrymen and women have lost their jobs and their livelihoods. Many of these people have turned their anger and frustration on front-line law enforcement, and our governments need to recognize their decisions have, in many ways, made policing more difficult. They need to recognize that the curtailing of liberty always comes at a price, even under extraordinary circumstances, and we all need to work collaboratively to ensure that price is not at the cost of the confidence in our police forces.

Regards,

Tom Stamatakis

[Back to top](#)

Police Officers to be Represented at International Labour Conference

ICPRA Press Release 09 April 2021

For the first time in its 101 year history, police officers will be represented, in their own right, at the International Labour Conference due to take place in June of this year.

The International Labour Organisation has confirmed that ICPRA's application to participate in the 109th Labour Conference (ILC) has been accepted. The ILC, often referred to as the Parliament of Labour, is the single most important event in the driving of international labour standards. The ILC establishes conventions, recommendations, and international treaties that are legally binding once ratified.

[Click here](#) to read full media release

The Battle Over Police Reform

Ron DeLord, Union Organiser, U.S

Ron DeLord is a former police officer, local police union board member, and chief executive officer at a statewide police union in Texas. He is a licensed attorney, police union negotiator, lecturer at police seminars and conferences in the U.S., Canada and Australia, and author of five police labor books.

In this article Ron discusses the current crisis facing law enforcement in the U.S. The debates raging over all sorts of proposals and solutions for 'reform' and the overwhelmingly complicated situation the U.S is grappling with and what this means for police unions and police officers.

[Click here](#) to read the full article

[Back to top](#)

Beyond Blue National Mental Health and Wellbeing Study of Police and Emergency Services (2016-2020)

Mark Carroll, President, Police Association of South Australia and Police Federation of Australia

Beyond Blue undertook the National Mental Health and Wellbeing Study of Police and Emergency Services to build a comprehensive picture of the mental health and wellbeing of police and emergency services personnel in Australia.

The third and final phase of the National Mental Health and Wellbeing Study of Police and Emergency Services was completed in 2020. To view the final report (2016-2020)

[Click here](#) to read the full report.

The Darkness Inside – A Survey of Police Association Members Points to Hidden PTSD

Chris Cahill, President, New Zealand Police Association

A high prevalence of signs of post-traumatic stress injury among serving and former police in New Zealand has been revealed in the results of a survey of Police Association members.

[Click here](#) to read an article published in the April 2021 NZPA Police News about the survey.

Covid, Vaccines, Poor Regulations and Murder Bid on an Officer

Mark Lindsay, Chair, Police Federation for Northern Ireland

This past year has been difficult in a number of different ways.

First, the Covid pandemic meant a complete re-appraisal of how we delivered policing whilst minimising exposure to infection.

From an early stage, as the death rate increased and the economy went into lockdown, we asked our local Government to prioritise vaccinations for frontline officers – about 4,000 in total.

The Health Minister declined our request, citing the advice of the national Joint Committee on Vaccination and Immunisation (JCVI).

[Click here](#) to read the full article.

EuroCOP News Roundup May 2021

Calum Steele, President, European Confederation of Police

07 May [Click here](#)

21 May [Click here](#)

EuroCOP CEPOL Position Paper

Calum Steele, President, European Confederation of Police

The European Union Agency for Law Enforcement Training (CEPOL)- EUROCOP have provided the following response to the EU public consultation process on the issue of CEPOL.

[Click here](#) to read the Position Paper

Public Safety Blueprint for Change

AFL-CIO America's Unions

The AFL-CIO has 13 affiliate unions who represent law enforcement professionals. The AFL-CIO Task Force on Racial Justice convened a subcommittee on policing to provide a venue for union members in law enforcement, and their representatives, to develop recommendations on issues of public safety reform.

The group expanded to include representatives from the Service Employees International Union (SEIU) and the International Brotherhood of Teamsters (IBT), both of which represent law enforcement officers.

[Back to top](#)

This Public Safety Blueprint for Change is written by and from the perspective of unionized law enforcement officers and leaders, and endorsed by the participating unions and the AFL-CIO Task Force on Racial Justice.

[Click here](#) to read the Public Safety Blueprint for Change

AP-NORC Poll: Police Violence Remains High Concern in U.S

Kas Stafford and Hannah Fingerhut, Associated Press, 21 May 2021

A year after George Floyd's murder at the hands of a white police officer sparked global protests and a racial reckoning, a majority of Americans say racism and police violence are serious problems facing the nation. Yet relatively few believe attention in the past year to the issues has led to positive change.

[Click here](#) to read full article

Drug Diversion Programs

Scott Weber, CEO Police Federation of Australia

The community and politicians are talking about drug diversion programs, particularly when it's youth and minority communities. This conversation has been occurring in Australia for decades and all our jurisdictions. Please see attached some of the conversations that have been recently discussed. If you have any further opinions, reports or experiences please forward to pfa@pfa.org.au

Attached below is a 2019 Monograph about diversion schemes in Australia. I highly recommend the executive summary. Key issues raised from a health perspective included; diversion declining due to cultural resistance by some individual police and some police districts. A lack of feedback to police regarding what happens after diversion in terms of whether people attend programs or pay the fine was identified as being a possible cause.

What is happening elsewhere in this space?

UK police are doing a lot of interesting things. There is a short (8 mins) interview with Jason Key, Chief Inspector with Thames Valley Police here:

<https://www.facebook.com/104698848382287/videos/560942258205229>). Interestingly he also talks about the voluntary carrying of Naloxone by police. More info on this here:

<https://www.theguardian.com/uk-news/2021/feb/22/police-should-carry-drugs-overdose-antidote-naloxone-says-senior-officer> .

There's also a diversion pilot in West Midlands, which also got rolled out in Durham. There are pre-arrest and post-arrest options. Post-arrest includes deferred prosecution if you keep your nose clean for 3 months. Pre-arrest – the police refer them via an app to a health service. Compliance is voluntary but there is a 60% completion rate. The health service assesses the person and tailors a response.

In the UK diversion has in the last 2-3 years won backing from the National Police Chiefs' Council, the Association of Police and Crime Commissioners and the Govt. There's quite a bit of info on Transform's website. See here: <https://transformdrugs.org/drug-policy/uk-drug-policy/diversion-schemes>. It's quite general but there are studies of the schemes we could get if you were interested. Included at the bottom of the page is a toolkit, with principles and specific questions for police wanting to set up a Diversion scheme to ask themselves about: what they want it to do, who should be included, and what should be avoided.

Non-academic analysis of drug laws in Sweden that seems very balanced to me. A little out of date but rising death rates show their hard-line policies are not succeeding.

<https://www.ffdlr.org.au/commentary/docs/Swedens%20drug%20policy.htm>

[Click here](#) to view the Drug Policy Modelling Program Monograph : Criminal Justice Responses Relating to Personal Use and Possession of Illicit Drugs: The Reach of Australian Drug Diversion Programs and Barriers and Facilitators to Expansion by Caitlin Hughes, Kate Seear, Alison Ritter & Lorraine Mazerolle, Social Policy Research Centre, UNSW Sydney, University of Queensland

[Back to top](#)

The End