

PANSW SALARIES CASE COMMENCES IN IRC

The Police Association's application for a 2.5% increase in salary and salary related allowances commenced in the IRC (Industrial Relations Commission) with a stunning announcement on 13 August 2020.

As outlined in the June 2020 *Police News* article updating members on the salaries campaign, for months the PANSW has been pursuing the government to commit to a 2.5% increase to salary and salary related allowances, in recognition of the fantastic work police continue to do in keeping our community safe.

Rather than commit to this modest increase (consistent with the government's own wages policy), the government has tried to force a wage freeze across the public service.

To pursue our claim the Association commenced proceedings in the Industrial Relations Commission on 21 May 2020. The hearing of our claim commenced on 13 August 2020.

The IRC is taking the evidence in the matter in two tranches: evidence dealing with changes in the work of police, and productivity and efficiency improvements in the work of police was taken on 13 August. Evidence dealing with the economy and fiscal position of the State will be received in the second tranche of hearing commencing 6 October 2020.

The case for the PANSW commenced with a brief opening statement, followed by the tendering of the evidence from our members, demonstrating the work police officers do in support of a pay rise. None of our witnesses was required for cross-examination. All our membership owes a debt of gratitude to those who put up their hand to give evidence about the changing nature of police work in the period since 2011. We thank you.

NSWPF OPPOSES BACK DATING OF PAY

In the opening statement for the Commissioner of Police, the Association was advised the NSWPF actively opposes any modest pay increase that may be awarded by the IRC being backdated to 1 July 2020.

To be told, after many weeks of seeking an answer, that back pay will be opposed is a kick in the guts.

This means the delay between our 2017 Award expiring and the day of our last scheduled hearing day will be 100 days. That is 100 days of an effective pay cut while the police officers around this state are going to extreme lengths to protect the public.

GOVT MUST DEMONSTRATE GENUINE RESPECT

In the past 12 months, much has been asked of the police of NSW on multiple frontlines.

Addressing the graduating Class 342 at the NSW Police Academy on 14 August 2020, Premier Gladys Berejiklian expressed the state's heartfelt gratitude for police who were compromising their own health and safety to keep NSW communities safe.

She praised the outstanding role, resilience and ability to adapt being shown by police officers throughout the state and said that more was being asked of them than ever before.



Our message to the government is simple: words are not enough. The police officers of NSW deserve the type of genuine respect and action that Premiers in Queensland and Victoria have shown to their serving police officers.

By refusing to bargain a pay deal the Government, and the Commissioner, are taking the hard work of NSW Police for granted.

PROGRESS ACHIEVED ON MOU TO PRESERVE STATUS QUO

Since the last update, a significant and positive step is that an MOU to preserve the following 'Non-Award' conditions has now been secured and signed between PANSW and the NSWPF:

- Maintenance of the current level of contributions, benefits and entitlements under the existing Death and Disability Scheme and associated insurance policies
- Maintenance of the current exemption arrangements for police officers and former police officers relating to workers compensation benefits and associated entitlements and conditions
- Continuation of the 67% subsidy of First State Super Default Basic units of Insurance premiums
- Continuation of reimbursement of additional costs incurred as a result of the breach of the superannuation concessional contributions cap due to Police Blue Ribbon Insurance arrangements.

RAISING PUBLIC SUPPORT FOR OUR CASE

Many members will be aware that the Association has been running ads on 2GB Radio to draw attention to our case at the IRC. You can listen to the audio of the messages that have been broadcast on our website here: <https://pansw.org.au/news/articles/speaking-out.html>

WHAT'S NEXT?

Following the initial 13 August hearing, the matter has been held over part heard to 6 October 2020, when the next tranche of hearings will commence in the IRC.

We will continue to press for opportunities to sit down at the bargaining table thereby alleviating the need for the IRC case. ■