



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

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Attachments: ICPRC Council 2014 Minutes

Dear Colleague

International Council of Police Representative Associations - Information

I refer to the above and to the updates I have provided at the JCC and attach for your information a copy of the minutes from the 2014 Council Meeting.

This is a comprehensive record of the work of ICPRC and I would encourage you all to familiarise yourselves with its activities. I will forward an update on the 2016 meeting under separate cover.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele'.

Calum Steele
General Secretary



International Council of Police Representative Associations

Minutes of the Meeting of the International Council of Police Representative Associations held on the 19th and 20th June 2014 at the Table Bay Hotel, Cape Town, South Africa.

In Attendance

Delegates

Ed Brannigan	FOP	(USA)	ICPRA Treasurer
Mark Burgess	PFA	(Australia)	
Chuck Canterbury	FOP	(USA)	
Jim Christie	CPA (OPPA)	(Canada)	ICPRA Chairman
Vince Kelly	PFA	(Australia)	
Mpho Kwinika	SAPU	(South Africa)	
George Lewis	BTPF	(UK)	
John Madbhida	POPCRU	(South Africa)	
Anna Nellberg-Dennis	EuroCOP	(Europe)	
Greg O Connor	NZPA	(New Zealand)	
Claus Oxfeldt	Politiforbundet	(Denmark)	
John Ramsey	FLEOA	(USA)	
Roger Randall	BTPF	(UK)	
Claus Redder Madsen	Politiforbundet	(Denmark)	ICPRA Secretary
David Ross	SPF	(Scotland)	
Thandi Shimange	POPCRU	(South Africa)	
Oscar Skomere	SAPU	(South Africa)	
Terry Spence	PFNI	(Northern Ireland)	
Tom Stamatakis	CPA	(Canada)	
Calum Steele	SPF	(Scotland)	
Craig Ticklepenney	NZPA	(New Zealand)	

Observers

Nigel Denis	CNCPF	(UK)
Ian Leavers	QPU	(Australia)
Kgaogelo Magagula	SAPU	(South Africa)
Thabo Matsose	SAPU	(South Africa)
Thandi Mkhize	SAPU	(South Africa)
Tumelo Mogodiseng	SAPU	(South Africa)
Nazario Muanambabe	OIP / CPLP	(Mozambique)

Associate Members

Nicky Njugana
Albert Mulindi

Kenya Police Union
Kenya Police Union

Apologies

Police Federation of England & Wales
Association of Garda Sergeants and Inspectors

Opening of Council 2014

The Chairman welcomed all delegates, observers and guests to the Table Bay Hotel, Cape Town, South Africa for the 10th ICPRA Council meeting. He immediately thanked the South African Police Union (SAPU) for their warmth, hospitality and generosity and for agreeing to host this meeting in their beautiful country.

He extended a particular thanks to the SAPU executive members who he described as the beating heart of the police union and without whom the leaders wouldn't be as able as they are to perform their demanding and challenging roles

The Chairman reminded all delegates that being a representative for colleagues was a remarkable privilege and that we should never forget that colleagues in some part of the world would be commencing a night shift as he was making his opening remarks.

The Chairman also observed that police unions were facing incredible challenges and identified the wholesale attack on the police federation of England & Wales as a particularly stark example. He highlighted the opportunity to learn from the experiences of others was one of the many advantages for organisations such as ICPRA.

The President of the South African Police Union added his welcome to that of the Chairman. He reminded the meeting of the tremendous celebrations that took place after the Council 2012 meeting in Baltimore, when South Africa was selected as the host for 2014.

The President commented that as a nation and as a police service and indeed as police unions in South Africa, so much has been achieved in such a short space of time. They could not however afford to be complacent as much remained to be done.

He commented on the many challenges the South African Police Service (SAPS) faced to deliver better policing in our country and highlighted the recent events at the Marikana Mine as an incident that put the SAPS in the global spotlight for the wrong reasons.

The President noted that difficulties in controlling public order situations had been laid bare and despite needing 10,000 public order trained police officers, the SAPS currently only had 4,000.

He highlighted that Government must address these challenges as over next number of years the public will be exercising their right to demonstrate and appropriate public order policing is required to ensure protests are peaceful and do not overspill into violence.

The President of the South African Police Union thereafter led a song of celebration and welcome.

Attendance of Mozambique

Shortly after the conclusion of the opening remarks, the President of the Police Association of Mozambique (Presidente de Association de Polices de Mozambique) Nazario Muanambabe joined the meeting. Sr. Muanambabe advised he was also the president of Portuguese speaking police associations including amongst others Angola and Cape Verde. He was attending the meeting on their behalf and of COBRAPOL (Brazil). The Chairman and delegates warmly welcomed Sr. Muanambabe to the meeting.

Introductions and Roll Call

All delegates, observers and guests introduced themselves. The roll call is recorded as listed.

Minute of Silence

Council stood for a minute of silence as a mark of respect for all fallen colleagues.

ICPRA 2014 Chairman's Report

The Chairman delivered the following report to Council;

"I am honoured to deliver my fifth Chairman's report to this the tenth biennial meeting of the International Council of Police Representative Associations.

What makes this gathering special is that it is the first time the meeting has taken place in Africa, and is evidence of how we have become a truly worldwide representative body.

And that fits very well with the theme of the conference, which is Uniting World Policing.

Because the backdrop of this conference, as indeed it has been for our last two conferences, is extreme pressure on Police representative bodies by governments, initially brought on under guise of austerity from the global financial crisis, but latterly by a desire the reduce the cost of policing through reform.

Unfortunately that reform invariably means an attack on the hard won conditions of our members.

It is in this environment that ICPRA is endeavouring to grow its relevance as an international organisation which can use the collective skills, contacts and resources of our existing members not only to assist and protect our existing members, but to assist police officers throughout the world who are endeavouring to obtain or consolidate rights which the rest of us take for granted.

In reporting back this year on the activities we have undertaken since we last met in Baltimore, I can say we have consolidated organisationally, without significant expansion.

We have, at the behest of members, written letters of support, of criticism, and made media releases to support campaigns.

We supported our Northern Ireland colleagues' demands for 1000 extra officers following an upsurge in violence, and that release was quoted in local media.

We wrote to the Indian government following the publicity around the poor police response to sexual attacks in that country. We pointed out that an essential element in the professionalizing of police is the establishment of strong police employment representative organizations (PEROs) and offered to assist in establishing same.

We also wrote to the Kenyan government supporting the establishment of a police union in that country, and we look forward to hearing from our colleague Nicky Njuguna on how that is progressing.

We, along with Eurocop, wrote to the Portuguese government on behalf of our Portuguese member and colleague Armando Ferreira from SINAPOL. It would appear this was one of our more successful interventions as Armando was able to retain his position.

In the middle of last year, SINAPOL and the main Brazilian police union, COBRAPOL, invited ICPRA to attend the inaugural meeting of a new network of police associations and unions from Portuguese-speaking nations. Unfortunately, while we endeavoured to send an Executive member to represent us, we were unable to do so at relatively short notice.

We have tried to re-establish contact with COBRAPOL in the period since, but have been unable to do so. I note that in recent months they have been somewhat pre-occupied, with a strike compounding the demands of planning and preparation for the current FIFA World Cup.

We continue to work to establish a beachhead presence for ICPRA on the South American continent, both through our attempts to re-engage COBRAPOL, and through exploratory contacts with Argentina.

Last year, we met as an Executive Committee in Copenhagen at a time to coincide with the Danish four-yearly conference, and also to farewell our retiring Executive member Peter Ibsen.

At that meeting, we conducted a strategic planning session where we outlined a vision for what ICPRA can be in future, and our secretary Calum Steele will report on that session later.

We held Executive conference calls three monthly on which we were able to keep abreast of policing trends in our jurisdictions.

On behalf of ICPRA, I spoke at a gathering of top US cities' police unions held in Las Vegas and hosted by the FOP.

At that gathering I was able to relay to our US colleagues the situation being faced by our affiliates around the policing world. I believe that was able to assist the US leaders to educate their members that they are not alone in what they are facing.

On a sombre note, we also sent a message of condolences and support to our colleagues in the Police Federation of England and Wales on the sad death of their Chairman, Paul McKeever, early last year. Paul had been active in ICPRA for a long time and he was well known to many of us. His presence and contribution is sorely missed.

Much of our focus in the last 12 months has been working with our SAPU affiliate to plan and implement this conference.

Calum Steele represented ICPRA at the 20th anniversary celebrations of SAPU, and at the same time worked with SAPU on conference arrangements.

Once again, I congratulate Mpho, Oscar, Janine and the team on the magnificent job they have done.

So that is my report on our activities in the last two years. If I am honest, I must reflect that although we have consolidated our existing membership and have achieved a degree of financial flexibility, we have not grown significantly either numerically or by degree of influence.

While we can boast in excess of 1.5 million members from 39 affiliates, our real challenge is to ensure those members know we exist, and more importantly, so do their political masters.

Our real issue is that while we have great opportunities to become significant players as an international voice of police, where no such voice currently exists, we are hampered not by lack of talent, opportunity, or will, but by lack of ability to focus on those opportunities.

Essentially, we all have extremely busy day jobs and a demanding membership in our own jurisdictions.

Both myself and our Treasurer Chuck Canterbury have had to fight hotly contested elections recently. Our secretary Calum Steele has had eight police forces merge into one under his jurisdiction.

And each of you knows how difficult it is to find time and even obtain endorsement to attend these conferences.

But the reality is, the time is approaching when we must ask ourselves where we want to be as an organisation and how we can get there. That is something we need to consider over the next two days. One of the most important factors is to keep our own executives engaged and educated as to the need for an international body like ICPRA to exist. Our police hierarchies do it; our governments do it; so must the police federations, associations and unions which we represent do it: meet about, discuss, understand and influence the policing world.

Because that world is changing. Austerity programmes are now permanent reform. Credibility and knowledge is where future leverage will come from. And ICPRA can help its affiliates to achieve that through becoming the repository of knowledge on international policing trends, and successful initiatives to protect members' rights through the process.

We can't oppose reform; defending the status quo will confine us to irrelevance and make it easy to marginalise us.

The next two days provide us with the opportunity to ensure we leave here with commitment to do what we need to, to make ICPRA as relevant nationally as we endeavour to be in our home jurisdictions.

The Chairman moved that his report be accepted. This was seconded by Chuck Canterbury and unanimously carried.

Introduction of Agenda

The Chairman introduced the agenda and a short synopsis of what he hoped would be achieved over the next two days. There were no suggested additions or amendments and the agenda was adopted as presented.

Minutes of Council 2012

The minutes of Council 2014 were moved by the Secretary and seconded by Claus Redder Madsen and were adopted as a true record.

The Secretary reminded the meeting the minutes contained a confidential appendix and this should not be published when minutes were being shared across home jurisdictions.

Financial Report

All relevant financial papers were circulated in advance of the meeting. The Treasurer reported that all legislative and tax obligations continued to be met. He further reported that there had been relatively little in the way of significant financial transactions since the Council meeting of 2012.

He talked through the profit and loss and balance sheets and reported the balance in the account sat at \$47,530 USD which included an overpayment from POPCRU of \$12,940 USD.

The Treasurers report was moved by Tom Stamatakis, Seconded by Roger Randall and was unanimously accepted by Council.

Police Unions Threats & Risks

Tom Stamatakis (CPA) reported on the challenges and difficulties encountered and overcome by the CPA in the last 5 years. He reported that various provinces are autonomous but police unions therein must be members of the CPA which was established in 1970.

He advised that across Canada they had over 60,000 police officers and 160 organisations and that their structure at the time provided for disproportionate representative presence. For example a body with 20 members may have had seat at table but larger representing several thousand would not.

This led to hostility and lack of support and a new organisation being established. In the end the organisations ended up being played off against each other so it approached the CPA and both organisations merged 2003.

The organisation became heavily involved in revenue rising through telemarketing in the early 1990s and as consequence relied less and less on subscription income.

Around 2007/8/9 they began to lose money. The funding formula created disconnect between the executive and the members as the executive was not reliant on members it was representing. Costs were escalating and revenue wasn't keeping up.

The leaders at the time did not wish to address the issues. Once members and provinces became disillusioned the CPA began to fall apart.

Large organisations again withdrew and the smaller ones followed. That, combined with lack of income from telemarketing left the organisation in crisis so hard decisions to be taken. This included the laying off of staff and the re-establishment of a fee structure, whilst reducing telemarketing activities. The initial subscription was a modest \$5 per annum and over time that has increased to just under \$10.

The police in Canada has many challenges including operating in a bi-lingual country which increase costs. The members also face challenges in policing the indigenous population due to a lack of infrastructure.

The CPA is federal voice and tends to not get involved in local issues which are the responsibility of local unions. For a long time the CPA wanted to be too many things to too many people.

They have learnt that at all times they must continue to represent members and doing so needs people with commitment to make it work. Relationships need to be built and maintained as no one can do things on their own.

Calum Steele (SPF) reported on the significant attacks being directed not only at the police service in the United Kingdom, but also on the main representative body, the Police Federation of England & Wales (PFEW).

He was keen to state that he was speaking as an informed observer and not from a position of inside knowledge. He had worked closely with colleagues in the PFEW for 6 years and was heavily involved in collective workforce bargaining at the UK Police Negotiating Board (PNB) with them over that time.

He presented the meeting with a potted history of the political landscape in the UK and in particular how this related to the relationship with the police and PFEW. He advised that just after the Global Financial Crisis (GFC) began to have its effects felt in the UK that the then Home Secretary had threatened the abolition of the collective bargaining machinery if a pay offer was not accepted. Of greater significance however was that the threat of abolition came from a Labour government which presents itself as being in favour of unions.

The collective bargaining landscape in the UK is far from easy to understand as the police forces in Scotland & Northern Ireland were also part of it albeit the Home Secretary's jurisdiction had limited effect in both countries.

As it happened the PNB agreed to accept the pay offer (after negotiating marginal improvements) and the threat to the continuance of the PNB was left in abeyance.

Despite this acceptance, the Home Secretary reneged on an element of the deal and withheld four months of pay increases. This led to a massive march in London in January 2008 where approximately 25,000 officers took to the streets in protest. The march had no effect!

With hindsight the UK Federations (and in particular the PFEW) should have taken that threat more seriously as the fact a Labour government proposed the end to collective bargaining was always going to be leapt on by a future conservative government and that's exactly what happened.

The 2011 UK General election delivered a Conservative dominated coalition government with Liberals as the junior partner.

The Conservatives election was on the back of a promise to cut public spending and they set about this with some vigour. An “independent review” of police terms and conditions (for England & Wales) was launched almost immediately as was a wider independent review of public sector pensions as a whole.

In addition to this the Government introduced elected police and crime commissioners across England & Wales as people with the power to hire and fire the Chief Constable. They also promoted the heavy outsourcing of policing functions to private providers.

Some observers in the UK have indicated they believe the police were specifically targeted for a number of reasons including an increasingly hostile press; a series of high profile yet historic scandals being played out in a very painful way and a perception that the PFEW had become too close to the Labour Party; the late Chairman of the PFEW has addressed a Labour Party conference from its main stage. Others believed that it was simple due to the perception the police were “unreformed” for too long and were simply due their turn.

The review of terms and conditions and pensions created a perfect firestorm for the police and the Federations in the UK. Severe budget cuts (E&W), pay and increment freezes (E&W) and imposed changes to pensions (UK) and wider conditions of service (E&W) came in what appeared like wave after wave of attack.

The PFEW again staged a protest march in May 2012. 30,000 police officers participated and the protest coincided with a wider protest of over 400,000 public sector workers.

Again the protests had no effect and the “reform” bandwagon carried on regardless.

There is no doubt that the ultimate outcomes would have been much worse for the police had it not been for dogged negotiation on the initial proposals. Ultimately however worsening conditions followed, which included the termination of collective bargaining rights for police officers in England & Wales.

A scandal which led to the downfall of a government minister also created an increase in tensions between government and the police and the PFEW. Government language about the police and PFEW became increasingly hostile and the reaction of many within the PFEW also became increasingly hostile towards the government. At consecutive conferences the once solid discipline that existed in the conduct of representatives was lost and the Home Secretary was jeered and subject to protests. Needless to say this strengthened the resolve of the Government.

Police budgets and numbers were falling, workplace pressures were increasing; pay packets were getting lighter and protests had achieved nothing. The membership turned their anger at their staff association.

Calum Steele opined that the conduct of some of the branches of the PFEW did little to help their cause and with increasing criticism (often uninformed and baseless) particularly on social media, the press turned their attention to them.

Within a short period of time the PFEW had announced an internal review and commissioned a former senior civil servant to oversee it. The results of this review are before the PFEW at this time but it appears there is a long period of uncertainty ahead for them.

Calum Steele suggested the England & Wales experiences had some significant messages for all police unions and staff associations. He highlighted in particular the importance of managing your messages and knowing not only which fights to fight but how to fight them. He highlighted that the Government must be laughing up its sleeve as every day the PFEW is fighting itself it is not fighting them.

The meeting thereafter discussed the potential implications for what has taken place in England for police unions across the world. Jim Christie highlighted that while the overtly political nature of the fall out had been damaging for the PFEW, the OPPA had recently enjoyed significant success in a campaign that was in itself politically targeted.

The meeting noted that the confidential nature of most negotiations can be challenging when (some) members are demanding to be made aware of every scrap of information regardless of its significance. Organisations also needed to be better at managing their own message as no one will promote them on their behalf.

After a wider discussion on particular threats and events in other jurisdictions the meeting thanked Tom and Calum for their insightful inputs.

Member and Affiliate Activity Reports

In addition to all the distributed pre meeting literature, the following was reported;

United Kingdom

Almost all areas of public expenditure in England & Wales have been subject to cuts since 2010 (New Government). The scale of these cuts varies across departments but was set at 12% during the spending review period (to 2014). Government figures and allocation suggest the police service received a cut of 12%. However many organisation including the Police Federation for England & Wales highlighted that in ignoring other changes to police finances, the cuts amounted to real terms cuts of over 20%.

Police pay in the UK was universal across all three separate policing jurisdictions (Scotland, Northern Ireland and England & Wales) ever since the Police Negotiating Board (PNB) was established in 1980.

In 2010 the Home Secretary announced a review of police pay and conditions in England & Wales. This review was carried out by Tom Winsor and made stark recommendations for the future of police pay.

At that time the government also announced a policy of a two year wage freeze across all areas of the public sector. In addition to this freeze Tom Winsor recommended there should be no incremental scale progression and in so doing set the police service apart from all other public sector workers (who continued to be able to progress through the scales). This decision deprived every police officer not at the top of their pay scale of between £2,400 and £5,800 over the two year period from April 2011.

As well as freezing pay progression, Tom Winsor's report reduced starting pay in the police by nearly £4,500 (a decrease of over 18%) removed over £1,200 from top pensionable pay and restricted access to the top pay point (for constables). The maximum pay constables can access without passing further in-service testing is £31,000 (some £5,500 below the current maximum pay or a 15% reduction on current maximum unrestricted constables pay).

In 2011 the UK Government also announced a review of all public sector pensions across the UK. This review recommended the end of final salary schemes for all public sector workers and their replacement with "more affordable" CARE (career average revalued earnings) pensions. This announcement led to considerable anger across the public sector and millions of public sector workers engaged in strike action as a consequence. This action has not caused the government to change course and the new CARE schemes come into effect on 1st April 2015 (even for members of existing schemes).

There is absolutely no doubt there is a double headed government policy of both shrinking the size of the public sector as a whole and making what is left of it considerable cheaper to run.

The UK government intends to deliver a further 40% of cuts to public sector budgets by 2018/19 shrinking overall spending to 2001/02 levels.

Canada

The meeting was advised that the CPA enjoyed a good relationship with government. Their Government is conservative and whilst using prop police language are pushing cuts to costs of policing. The CPA published booklets detailing policy issues and engaged with the Government who set up a commission to look at the costs of policing.

Before the commission there was lots of selective statistical reporting but after it was conceded the costs of policing had increased due to an increase in the complexity of policing. The commission also showed cuts to other areas of public spending impacted on demand for police - mental health for example. The CPA maintained a watchful eye on developments with private security in the UK.

The OPPA advised that during the elections they pursued politically targeted TV advertisements against a candidate who sought to introduce many of the 'tea party' right to work policies; effectively to try to gut the public services. This campaign saw a 14 point lead three weeks before elections being turned into losing 30% of seats and election and the opposition liberals who were behind won with majority.

The meeting discussed the risks associated with such tactics but it was felt the threat was so extreme that a hard-nosed response was required.

Denmark

The Meeting was advised that the detection rate for serious crime in Denmark is highest in the world and that Denmark is also regarded as one of the least corrupt countries in the world. It was observed that all Nordic countries are in the in top ten of anti-corruption index countries.

The confidence in the police in Denmark is heavily influenced by a visible police service to the public and the Politiforbundet will be arguing for increases in personnel in the coming years.

The Politiforbundet also meets all politicians and at the parliament almost every week and the Nordic police unions regularly meet to share and exchange ideas from wages and pension schemes to police education and training.

The Nordic police commissioners and police unions also have good working relationships and meet regularly.

EuroCOP

The input concentrated on the success of EuroCOP in bringing a case on behalf of the Association of Garda Sergeants and Inspectors (AGSI) in Ireland on their lack of collective bargaining and industrial rights. This was considered a significant success and demonstrated the benefits that being part of powerful organisations brought.

Police Officers in Ireland (Gardaí) were denied the right to sit down and negotiate on their pay and wider conditions of service. This issue became starker during the period since the financial crisis when widespread reductions to pay, pension and other conditions of service were being applied across the whole of the public sector.

The Irish Government negotiated with the Irish Trade Union Congress (ITUC) but not with the representative Gardaí bodies. The Gardaí staff associations were not permitted by law to join the ITUC.

On behalf of the Association of Garda Sergeants and Inspectors (AGSI) the European Confederation of Police (EuroCOP) raised a collective complaint under an additional protocol of the European Social Charter (ESC) with the European Committee on Social Rights (ECSR). This complaint was multi-faceted but in simple terms contained allegations that police officers in Eire were denied the right to join trade unions and the right to strike.

The ECSR rejected the complaint the Gardaí were unable to join trade unions but did uphold that the prohibition on the AGSI joining the ITUC was disproportionate. The ECSR also upheld the complaint that in denying the AGSI the right to collectively bargain that "the police representative associations had not been provided with a means to effectively represent their members in all matters concerning their moral and material interests".

The ECSR further upheld the complaint (by a 6/5 majority) that the absolute prohibition on the right to strike could not be justified as the Irish Government had failed to demonstrate that there was a pressing social need for an absolute prohibition, and that they had not established that national security could not be maintained by lesser restrictions on the right to strike, such as an alternative mode and form of industrial action, rather than only by an absolute prohibition.

Northern Ireland

Terry Spence added his thanks and appreciation to SPAU to those previously expressed. He reported that ICPRA had proved invaluable in seeking redress to some of the issues his members had to deal with in the past 2 years and thanked the Chairman and Secretary for their speed in supporting the Police Federation for Northern Ireland on the back of the extreme violence experienced over the volatile flags protest.

The ICPRA message, deploring the violence and fully supporting the call to recruit an additional 1000 PSNI officers received prominent media coverage and has been instrumental in securing a commitment for 850 additional officers.

Mr Spence reported that the terrorist threat was real and that his members faced 45 gun attacks in the previous year. They also faced under car booby trap bombs designed to kill officers and the risk of being forced from homes was an everyday occurrences for PSNI officers.

He provided an insight to the "Flags protest" which followed a democratic decision to only fly the union flag only on certain days. There had been an increase in widespread public disorder which saw 820 officers injured (1/4 of the response officers) and some very seriously indeed.

He stated that the refusal of senior officers to allow officers AEDs, coupled with failures of leadership, made injuries worse. As a consequence the PFNI has made a formal complaint to the Health and Safety Executive.

Mr Spence provided a valuable insight into the political, public and policing firestorm that has been created following the emergence into the public domain of "letters of comfort" for "on the run" terrorists. He highlighted a case where a suspect in the Hyde Park bombing in 1982 had escaped court proceedings due to a letter of comfort.

This has enraged his members as it has emerged there were 400 other terrorists who also received letters of comfort from government. This is considered despicable and adds insult to injury when considered what officers in the PSNI face.

He did report that it was not all bad news and following widespread negotiations over 18 months and agreement was reached that enshrined that pensionable pay will be left alone and that officers in the PSNI will not face a pay freeze. In addition the pay scale for constables has been shortened from 11 to 8 (for maximum pay).

Scotland

Official statistics show recorded crime in Scotland has decreased by approximately a quarter since 2008. Prior to 2008 recorded crimes in Scotland was consistently static at just over 400,000 recorded crimes per annum. This has fallen year in year since to just over 300,000 at the last statistical publication.

Whilst it would be overly simplistic to ally this dramatic reduction to police numbers alone it is worthy of note that the Scottish Government was elected in 2007 on a pledge of providing 1000 additional police officers in Scotland. These extra officers materialised over the years since 2007 and the dramatic fall in recorded crime coincided with this massive recruitment drive.

Excluding contracts and the supply of police equipment, the private sector has a minimal involvement in the delivery of actual police services in Scotland. One area where the private sector has a significant role is in the transportation of prisoners to and from court and prisons.

Public Services in Scotland have their funding allocated by the Scottish Government. The Scottish Government receives a grant (calculated by reference to spending in England & Wales). Scotland's overall budget is projected to be reduced by 11% in real terms from 2010 to 2015.

Police Pay in Scotland has not increased other than in very meagre quantities. The two year pay freeze applied in Scotland and the last two years have seen settlements of only 1% for each year. Over the corresponding period inflation rose by over 18% and an additional 3.2% was added to police officer pension contributions.

Despite continual pressure to reduce police officer costs, no reductions to take home or pensionable pay have been visited on Scotland's police officers. Some low cost/high value concessions have been secured and whilst public holiday leave reduced by 6 days (saving over £1 Million per public holiday, this was met with an increase in annual leave of 9 days.

USA - FOP

The meeting was updated on the American Legislative Exchange Council (ALEC). ALEC is a body that runs conferences all over USA in secret. They invite legislators and they train them on the introducing legislation that affects our benefits and our rights. They have over 2000 state legislators that are members of the organisation; they come as part and parcel with COCH Brothers (Billionaires with an inherited fortune as well as income from gas & oil business). They introduce legislation into different states to rewrite existing legislation; they hand out models, pieces of legislation across America and promoting policies to bust unions.

In Pennsylvania COCH is pushing legislation that will prohibit public unions from payroll deduction. FOP depends on our dues coming from payroll deductions because it's very difficult to chase people to get their money.

Unless you have the financial resource there, you wouldn't be able to represent your members.

The meeting was also advised of a former Enron executive, John Arm who pushed legislation in Rhode Island on the most comprehensive pension reform in the country.

In Rhode Island, they had a treasurer who was a Wall Street financier, and she introduced legislation up there that that took the defined benefits programme and split it from 8.5 % that they used to pay into defined benefits and going to pay 3.5% into defined benefits and 5% into define contributions. This returns money to Wall Street and they continue to get a return as police get poorer.

In New Jersey the new state governor stopped funding pensions and has given a pensions holiday to employers which is leading to massive underfunding. Police officers are still paying in and have had their contribution increased whilst facing a pay increase cap of 2%. The New Jersey pension reforms followed a meeting with ALEC.

The meeting was told of a 53% increase in law enforcement officers being killed by gunfire. 63 had been killed to date so far this year. Terrorist groups are operating in the United States and have targeted and killed police officers.

The FOP advised they are sponsoring a forum with the 75 largest police unions in the United States. They are finding that as union representatives they struggle to persuade members not to vote against their own interests. No political candidate stands on an anti-law enforcement ticket yet other polices actively work against their interests which members seem to ignore.

In response to a direct question the meeting heard the view that any additional gun control was unlikely in the United States with the southern and western states moving more to full open carry in the near future.

USA – FLEOA

As a non-politically aligned organisation FLEOA enjoys support on a number of issues. There is work ongoing to seek the exemption of membership for federal law enforcement and federal fire fighters from a tax penalty they would incur if they retire prior to maximum age.

During the furloughs an issue over what to do with agents who had been sent home had arisen. In two agencies the agents had their weapons removed as it was argued they no longer had law enforcement authority. This is contrary to congress has said for law enforcement special agents. The relevant departments have assured FLEOA it will never happen again especially with the two relevant agencies.

Federal Agencies were caught off guard last fall or this spring NFL came out with a policy regarding off duty, carry which will affect all of law enforcement officers. Simply put they didn't want off duty officers carrying their weapons at pro football games. As not every arena has metal detectors this could see criminals having their guns on them at football games, whilst law enforcement officers are told not to bring theirs.

The TSA (Transport security administration) decided last year to start letting small knives back into hand baggage. Needless to say this led to several major news networks picking up the story and that put that issue back to where it should stay.

After the furloughs FLOEA worked with several congress members' to establish a "shield act" which calls upon the president to find other areas to cut in the federal budget prior to cutting law enforcement and fire fighters.

John Ramsey highlighted a particularly difficult case in the state of Hawaii where an off duty federal agent was involved in a shooting where another life was in danger. The murder trial was due to start in a few weeks despite the officer safety act allowing any federal agent acting in scope of their duty to have their case remanded in a federal court. It appears Hawaii does not recognise the federal law in the same way as the other 49 states do. Quite simply they have stated they will try him for murder regardless. The agent was previously tried and after a 6 week trial and a hung jury trial last summer the district attorney said he would keep retrying the case until he has a successful outcome.

He also reported that contrary to other reports at the meeting payroll deductions for federal agents are taking place after many years of negotiations. This has seen uplift in membership numbers of 5% as well as ensuring existing members are easier to retain. A recent conference agreed with the executive to open up new categories of membership for task force officers. These TFOs are committed to DEA, FBI and US Marshall's office and often end up in shootings with them; it made sense to provide consistent cover to these TFOs also.

Kenyan Police Union

Following the update from Nicky Njugana on the struggle of the Kenyan Police Union to be formally recognised by the Kenyan Government the meeting discussed what support ICPRA could provide to the fledgling organisation. The Chairman reminded the meeting that ICPRA had already written in support of the Kenyan Police Union and asked if further communication would prove to be of assistance with their struggle.

After much discussion and debate Ed Brannigan moved a motion (seconded by Roger Randall) to the following effect;

ICPRA and its member organisations note with disappointment the slow progress by the government in Kenya to formally recognise the Kenyan Police Union. Council calls on the Kenyan Government to expedite the process for the formal registration of the Kenyan Police Union and to allow Kenyan police and law enforcement officers to enjoy the human rights of freedom of association and collective bargaining.

The motion was unanimously carried and it was agreed the content of the motion and result should be communicated at the conclusion of the meeting.

Crime and Statistics in South Africa

Johan Burger - Senior Lecturer, Governance Crime & Justice Division, Institute for Security Studies addressed the meeting and presented on how statistics are often misrepresented and / or manipulated and how this can have an adverse impact on public policy development and public opinion. He advised his presentation would also show how poor leadership and politicisation of the senior appointments was hindering the SAPS in its efforts against crime.

Mr Berger advised he was a former officer of some 36 years in the SAPS and retired from the police service in 2004 as a consequence of the activities of the then commissioner Jackie Salebi. Commenting on the harm caused by increasingly political appointments to the SAPS, Mr Berger advised that many thought Jackie Salebi was an idiot but he turned out to be a criminal idiot who destroyed much of the organisational capacity in the police service.

Mr Burger advised that whilst he has spoken to many bodies about police and crime, including police managers this was the first occasion he has ever spoken to a gathering of police unions and he thanked ICPR for the opportunity.

Mr Berger used PowerPoint in support of his presentation, which although heavily concentrated on the picture in South Africa, was highly relevant to all police organisations.

He demonstrated the manner in which crime statistics can be manipulated to present as being much better than they are. An inconsistent reporting method could make year on year comparisons difficult and other things like at by failing to adjust crime statistics to reflect the population or switching from crimes expressed as a % to a ratio per member of the public (or vice versa), whilst not inaccurate, could be used to present a better picture than the reality.

Mr Burger was at pains to stress that if adjustment to stats was necessary, it would be necessary to adjust the original statistics also (to take cognisance of the newly available information) to ensure like for like comparisons are possible. An inaccurate starting point makes further inaccuracies inevitable.

He also highlighted that change in the definition of what constituted certain crimes also made it difficult to understand crime statistics as very few people looked that deeply at published information. Mr Berger also identified that it was also important to gather statistical information from other bodies, like insurance companies. This could be particularly revealing as it inevitably identified that reported crime was often much lower than crimes against which insurance claims were made.

Despite all the inconsistencies in how crime statistics were recorded in South Africa it was impossible to hide that crimes like murder were amongst the highest anywhere in the world. The international average is 6.9 per 100,000. South Africa's murder rate is 31.1 per 100,000.

He highlighted that in the case of murder the victim and accused knew each other in at least 80% of cases; in 60% they were either family or friends and in 20% they were family. This raised the obvious question of what the police do or can do to prevent murder. In almost all murder cases,

the police response was reactive. Research also shows that there is limited deterrent effect in arresting and imprisoning those accused of murder. On the face of it preventative activity in respect of murder was far from east from a policing perspective.

He further highlighted that in cases where statistics indicated a reduction in crime, it did not necessarily translate into fewer crimes as surveys revealed a loss of confidence in the police ability to investigate the crime and as such they were less likely to be reported in the first place.

Street robbery (mugging) was the most problematic crime in South Africa but despite this it was the much less frequent house robberies that made the headlines. House robbery is a crime where residents are often brutalised, tortured and murdered. Perpetrators think nothing of engaging in extreme violence or the threat of violence to gain access to valuables. Headlines associated with these crimes have caused many South Africans to believe that they are at a high risk of becoming a victim of this crime, whereas in reality the chances are relatively low. This risked a skewing of emphasis towards a crime that was not based on the reality.

Mr Berger highlighted that the national development plan for the SAPS and approved by the South African government cabinet in 2012, identified a "serial crisis in management [of the SAPS]". He opined that crimes which had been trending downwards for many years were showing alarming increases and that this was as a consequence of the significant management and leadership failures in the SAPS over the preceding years.

Mr Berger identified that intelligence capacity within the SAPS was in complete disarray and that two of the senior generals in the department were themselves currently suspected for suspected corruption. The dysfunctional nature of crime intelligence made effective targeting of criminals and crime fighting exceptionally difficult. This was frustrating for the many dedicated police officers who were attempting to work when all around them was "collapsing".

Returning the problems caused by the former Commissioner Jackie Salebi, Mr Berger was able to demonstrate a link between many of his policies and adverse impact on crime statistics. He identified that a deliberate policy of Salebi to reduce the number of dedicated specialist crime and disorder units by over 50% resulted in a rapid increase in violent xenophobic attacks across South Africa.

The police had less capacity to deal with them and the military were deployed in the cities and towns. In an average year the police deal with 13,000 public events (demonstrations) but fewer than 600 resulted in any form of violence. Since the reduction in the specialist units, these violent events have increased year on year to just under 2,000 per year now.

He identified increasingly disenfranchised communities were seeing the police as symptomatic of a failing government and this led to more and more problems between officers and communities. In a bid to deal with increases in violence, the military was being deployed (whilst police resources remained unchanged) and this compounded the problems yet further.

Mr Burger concluded by stating an independent inquiry into the manipulation and misrepresentation of police statistics was urgently needed and that it was only by having

improved statistics that genuine improvements in the SAPS could be measured. He stated there was a need to increase local statistics to ensure the police could be better orientated to community needs and that independent statisticians were needed to help bring this about. He also restated his position on the exceptional challenges that the police service faced due to politicisation and failed leadership.

After answering a series of questions, Mr Berger was thanked by the meeting in the usual manner.

Corruption & Politicisation of the Police in South Africa

Dr Liza Grobler, an independent consulting criminologist who studied corruption within the SAPS and has been an authoritative voice on the Oscar Pistorius murder trial was introduced to the meeting. Her book 'Crossing the Line' is an authoritative reference point on police corruption in South Africa.

Dr Grobler added her welcome to delegates and thanked SAPU for her invitation to address international colleagues. She commented that senior management in the SAPS do not have much affection for her, or at least her work.

She advised she had never been in the police or in a police organisation but was a criminologist with enormous interest in all aspects of crime and policing. Dr Grobler commenced her presentation with the clear message that not all police are corrupt but sadly it was unknown what the level of corruption in the SAPS is. This was as a consequence of Jackie Selebi (former commissioner of the SAPS) closed down the anti-corruption unit all information was lost.

Since 2007 over 2000 cases of police criminality are reported every year. The most recent report highlights over 6,000 cases received and over 4,000 of these are for assault. Set against the numbers of serving officers this represents approximately 1-4% of the total service (although this number could not be relied on).

Dr Grobler observed that lifting lid of corruption is not easy, but it has been done and cited New South Wales, New York and the Metropolitan police as examples of where this had occurred.

She acknowledged that the SAPS were arresting corrupt officers but there were no statistics on conviction rates. On a global corruption barometer 87% of South African believed the police in South Africa were corrupt and 37% admitted paying bribes to South African police officers. Dr Grobler also highlighted that the SAPS contingent liability for corruption is 30% of budget.

Dr Grobler provided the meeting with details of a case study (perhaps the worst case scenario) following her research with imprisoned police officers and gang members in the Western Cape.

One prisoner has been a "criminal in uniform for 11 years" before eventually committing murder and being sentenced to 36 years imprisonment. He had only ever worked at one police station and was quickly able to be exploited by criminal enterprises.

He was pulled into corruption within his first week in the service. Within a short period of time he had established his own network for criminality. This particular officer was often a supervisor in evenings and had a lot of interaction with gang bosses.

Examination of the officer's background revealed he was in a gang before he joined the SAPS and had significant aggression issues growing up. He was also expelled from school. All of this should have been picked up by a thorough vetting process.

The officer admitted he lived by only one rule - beer or whisky all day - on or off duty and yet his significant alcohol problem was left unchallenged and turned a blind eye to his criminal activity. There was a lack of management structure and numerous warning signs were missed; for example a few months before the incident that led to his conviction he fired shots within his office simply because he "felt like it". His other behaviours included the creation of burglary 'shopping lists' which he would arrange to take place when he was on duty ensuring he always first at scene and in control. He would assault other staff. When off duty he misused steroids and acted as a bouncer at nightclubs and an enforcer for the triads.

The incident that led to his conviction was simply that a detective walked in with rape complainant at 0440 and complained that the office was covered in beer cans. The officer directed a colleague to tidy up the beer cans. The colleagues objected and the officer shot his colleague in head before going berserk with an automatic rifle. He fired two magazines at a passing taxi and then held his remaining colleagues hostage.

It is widely known that gang bosses target senior police officers for corruption and openly state their willingness to pay huge amounts of money for services of police. The imprisoned police officers confirmed this was the case but they themselves would refuse to join gangs. Their services were simply available to the highest bidder.

Dr Grobler thereafter laid out some of the real examples she had identified from her research as to the types of criminal activity undertaken by corrupt officers in the SAPS. The examples had been confirmed by both gang leaders and imprisoned police officers. These included;

- Providing location to rival gang members so they could arrange 'a hit'

- Shake down of rival drug dealers

- Stealing drugs from exhibits - replace methamphetamine with Epsom salts; ecstasy with ibuprofen

- If roads were blocked, use the police to deliver drugs to dealers

- Arrange fake warrant raids for weapons drugs and cash using stolen warrants from courts

- Arrange false emergencies to divert other police responses from getting in the way

- Police case files sold to defendants creating risk to witnesses and awareness of case

The registering of stolen vehicles (someone in every police station is responsible for registering all vehicle papers)

Overcharging for official papers

Perjury - to avoid convictions of gang members

Dr Grobler highlighted the risks created by the increased politicisation of police and identified that the police in South Africa remain heavily tainted by politics. During the apartheid era, even if the police were well trained they ended up pursuing government agenda over anything else.

She advised that Jackie Salebi was appointed as the national commissioner of the SAPS by the then president Thabo Mumbeki. Salebi and Mumbeki were very good friends. Salebi was described as being policing illiterate. He was corrupt before being appointed commissioner and despite this ended up as head of Interpol. Mumbeki was critical of those who commented on the violence in South Africa.

Salebi was eventually imprisoned for corruption but created many problems whilst national commissioner. He embarked on a massive recruitment drive and ignored perils and pitfalls of mass intakes. He shortened police training from two years to one. This led to an influx of poorly trained recruits, many of whom didn't meet the basic criteria for being in the police in the first place. Senior managers were appointed without the necessary experience or ability and promotions were often products of personal and political allegiances. This created a situation that led to the mass exodus of skilled and experienced existing senior managers. He also disbanded highly successful units, including the anti-corruption unit and robbery and house breaking units. He was imprisoned for 15 years for corruption in 2010 but was released a few months later due to apparent terminal illness.

Dr Grobler highlighted the difficulties created by political appointments as national commissioner continued after Salebi. The next commissioner was sacked after a few months and the current national commissioner is under investigation for defeating the ends of justice after allegedly tipping off a local commissioner of a corruption investigation into him.

Dr Grobler cited examples of the political influence of the ANC in seeking to protect its own within the SAPS. She highlighted attempts to prosecute a senior officer was creating tensions between the national prosecuting authority and SAPS to such an extent that they could no longer be said to be prosecuting without fear or favour. At this time the courts are winning in their attempts to bring the accused to court to answer for his alleged crimes.

Dr Grobler commented on what she considered a wider political lack of will to tackle corruption. She cited the example of the Khayelitsha commission of inquiry into policing in the community. The premier of the province instigated the inquiry but the national minister took the commission to court in an attempt to stop the inquiry. The courts eventually ruled in the favour of the commission but it delayed the inquiry for over a year and at incredible financial cost.

Dr Grobler thereafter highlighted that she believed the problems of corruption in SAPS required a number of significant number of initiatives to help tackle it. The need for a properly resourced anti-corruption unit required to be re-established was long overdue. The current commissioner promised to re-establish this over two years ago but there have been no developments since. There was a need for lifestyle monitoring and for integrity testing as well as random drug testing. Whistle blowers needed proper protection and there was a pressing need to professionalise the service with training.

After answering a number of questions on her presentation and observations, the meeting thanked Dr Grobler in the usual manner.

Day 2 - Welcome from the office of the Mayor of Cape Town

John Piere Smith (J.P Smith) Mayoral Committee member for Safety and Security addressed Council. He commenced with a warm welcome to President of SAPU Mpho Kwinika, General Secretary of SAPU Oscar Skommere and to the Chairman and Secretary of ICPRA. He thereafter welcomed all delegates, observers and guests to Cape Town and wished them a very enjoyable stay.

Mr Smith advised that he considered it was remiss of his office not to have established a relationship with SAPU before now as he saw the benefits of good relationships with them. He provided a brief synopsis of the policing situation as he saw it at this time and thanked SAPU for their vocal support for commission of enquiry into the Marikana Mine shootings.

Mr Smith reported on draft legislation that would lead to replacing senior police officers with politicians; a proposal he opposed and the need for considerable investment in training and IT for the SAPS. He also reported on the need for investment in a gangs task force.

He advised that at this time Cape Town was unique within South Africa as it had a reservist police force in addition to that provided by SAPS. He reported that Cape Town had 180 police officers directly funded by the private sector and that they were constantly looking elsewhere in the world for best practice. For example they had adopted the neighbourhood policing model from the Dutch and the UK and had adopted school resource officers from America. This programme was expanding into more schools and saw extensive after school commitments from police officers.

Mr Smith encouraged SAPU to use their contacts within ICPRA to identify areas of international best practice for consideration of wider roll out across South Africa. He opined this should be aimed at the city police forces as this was where the opportunities for greatest progress lay. He advised that he was content to host such an event in Cape Town, drawing on the SAPU and ICPRA personnel directly, and if necessary provide some resources to it.

Mr Smith advised he was a shameless collector of police memorabilia and was provided with numerous items for his collection. He was thanked by Council for taking the time to address them.

Address by the National Minister of Police

Mr Nkosinathi Phiwayinkosi Thamsanqa N .P. T Nhleko, the National Minister of Police for the South African Government was welcomed to the meeting. He was congratulated on his recent appointment as minister and welcomed to make one of his first presentations in his new role.

The Minister commenced his address by welcoming delegates and guests to South Africa on behalf of the South African Government.

Mr Nhleko advised that being new in the role meant he came with the advantage of being able to bring a new and untainted perspective to the responsibilities of his office. He provided a history of the establishment of the South African Police Service from its paramilitary origins under apartheid, through to the new community based police service with the birth of democracy.

The South African constitution sought to restore integrity and dignity for all citizens following the brutality of the apartheid era. He advised the journey for improving policing has been continuous and the government is developing a new policing blueprint in consultation with the communities to improve social living conditions.

He saw that the SAPS had an essential role in improving safety and security and removing crime to improve social conditions and safe environments in South Africa, the continent of Africa and in the wider world by contributing to the country's wider international obligations.

Mr Nhleko stated that ICPRC presented similar opportunities to improve social conditions through information sharing and best practice and it was encouraging to see so many nations represented. He advised that for as long as these were our aims, they would be supported.

The Minister reflected that the transformation and change of the SAPS and the development of organised labour can only help with the professionalization, demilitarisation and integration of the justice cluster helping to create an integrated approach to safety.

He stated this could not be achieved without the cooperation of all stakeholders including the employment associations and academic and research institutions and they were fully intending on doing this. The transformation would also work at capacity building in all areas of the service while recruiting new officers.

The process to demilitarise the service needs a change management programme to transform the culture of the organisation.

A new recruitment system will undertake more detailed examination of the suitability of applicant to join the service. This will improve the quality of recruits and will help encourage graduates into the service, increasing professionalization.

The Minister concluded by stating his vision that the future of the police service will be built on partnerships and work with communities and stakeholders to build a police service that helps South Africans feel free in their daily lives.

At the conclusion of his welcome the Minister was thanked by the meeting in the usual manner.

Policing & Mental Health

The meeting heard from Inspector Michael Brown, West Midlands Police (United Kingdom) on the myriad of issues associated with policing and mental health. Michael Brown is a guest lecturer at the University of Worcester and writes an award winning blog under the name MentalHealthCop. He is also on twitter @mentalhealthcop.

Mr Brown advised that his interest in mental health was largely born from his own frustrations at the apparent unwillingness to recognise that police officers were dealing with an increased number of individuals with mental health issues and complex clinical risks. He stated that it was important to understand why this was occurring. He provided the meeting with some stark statistics as follows;

Half of fatal police shootings are thought to involve vulnerable people in distress.

Half of deaths in police custody, often whilst under restraint involve vulnerable people in distress.

More than half of deaths following police contact, often by suicide, involve vulnerable people in distress.

A third to a half of people arrested have mental health problems, learning difficulties or disabilities.

The number of calls to the police for mental health crisis was two and three times the volume of demand for robbery or burglary.

He identified that issues are common across the world. The police find themselves dealing with increasingly complex issues and there is a greater call for police officers to have more and more training in dealing with mental health. By the same token he suggested health and social care workers and agencies should have a greater appreciation of what the police do. Mr Brown highlighted that mental health issues are amongst the most sensitive and demanding issues affecting police services and police officers today and that police and law enforcement officers are the service of last resort and will always be called to deal with mental health related issues.

He cited an American criminologist who defined policing as follows;

“Policing is what happens when something is happening that ought not to be happening about which someone ought to do something now .../... There is absolutely nothing whatsoever that could not become the legitimate business of the police as long as the context of that incident occurring or need arising is something to do with health or social justice”

It was becoming increasingly apparent that the law enforcement community was being treated as a one stop shop for all issues that are unable to be resolved by any other public body or individual.

The meeting heard about crisis intervention training (CIT) was developed following an incident in Memphis (1987) where a man with mental illness was shot and killed following police contact. This led to a drive to increase awareness and training amongst officers in CIT which involves 40 hours of specialised training. Officers who have CIT training are considered the lead officer in any incident involving mental health patients (regardless of rank).

The initial assessments revealed use of force reduces; diversion into mental health legislation increased and action under criminal law reduced.

Whilst this training originated in the USA, it has travelled as far afield as Vancouver and New South Wales where the outcomes are similar to those in Memphis. CIT training is expensive and this acts as a hindrance to its wider roll out. The difficulty in securing up to 25% of patrol resources being abstracted for a week of dedicated training is difficult to sell.

The meeting agreed that considering the time police officers spend dealing with individuals facing a mental health crisis that investment in training would more than pay for itself.

The meeting heard that anti-psychotic medication prescribing has taken off since the 1950s. This led to mental health systems 'de-institutionalising' and the number of in patient mental health beds decreased rapidly. As the numbers of in-patients in mental health beds decreased, this has been matched by a corresponding increase in persons suffering from mental health related issues being imprisoned. Mr Brown highlighted that the three largest providers of mental health in-patient care in the United States were prisons; in New York, Chicago and Los Angeles. The sheriffs running these establishments have commented that they are not able to provide the most appropriate levels of care as they are not a hospital. A prison environment is fundamentally different from a hospital one.

Mr Brown suggested the police found themselves at the interface between the health expectations surrounding mental health and the political and criminal justice system which in the past 20 years or so had been more about establishing control to ensure people lived within accepted societal norms.

The challenge for police and law enforcement officers was making short notice decisions on how to deal with what are considered to be acute mental health emergencies.

Police officers have less time to make assessments than medical professionals who often have several days or weeks to make assessments on individuals and can still get it wrong.

The question of excited delirium was discussed and Mr Brown highlighted that medical opinion was not united on the issue. A website exciteddelirium.org has more information and contains a number of reference materials etc. Mr Brown highlighted that he knows medical professionals who work in emergency situations who absolutely believe in the existence of excited delirium.

He highlighted that in circumstances where the medical restraint of an individual goes on for more than a couple of minutes (due to the continued resistance of the individual) the restraint in itself becomes a medical emergency. It is known that people with severe enduring mental health problems have an average life expectancy that is 20 years less than the norm.

Instances of death where individuals with mental health emergencies are being restrained in police premises are exponentially higher than occasions where restraint takes place in psychiatric facilities. This is due to the fact they are dealing with the issue as a medical emergency and have all the necessary equipment to assist, to hand. This is a particular challenge for the police as individuals who were presenting as aggressive (but as a consequence of perceived physical injury) were often able to receive medical care whereas individuals who were less aggressive but had been detained by the police under the mental health act (non-physical injury), were often turned away for treatment because of their apparent aggression.

The meeting heard that police officers all over the world are expected to make clinical risk assessment decisions on medical matters that no junior doctor would make for themselves without contacting a senior doctor. The challenge for police leaders is now to improve training for police officers without presenting to turn them into medical professionals.

Mr Brown detailed the perception and pre conceived ideas that exist around mental health. He highlighted that the traditional or old fashioned “mad v bad” debate was overly simplistic and provided pertinent examples of where this had exercised the courts.

Mental health services who are often working to different legal concepts around mental health law and it are important to remember insanity is a legal concept it's not a medical one. Insanity is strictly a legal consideration and fitness to plead, fitness to stand trial, are legal concepts. No doctor asks his patients how they are doing with the insanity, it's just not a disease; it's not a condition; it is a legal concept and therefore it is legal officers from police officers right the way through to juries acting as legal officers at trial to make their decisions about whether someone is guilty of something or maybe not guilty on the grounds of insanity.

The meeting asked a number of questions of Mr Brown and he agreed to make himself available throughout the conference should anyone wish to ask him any additional questions out with the main meeting.

Mr Brown was thanked by the meeting for his incredibly insightful and interesting presentation.

Public Safety & Austerity

In advance of the meeting, delegates completed a questionnaire covering various aspects of this subject and the results from that questionnaire was shared with all attendees. The meeting thereafter engaged in lengthy debate about the risks associated with the deskilling of police officers and outsourcing of police functions to private providers.

The meeting highlighted that police and law enforcement officers are highly trained; highly skilled, professional public servants and that keeping their citizens safe should be the top priority for any Government.

Speakers commented that a commitment to delivering that safety cannot be demonstrated by replacing highly skilled, accountable police and law enforcement officers with cheaper, unaccountable employees (often looking like police officers) working for organisations whose sole priority is profit.

The meeting noted that governments across the world were using austerity as an excuse to drive down their investment in policing and law enforcement. In doing so they were also actively promoting outsourcing of police and law enforcement activities to the private security industry and wider private sector organisations.

Speakers highlighted that the promotion of the private security industry in the delivery of policing functions has taken place without any public consultation. Equally importantly it was taking place without delivering any improvement in the service delivered to the communities. It was noted there was no public call for outsourcing and no considerations were given to the long term impact on public confidence given the very real expectations of accountability placed on police and law enforcement officers across the world.

The meeting debated the lack of long term strategic risk management on the fragmentation of policing services and the apparent lack of willingness to recognise the complex nature of delivering police services to the public. Policing is in its own right inherently complex and salami slicing bits for sale to the highest bidder could irreparably damage the service to the public.

The meeting resolved to call for the complete cessation of these activities until such time as the public were properly consulted and informed and impartial assessment of the impact of privatisation could be made.

Lawyers Network Report

Professor Peter Watson addressed the meeting on behalf of the lawyer's network. He thanks ICPRA for providing police lawyers and lawyers with an interest in police issues to participate in this second lawyer's network meeting. He stated that the sharing of information, experiences and ideas has been of considerable worth and benefit for the lawyers in attendance.

He advised that they discussed a number of issues as suggested by the ICPRA Executive and reported as follows;

Custody – the lawyers discussed the risks and potential for proceedings arising in particular from deaths in police custody. It was noted that across the world all police officers deal with a high number of at risk and vulnerable individuals and the expectations placed on police officers with these individuals.

Across the world the number and pattern of deaths of vulnerable and at-risk persons in custody is alarming. Self-evidently this raised numerous issues for the police and often a great deal of attention was understandably directed at the care and attention such individuals received whilst in custody.

Professor Watson cited examples from judicial proceedings where the question of the police ability to observe the person in custody was subject to increased scrutiny. Proceedings heard that observing a person in custody is fundamentally different to nursing and medical observations undertaken in a clinical environment. This was an issue of significance as the courts accepted that untrained police visual observations could not be considered to carry the same weight as those undertaken by those with medical or nursing training.

The lawyers identified that the failures of other bodies, particularly those in the health field, often left the police in an impossible position. It was not uncommon to find vulnerable individuals in police cells after being assessed as being fit to be detained by those in health services. In many cases where death in custody had occurred it was not uncommon to find that the deceased had been in medical facilities in the preceding hours.

In some cases the failure (or perceived failure) of the medical services could provide the basis for litigation by police officers who ultimately had to deal with highly stressful events as a consequence.

Despite this it remained important that police officers continue to make referrals to medical establishments if they have any doubts as ultimately it is decisions such as these that often support police officers at a subsequent stage. The lawyers heard examples of areas that were trailing the employment of fully qualified nursing staff within custody and considered this was good practice.

The meeting also heard that the lawyers have increasing exposure to the devastating impact deaths in custody have on police officers. Officers are usually carrying a degree of trauma from the death in itself and inevitably face a form of investigation that has the potential to result in the loss of employment. The lawyers experience was that officers were well supported by their police unions and that when recruiting; the dangers of non-union membership should be clearly laid out to new officers.

International Legal Cover – the lawyers agreed to jointly draft a memorandum of understanding to enable members of police federation / union / association legal schemes to be able to access emergency legal assistance from sister organisations lawyers, in the event this was needed whilst in their country.

This was not considered an overly technical matter but would provide comfort in the immediate aftermath of an incident or event until such time as the members own legal protections could be activated. This would also demonstrate to members a tangible benefit that hitherto does not exist.

Codes of Ethics – the lawyers discussed this issue and the expectations that are placed on police officers at some considerable length. There was no doubt that police officers faced a greater

degree of scrutiny and were expected to be held to a higher standard than other employees. This was often self-imposed. This was particularly significant as even with the increased outsourcing of police functions to the private sector, the same expectations and standards were not being applied to those performing what were policing activities.

Lawyers were unanimous that there was no way of avoiding the responsibilities that went with being a police officer and that such high standards should be properly weighted with public exceptions particularly in the event of disciplinary or misconduct proceedings. The lawyers shared their different experiences and concluded that police officers are more likely to receive sympathetic and favourable hearings in processes that involve independent civilian input. Often police officers judging police officers set impossibly high standards to be met on all occasions.

They considered that allowing independent civilian input into disciplinary disposals would ultimately deliver fairer outcomes.

Social Media – the lawyers highlighted that they gave further considerations to the issues that had arisen in Baltimore (Council 2012) surrounding the supreme court decision that obligated a police officer to surrender their social media passwords.

The lawyers concluded that because of the unique role occupied by police officers the likelihood of increased scrutiny on police officers use of social media was inevitable. The warning from that meeting was loud and clear – police officers should continue to be exceptionally careful as to what they post on social media and should not assume any of it is private. The lawyers considered it was likely courts in other parts of the world could issue similar ruling to that in the USA if pushed.

At the conclusion of the report, all the lawyers present answered a series of questions and were thanked for their deliberations and continued efforts on behalf of members across the world.

ICPRA Business Session

Election of ICPRA Officers

Mpho Kwinika moved that the ICPRA officers be re-elected for a further two years. This proposal was seconded by Roger Randall. There were no further proposals and the Chairman, Secretary and Treasurer were unanimously re-elected.

Election of Executive Committee

The following members were elected to the Executive Committee;

Africa	Thandi Shimange	POPCRU
Australasia	Mark Burgess	PFA
UK & Ireland	George Lewis	BTPF
Europe	Anna Nellberg Denis	EuroCOP
North America	John Ramsey	FLEOA

The Secretary proposed that in the event of any casual vacancy arising, it shall be up to Executive Committee to appoint a replacement from the appropriate jurisdiction. The proposal was seconded by Chuck Canterbury and was unanimously accepted.

Confirmation of Membership

The Chairman proposed that the OIP/CPLP should be afforded associate membership of ICPR. This was seconded by John Ramsey and was unanimously carried. The meeting welcomed the OIP/CPLP with a round of applause.

The meeting unanimously agreed that given events in Kenyan, the Kenyan Police Union should remain as associate members of ICPR.

Appointment of ICPR host 2016

Anna Nellberg-Dennis conformed that EuroCOP would be interested in hosting Council 2016. At that time she was unable to confirm what the location would be, but it was likely to be in Spain.

There were no additional proposals for hosting the meeting and the meeting unanimously agreed to hold the 2016 meeting in Europe.

ICPR Objectives and Priorities 2014 - 2016

The meeting discussed the content of the Executive Strategic Planning document that was prepared after the Executive Meeting in May 2013; a copy of which was circulated in advance of the meeting with the agenda papers.

The meeting discussed the content at length and endorsed the proposals therein. The meeting agreed that the Executive should continue to develop objectives and priorities in line with the document and that further work should be undertaken particularly in respect of information sharing and capacity building as well as taking a more active role in promoting the benefits of ICPR to existing members as well as any new ones.

Role of ICPR in the Creation and Fortification of Police Employee Representative Organisations (PERO's) in Developing Countries

Vic Van Vuuren

VIC Van Vuuren (Director International Labour Organisation in Pretoria) addressed the meeting. He provided a history of the ILO to attendees and advised the ILO was established in 1918 to look after the workers who were working in almost slave labour conditions manufacturing munitions after the first world war. A number of nations agreed minimum standards of working condones were required. When the UN was established in 1940, the ILO became one of the first specialised agencies of the UN. It is overseen by a governing body and does not answer to the Secretary General.

Governments alone cannot be members of the ILO as member states must have representation from governments, employers and union representatives; otherwise they are denied access to the ILO.

The ILO is effectively involved in two things. The first is standard setting delivered through various conventions (and for the purpose of the presentation, conventions 87 and 98 are the most relevant). The ILO gets countries to ratify the conventions and then oversees their implementation. The ILO argues that even where countries do not ratify the conventions, they still need to comply given their important role in the international community. The second element is social dialogue and encouraging parties at all levels to interact with each other.

Convention 87 provides the right to freedom of association.

Convention 98 provides the right to collectively bargain.

Mr Van Vuuren highlighted that particularly when it comes to the police and armed services the convention 87 has a clause allowing countries to determine their own legislative and processes regarding membership of trade unions and associations and this will not be regulated by the ILO. This has led many countries to resist attempts to introduce rights for the police. Despite this rights have been introduced in some countries in spite of this clause.

Mr Van Vuuren highlighted the work of;

The Committee of experts which delivers opinions on issues on labour issues and tends to favour the approach that is followed by the European charter (but this is developed to many of the developing economies) and;

The Committee of freedom of association which looks at complaints laid against countries who do not comply with the conditions of the conventions. This committee has also looked at complaints about lack of rights for police officers. The digest of ILO judgements show that whilst not able to be prescriptive (due to convention exemptions) they favour collective rights and bargaining for police officers.

Mr Van Vuuren stated the ILO is in favour of what ICPR stands for and is attempting to promote throughout the world. They strongly believe in social dialogue and freedom of association. He highlighted the example of South Africa which is relatively unique in the developing world as they enjoy collective bargaining and freedom of association - right entrenched in the constitution of the country.

He highlighted the ILO has a footprint (sub regional bodies) through the developing world and they have direct input with ministries of finance, ministries of labour, social development as well as employer and worker associations in the public and private sector.

He stated the ILO would be very keen to pursue some form of engagement between ICPR and the southern African community to start educating governments (in particular) about the positive things that can come about through dealing with the social deficit and working conditions. Mr Van

Vuuren highlighted that the levels of engagement varied enormously across countries but in areas like Botswana and Kenya they were very open to the debate.

Other nations needed educated on the benefits and this should be encouraged to have the debate without feeling threatened. He opined that once they were exposed to the benefits freedom of association has delivered, nations would be less afraid to have the debates about their own situations.

The ILO would be willing to "walk the path" with ICPRA to develop a form of engagement. He suggested the need to develop a strategy to help start this work and advised of the educational resources available in the ILO to assist in this.

Mr Van Vuuren highlighted that knowledge of ICPRA was limited but when he examined what ICPRA was and did, he saw an absolute overlap in what ICPRA and the ILO stands for. The ILO structures are tri-partite; Governments are members and there are bodies representing employers and workers. He stated that on the workers side he has three key players; himself as manager of the office, a standards specialist who looks at global best practice in terms of what is available in terms academic materials for the police etc.; and the workers specialist who work closely with presidents of countries and ministries of labour. He stated it would be fairly easy for him to introduce a debate at the subject level. He stated it would be helpful to have levels of engagement at the ILO in Geneva.

Mr Van Vuuren stated that he did not see opportunities for formal working agreements (memorandum of understanding) with ICPRA but he would be keen to look at a form of engagement and pursue the agenda ICPRA has. The ILO has the network and expertise that could be of mutual benefit to the organisations.

Mr Van Vuuren answered a number of questions and was thanked by the meeting in the usual manner.

Monique Marks

Professor Monique Marks (Durban University) addressed the meeting on the important role that police unions can play in respect of policy development, professionalising if the service and how the police identify and interact with communities.

Prof Marks has been working with police unions since 1995 and has experience in Australia as well as South Africa. Her work in Australia was designed to examine policing developments in the 21st century and she highlighted that she needed to involve the unions in order to properly discharge her function. This was initially met with hostility but she persuaded senior officials in the police service that it was impossible to undertake meaningful work without involving the police unions.

Prof Marks cited her experience with POPCRU which began around 1995. Prof Marks advised that she has good relationships with many of the senior leaders of SAPU and is aware of much of the good work that they had also undertaken. She stated that most of her direct experience and Italy work was with POPCRU. At that time the police were excluded from the initial labour relations act

and she worked with POPCRU and labour lawyers over the next number of years to have this overturned. She advised that the impact POPCRU had on policing in South Africa was huge. POPCRU looked at more than domestic industrial relations and also pursued democratic participation within the police service.

She explained that POPCRU has been facilitating the liberalisation of labour rights within police organisations across Africa. The first conference encouraging this was in 2005 involving countries mostly from the Southern Africa area and major police unions across the world. Many delegates attended without permission or the knowledge of their superiors. Since then many of the countries have seen the commencement of labour rights and democratic participation.

Prof Marks shared her recent experiences in Argentina where police officers are denied the right to unionise. She recently attended a clandestine conference in Argentina and was struck at the parallels of the struggle for Argentinian police officers to those of South African police officers nearly 20 years earlier. She commented on the passion and commitment of the Argentina police officers who were defiant in their determination to unionise and gain the rights to collective bargaining. At this time they are told they will never have the right to do so but delegates at the conference were defiant at this position. She reminded the meeting that officers in South Africa faced arrest in the early struggle to establish police unions.

In her observations she has identified that the resistance to police unionisation is greatest in states that are historically authoritarian as there is a fear that in allowing it, it will lead to police officers going on strike. This will lead to the demise of the police as a discipline service. Experience across the world has shown that the opposite is true and police unions have much to contribute and improve relationships between police management and "rank and file".

Prof Marks opined there was a significant opportunity for ICPR to develop models of what new labour legislative frameworks could look like in areas that they don't exist. In doing so it would be important to recognise that one size doesn't fit all. She stated there was a need to engage with police managers and governments to persuade of the many benefits of collective bargaining and labour rights.

Prof Marks recognised the ILO was working with union groupings trying to work through issues associated with social dialogue including the 'up-skilling' in areas where these were deficient.

Prof Marks continued to observe that she felt the ILO in its own right should be seeking to have discussions around the conventions surrounding collective bargaining and freedom of association and in particular how these should apply to the police. She observed that the ILO was in a difficult position as the ability to drive these discussions would be dependent on the member states and their own views on these issues.

Prof Marks further highlighted that there needs to be a wider discussion around what exactly are emergency and essential services in relation to the police and how this impacts on the various convention rights. It was difficult to argue that all elements were essential. This was really important in defining what forms of industrial actions police officers should be involved in.

Prof Marks concluded by stating that she believed there were opportunities for ICpra and the ILO to work together and that collaboration could extend to academics who have an established interest in actions research than research for its own sake.

The chairman thanked Monique Marks and Vic Van Vuuren for their insightful contributions and advised they had certainly provided the meeting with food for thought.

After answering a number of questions the committee expressed its gratitude in the usual manner.

Close of ICpra Council

The Chairman kept his closing remarks brief. He thanked all the attendees at the meeting and gave a particular mention to those who had taken the time to come and make such interesting presentations. He commented that the organisation continued to go from strength to strength and he looked forward to meeting all attendees in two years' time in Europe.

Finally the Chairman expressed his gratitude to the South African hosts who had made all attendees feel very welcome indeed. He expressed his view that the South African Police Unions had achieved a great deal in a short time and that they had much to be proud of.

He concluded by wishing all delegates, guests and speakers a safe journey home.

Greg O'Connor
Chairman

Calum Steele
Secretary