



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

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Attachments: ICPR E-Newsletter No 1 April 2018

Dear Colleague

ICPRA E-Newsletter Issue 1 April 2018 – Information

I refer to the above, and attach herewith, the Newsletter for your information.

Yours sincerely

Calum Steele
General Secretary



E-Newsletter

Issue No. 1 April 2018

Future Events:

Canadian Police Association
Biennial Conference
28-30 Aug 2018

Police Federation Northern
Ireland Conference
30-31 May 2018

Police Federation of England
and Wales Conference
22-23 May 2018
Birmingham, England

Wall to Wall Ride for
Remembrance
15 Sep 2018
Canberra, Australia

PFA Federal Council
20-21 Sep 2018
Canberra, Australia

ICPRA Conference
24-25 Sep 2018,
Canberra, Australia

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ICPRA Chairman's Welcome

Tom Stamatakis

It's been some time since our last E-Newsletter so I am very pleased that we are able to provide a brief update now about some of our recent activities, as well as provide some news about the upcoming ICPRA conference 2018, being hosted in Canberra, Australia this September. ICPRA council continues to pursue opportunities with the International Labour Organization (ILO) and Public Services International (PSI) to engage in ongoing "Future of Work" conversations. To that end I had the privilege of being invited to participate on a panel discussion as the ICPRA representative providing a police perspective at the PSI conference 2017. Current discussions suggest that with increased utilization of technology and less reliance on people to perform work, we are likely to see greater unemployment and increased poverty, all of which will likely lead to more public order issues, protests, crime, and other related activities that will continue to challenge police personnel around the world. One key objective of ICPRA is to be engaged in this conversation given that most, if not all of our member organizations are already struggling with insufficient resources today, let alone having the capacity to meet future challenges.

Not a day goes by that I don't read an article, or receive a message from one or more of our colleagues describing how demands for service are increasing while resources are being cut. Yet at the same time governments, media, and of course the public expect better service, with more oversight, all while demanding a higher standard. At some point it has to be acknowledged that with greater demands and expectations there is also a requirement for sustainable, predictable, and ongoing funding. Key metrics suggest the austerity measures that have been undertaken over the last decade have undermined many of the gains police services have made with respect to community engagement and public safety. Those same key metrics and research also now suggest that crime is again on the rise, and police performance when it comes to call response, case closure, and proactive policing are suffering. Despite clear evidence that this is related to resources, the politicization of police data and research, has allowed politicians to continue to resist addressing these issues without proper consideration of the evidence and public sentiment.

Terrorism continues to affect police services across all jurisdictions including at the local level. Historically this policing challenge has predominantly been tackled by international policing agencies working hand in hand with federal agencies. It is now apparent that local police forces also need to be engaged and provided with the necessary resources to build the capacity to manage that engagement. We now have many examples of radicalized youth or disenfranchised new immigrants perpetrating heinous acts on citizens in local neighborhoods as they go about their day to day activities. The latest incident in France, which saw the truly heroic sacrifice made by Lt. Col. Arnaud Beltrame, giving his own life in the place of a hostage being held, further emphasize the need for urgency when it comes to establishing effective means to collect intelligence and to effectively share that information in a more comprehensive manner across jurisdictions and borders.

Finally, in these challenging times, there is a now a greater realization that the well-being of police officers has never been more important. Unfortunately, the commitment to police officers well-being seems to vary from jurisdiction to jurisdiction, and while we seem to be more consistently seeing

Chief Constables, Commissioners, and other heads of police services talk about police officers mental health and well-being, many of their policies, directives, and decisions do not seem to reflect a sincere commitment. This will be a key topic of discussion at our conference in Canberra and priority for ICPRA going forward.

I look forward to seeing all of you again in Canberra and wish to close by touching on an exciting new initiative that we have undertaken, and that Mark Burgess will discuss in greater detail later in this newsletter. We have undertaken an initiative to revamp our website to make it more interactive and focused. Member organizations will be able to populate key categories with their information as it becomes available, and update as necessary without having to contact an administrator or provide information to someone else to have it included on the website. This will help to enhance our international network which is one of the key objectives of ICPRA as an organization.

Thank you again for your continued support of our international organization, and please don't ever hesitate to reach out if you require any additional information, or assistance.

Regards,
Tom Stamatakis
Chairman
ICPRA

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2018 ICPRA Conference

Mark Burgess, CEO, Police Federation of Australia

Agenda – See attached DRAFT Conference Agenda

Registration - For those members planning to attend the ICPRA Conference held in Canberra, Australia 24-25 September 2018, please complete the ICPRA 2018 registration form by clicking on the link below

<http://pfa.org.au/icpra-registration-form/>

Should you have any questions or require any further information regarding the Conference, please contact Amanda Chindamo at the PFA at the following email amanda@pfa.org.au

ICPRA Website and Database

Mark Burgess, CEO Police Federation of Australia

The ICPRA Executive Committee has authorized us to proceed with the re development of the ICPRA website and the development of an ICPRA database to allow comparative data from across affiliates to be shared through a pass word protected section of the website.

The six initial comparative documents for the data base agreed to by the Executive are –

- Pursuits
- Body Worn Video
- Member Mental Health
- Police Equipment
- Work Schedules
- Pensions/retirement

Key features of the data base will be –

- It will be fully scalable and extensible – meaning the database can grow in terms of number of modules, complexity and number of users without any significant and detrimental loss of performance.
- The database will be similar in structure and capability to the current PFA Conditions Matrix modules.
- Initial release date is set for ICPRA Conference in September 2018.
- Registered Users in each country will be able to add new content, edit content and upload documents
- ICPRA appointed administrator(s) will be able to use a cloud-based Content

Management System to expand the number of modules and data categories within modules at any time.

- All data will be loaded by ICPRA members themselves
- The database will include a document library - users will be able to upload and download (share) documents stored in the library. The client application will also include external links to other databases and websites. Documents may also be attached to specific modules or items within modules.
- Entry to the database will be fully secured, requiring password login

We anticipate sending an email to affiliates in the near future, seeking a contact person who can work with PFA staff to develop the first database document for the consideration of affiliates, before moving to complete the other five areas initially identified.

The ICPRA website will also be totally re designed & re launched with key features including –

- Contemporary and "clean" format (less clutter, more white space, fewer font styles etc)
- Content Management System enabling ICPRA to add and edit new content without the need to seek continual assistance from website developers and/or hosting organisation.
- Fully responsive web design ensuring ICPRA website is visually appealing and fully functioning across all types and sizes of devices including smart phones, tablets, laptops and desktops.
- Fully integrated with ICPRA database. ICPRA database will be accessed through a secure log in within the ICPRA website. Similarly, the content management system for the ICPRA database will be accessible (by authorised users) from within the ICPRA website.

Plans are to launch the website and database at the ICPRA Conference in September.

Australian Police Week 2018

Fiona Wade, Senior Adviser, PFA

The upcoming ICPRA conference will be part of the PFA's inaugural Police Week in September 2018.

Bookended by the Wall to Wall: Ride for Remembrance and National Police Remembrance Day; the event aims to draw the policing community together to participate and honor those officers who have paid the ultimate sacrifice and celebrate the wonderful work of Australia's Police.

Providing a unique opportunity to meet others who work in law enforcement, a range of formal and informal activities will be held, bringing together supporters of policing from across the country and the globe to what will become a major event on the law enforcement calendar.

While a focus will be on the National Police Memorial in Canberra, from 15 – 29 September, jurisdictions across the country will also be holding events under the auspice of Police Week.

Events that will be held during Police Week 2018 include the Wall to Wall: Ride for Remembrance, a 100km Century Bike Ride, a Police Summit Conference, the inaugural National Police Bravery Awards, the 2018 PFA Federal Council Meeting and the ICPRA Biennial Conference.

Click on the link to view the promotional Police Week video [Australian Police Week 2018](#)
Click on the link to view the promotional National Police Bravery Awards video below
[National Police Bravery Awards 2018](#)

Thinking and Rethinking about Women in the Police

Jenni Jones, Faculty of Social Sciences, University of Wolverhampton Business School, UK

The article gives a brief overview of women in the workplace generally and then more specifically women in the Police. The changing nature of the Police and some key issues are discussed in relation to recent research, with ideas offered in terms of what more could be done to create a more gender diverse workforce at all levels.

[View the article attached](#)

Pay and Pain Dominate NI Policing Agenda

Mark Lindsay, Chairman, Police Federation for Northern Ireland

A few weeks ago, we lodged an 82-page evidence-based submission for 2018/19, outlining why Police officers in Northern Ireland should get a pay award in line with HM Treasury forecasts for inflation. It's a sore point with our members, and rightly so, since they are still waiting for last year's pay recommendation to be implemented.

The failure to implement last year's pay award even when a new pay round is underway is a ludicrous position to be in. Add to that decreasing numbers, budget cuts, increased demands on officers, a vicious terrorist threat against our men and women, and you can see why policing in Northern Ireland is not in a good place.

[View the article attached](#)

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Restructure the SAPS to Combat Police Killings and Improve Services

POPCRU

Twenty-four years into our democratic dispensation, South African society continues to be faced with challenges related to violent criminal activities, with recent cases of police killings escalating to appalling levels.

It is through the restructuring of the SAPS that we can find long-term solutions in curbing the internal challenges that have for years hindered on service delivery, and by addressing these, we will be better placed in ensuring heinous crimes such as police killings are curbed and the establishment of good working relations with our communities are enforced.

[View the article attached](#)

Are there Viable Solutions to Mass Killings in America?

Executive Director, Patrick O'Carroll, Executive Director, FLEOA

On February 20, 2018, Federal Law Enforcement Officers Association (FLEOA) President Nate Catura and I attended the Public Safety Officer Medal of Valor Awards Ceremony at the White House. President Trump awarded twelve American heroes for their exceptional service and sacrifice. Included amongst the awardees were six responders to the San Bernardino mass. They bravely confronted and neutralized the terrorists.

Unfortunately, the President needed to take the occasion of this ceremony to recognize and discuss another mass shooting that happened only six days before – the cowardly shooting at a school in Parkland, FL.

Addressing this epidemic of mass shootings will require an examination of a broad swath of political, legislative, social, and interpersonal issues.

[View the article attached](#)

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Flexible Working Arrangements for Police Officers in Australia and New Zealand

Mark Burgess, CEO, Police Federation of Australia

In October 2016, the PFA commissioned a comprehensive survey investigating *Flexible Working Arrangements for Police Officers in Australia and New Zealand*. The survey was completed by over 11,400 officers 16.5% of all Australian and New Zealand sworn officers. This is the largest member survey the PFA has ever conducted, the high participation rate demonstrates that flexible working arrangements is a topic members feel very strongly about.

Preliminary findings challenge pre-conceived ideas regarding flexible working arrangements. It appears it is not only junior-rank officers with young families who wish to access flexible working arrangements, but findings show senior officers might also need them as they transition towards retirement.

To view the Flexible Working Arrangements Summary Report click on the link below
[FLEXIBLE-WORKING-SURVEY-FINAL.pdf](#)

The End

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