



POLICE ASSOCIATION OF TASMANIA

Newsletter 25 September 2007

Registered Office: 107 New Town Road, New Town, Phone: 03 62781900 Fax: 03 62781315
Email: pat@pat.asn.au Website: <http://www.pat.asn.au>

Non-Discipline Compulsory Transfers

Members' concerns have been raised recently with a number of forced transfers occurring. Aside from the issues associated with *why* there are no willing applicants for the positions, the Commissioner is responsible for the efficient, effective and economic management and superintendence of the Police Service. The Police Service Act provides the Commissioner with an unfettered right to transfer – S25 (1) of the Act refers.

Members have talked of having an independent review of a decision to transfer a member against their will.

Currently, members who are aggrieved may make a complaint on prescribed grounds to the Ombudsman.

Taspol management have spoken of the difficulty they face in having to select a person knowing full well the decision will impact upon the member and his/her family.

The PAT is seeking your input into this complicated issue. How do you see the selection process improving?

What would be fair system? Who should the "pool" of potential members be? What factors should be taken into consideration: personal/family, financial, skill, age? Who should make the final determination: the Commissioner, or someone else? Should there be a review to an outside person/Board? If so, on what grounds: natural justice, procedural fairness, harsh, oppressive, unjust or unfair, or other grounds?

Your input would be appreciated. Login to our member's forum at <http://www.pat.asn.au/member.cgi>, contact us directly, or come along to the next branch meeting and have your say.

Association News

Due to unforeseen circumstances the PAT has had to change the publisher of Association News. As a result the September edition will not be issued. Stay tuned for the December edition.

Gourmet Club

After consultation with members through the branches and considering survey feedback, the PAT has decided not to renew the Gourmet Club benefit. Your Gourmet Club membership will expire on the 31/10/07. The Executive has considered alternative leisure, shopping and recreational programs and will be introducing a new member benefits scheme early in the New Year. This scheme offers members and their families a broader range of discounts for family holidays, leisure activities, dining and fast food, retail shopping, automotive services and insurance products. It will incorporate national merchants and local Tasmanian traders as well. We are finalising details at the present time. Further details will be available in the December '07 edition of the Association News.

Long Service Leave

Members have raised concerns that they are being required to reduce their long service leave credits to no more than 80 days in accordance with policy. The question asked is "can they make me take my long service leave?" The short answer is no. The PAT has legal advice that states:

"The Cabinet direction is merely a guideline and we confirm that we agree with your conclusion that the employer cannot force an employee to take their long service leave at any time. The option to take long service leave is to be exercised at the discretion of the employee as indicated by the Act."

For further information on this issue, contact the PAT office.

Randolph Wierenga
President

Police Association of Tasmania