



# POLICE ASSOCIATION OF TASMANIA

Newsletter 3 October 2007

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## Non-Discipline Compulsory Transfers

Some 90 member's turned out last night for the Southern Branch meeting. The draw-card was the topic of compulsory transfers.

There was plenty of lively discussion on the issue with member's voicing serious concerns about the Departments administrative processes, the "steps" taken prior to a forced transfer being considered, a demand for an external review process, and a real concern was expressed about the departments' family friendly policies.

The following motion was put at the meeting and carried unanimously:

*That the Sthn Branch of the PAT condemns the current "tenure and compulsory transfer Policy" and also condemns the COP handling of this issue.*

*This branch further strongly objects to the proposed revised Sgt's process.*

*This Branch requests the Executive of the PAT to without delay take the following course of action:*

- 1. Address with the DPEM, COP and Minister the issue of forced transfer.*
- 2. Formulate a transparent and unambiguous policy on the issue, which, if opposed by DPEM results in a media campaign being launched, which may include Industrial Action.*
- 3. Pursue an appeal process for affected members that includes a grievance process with an independent review outside DPEM.*
- 4. Request that the COP justify his current transfer policy and its relevance to DPEM Family Friendly matters.*

*This Branch calls on all Branches to support this motion.*

Northern and Western Branches will discuss the issue at their meetings this week. All motions resulting from the Branches will be put to the Executive at their next meeting to be held on Wednesday 17 October 2007.

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

The Commissioner has released a document for discussion internally which provides for certain steps to be taken when filling vacant Sergeants positions. The PAT has not been asked for comment on this document to date. The contents of the document is as follows:

## **FILLING SERGEANTS' POSITIONS – A REVISED PROCESS**

1. *Sergeant's vacancy is gazetted seeking applications from Sergeants and qualified Senior Constables.*
2. *In the event no suitable Sergeants apply after one gazetting, the following sequence of activities and considerations will occur.*
  - a. *The Commissioner will consider whether to compulsory transfer any existing Sergeant into that vacant position.*
  - b. *During the Commissioner's deliberations he may specifically consider the compulsory transfer of a Sergeant, to whom the following applies:*
    - i. *Has completed a 2-year promotion tenure;*
    - ii. *Has previously received a report from the Commissioner outlining obligations to transfer; and*
    - iii. *The career history of the member including the locations previously served.*
3. *In the event that no Sergeant is identified to transfer, the desirability of promoting into the position will be examined. Interviews for promotion to the rank of Sergeant will be held in the event that promoting into that position is contemplated.*
4. *When a decision not to proceed to promotion has been made or alternatively a suitable applicant for promotion has not been identified, a qualified Senior Constable may be transferred to the location in which the Sergeant vacancy exists (this not necessarily indicate that the Senior Constable will perform the duties of Sergeant; this determination will be made by the relevant Inspector).*
5. *When a decision is made not to compulsory transfer a qualified Senior Constable to a location, an unqualified Senior Constable identified by the Commissioner may be transferred to the location in which the Sergeant's vacancy exists and perform the duties of Acting Sergeant. The Commissioner has an expectation that the Senior Constable successfully complete the Sergeant's promotion qualifying process whilst at that location. Inadequate progression in the qualifying process may result in transfer.*
6. *All compulsory transfers will occur in accordance with Section 25 of the Police Service Act 2003 and the Tasmania Police Manual.*

### **The Southern Branch meeting condemned this proposed policy.**

#### **The PAT needs your input. We need to hear your opinion and your concerns.**

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.

The November Southern Branch meeting will be held in a larger venue to accommodate the expected numbers. We urge you all to attend your branch meetings to discuss this issue. Southern Branch member's need to keep an eye out for the email giving details of the location, time and date of the next meeting.

Randolph Wierenga  
PRESIDENT.