



POLICE ASSOCIATION OF TASMANIA

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NEWSLETTER – SPECIAL SOUTHERN BRANCH MEETING 20 NOVEMBER 2007

Tuesday's newsletter contained a number of summary points from meetings between the Commissioner and PAT representatives (President and General Secretary).

The statement attributed to the Commissioner that all newly promoted Sergeants will be transferred on the completion of their tenure needs amendment following clarification to reflect the DPEM position which is:

- *There is no intention to move all new Sergeants automatically following tenure but if positions need filling, those members will be considered along with all other suitable members.*

The PAT Executive has developed a draft policy for consideration by members and it is reproduced below for your information and consideration.

Gazetting of the vacancy at least twice

Consideration of all applicants whether in minimum tenure or not, in the following order

- *a Sergeant who has exceeded minimum tenure in their current position*
- *a qualified Senior Constable who has exceeded minimum tenure in their current position.*
- *a Sergeant who has not exceeded minimum tenure in their current position*
- *a qualified Senior Constable who has not exceeded minimum tenure in their current position*

A compulsory non-disciplinary transfer will only occur where the vacancy has been gazetted twice and no qualified or substantive member has applied.

Any substantive can be compulsory transferred except:

- *those in minimum tenure;*
- *those who have previously been compulsory transferred (except on graduation) if the transfer required a residential move;*
- *those who have previously served in an isolated/hard to fill position*

In considering a compulsory transfer the COP should first consider whether it is possible to fill the vacancy from within the geographical area without forcing someone to move their residence.

If the vacancy requires a residential move then the COP can consider suitable candidates from around the State.

In considering suitable candidates the COP shall take the following into account

- *length of time in current position*
- *previous transfer history*
- *professional aspirations*
- *skill set and training*
- *policing experience*

If members are identified as per the above then before considering whether to compulsory transfer the COP shall take into account the following

- *general personal and family matters*
- *personal and family medical issues*
- *personal and family financial issues*
- *proximity to retirement and age*

A member identified for compulsory transfer will be able to present a case to the COP before a final decision is made. This may involve a personal meeting if desired.

If the COP has considered a member's case and decides to compulsory transfer that member he shall supply a written reply to the member's case with explanation.

When a decision is made to compulsory transfer the member shall be given a reasonable period of time to make the personal arrangements necessary – this may exceed the 28 day transfer period.

A member subject to a compulsory transfer shall be afforded similar considerations, including financial considerations, as those provided to those filling hard to fill/isolated positions.

If someone is compulsory transferred applications for transfer will be considered after 12 months

A member compulsory transferred and aggrieved by the decision may appeal to the Police Review Board on the following grounds: process, or the transfer is harsh, unjust or unfair/unreasonable.

The draft will be discussed at the meeting on 20 November.

Mark Kadziolka
General Secretary