

INTERNATIONAL COUNCIL OF POLICE REPRESENTATIVE ASSOCIATIONS

San Antonio, Texas October 8, 9, 10 2006.

Hosted by the Combined Law Enforcement Associations of Texas (CLEAT).

ATTENDEES:

Police Federation of England and Wales
Scottish Police Federation
Police Federation of Northern Ireland
British Transport Police Federation
Police Union of Denmark
EuroCop
Canadian Police Association
National Association of Police Organizations
Fraternal Order of Police
New Zealand Police Association
Police Federation of Australia

- Queensland Police Union of Employees
- Northern Territories Police Association
- Police Association of New South Wales

REGRETS:

Garda Representative Association
Garda Association of Sergeants and Inspectors
Police and Prisons Civil Rights Union

OFFICERS:

Bill Johnson of the National Association of Police Organizations (NAPO) was Chairman.

Dale Kinnear of the Canadian Police Association served the General Secretary.

ICPRA 2006 AGENDA:

Session 1:

The meeting commenced with a round table report from each of the participating representative associations on the top 4 or 5 issues their respective organizations are dealing with. Most associations provided a brief written report providing more detail. These reports are on the ICPRA website.

Session 2:

Professor Jenny Fleming, Department of Police Studies (Research) Tasmania Institute of Law Enforcement Studies, University of Tasmania, Australia.

Dr Monique Marks, Department of Sociology University of Natal Durban, South Africa.

The police research specialists presented their observations regarding changes in policing and the way police unions have traditionally responded and then offered advice on how police associations might consider responding in the future.

Based on their own research, they suggested that police associations should be more involved in evidence based research, including what their members think on issues and to canvass members' wants and needs. The discourse included their reflections on two-tier policing and the thinking behind this trend. Based on similar trends in public health and education, they suggested that police unions should be aligning themselves with other public sector unions and the labour movement generally as allies against this trend toward reducing publicly offered services. The role of the public police in the future entered into the discussions as well. Will we be specialist or generalist oriented. A move toward specialization opens the door to continued civilianization in the ranks and perhaps a broader move to private actors assuming traditional public police functions. A copy of their joint address is on the ICPR website. Professor Fleming and Dr. Marks attended as observers for the rest of the meeting.

Session 3:

Presentation by Dr Elaine Bernard Executive Director, Labor & Worklife Program, Harvard University Law School, on the international labor movement. This included commentary on the recent split in the American Federation of Labour/Congress of Industrial Organizations (AFL/CIO) in the United States of America. Some of the bigger unions in the AFL/CIO, Teamsters, United Food and Commercial Workers, Carpenter's and Joiners and the Service Employee's International Union broke off to form a new coalition, called Change To Win (CTW). Dr. Bernard explained that the SEIU has designs on expanding their international component and they are becoming more active in Australia and Canada toward that objective.

Session 4:

THE FUTURE OF ILEC

Session Coordinators: Greg O'Connor (NZPA)
 Dale Kinnear (CPA)
 Bill Johnson (NAPO)

The session began with a presentation by Dale Kinnear of a previously distributed discussion paper "The Future of ILEC." The discussion paper was prepared by Mr. Burgess, Police Federation of Australia (PFA) following input and discussion with the Executive Committee over the course of the last year. The Executive Committee felt it was time to bring some structure to the international group, without creating something too formal and political to be effective. The discussion paper included recommendations from the Executive Committee for consideration. The following items were discussed.

- Membership
- Change of Name
- Objects
- Funding
- Officers
 - Chairman
 - Secretariat
 - Executive Committee
- Frequency of Meetings
- Branding of ILEC
- Web site
- Strategic Direction
 - Communication
 - Journal
- International Policing Voice
- Location and host for 2008

Session 5:

TWO-TIER POLICING

- a) Delegate organizations contributed written report to provide an overview on this issue in their respective jurisdictions. These reports are on the ICPRA site and include detailed information on the following:
 - status of issue in their country/jurisdiction
 - under what authority any arrangements operate in their country/jurisdiction
 - what powers have they been granted
 - what terms & conditions of employment (compare with fully sworn police)
 - how entrenched is this form of policing

- what has worked & what hasn't in relation to their operation
- what roles are they performing
- do they wear a uniform
- who represents them (union wise) etc (other suggestions welcome)

Other issues:

- Use of retired police
- Use of Part Time Police
- Use of volunteers
- Use of reservists
- Changes in technology that is impacting on police work

Each delegation was asked to expand on their report. While several reported no activity in this area, most are faced with some variation of two-tier policing or their political masters are considering it or presently taking some action to put it into play. Opinions were mixed in terms of our ability to influence inception or expansion. Some felt we should move to incorporate them into police association membership, while others were adamant that there be no mixing of the two in employee representative associations. There was consensus that associations should strive to keep private actors out of the mix.

Session 6:

WORKFORCE OF THE FUTURE

Delegates participated in a lively discussion on this issue and offered experiences from their respective jurisdictions on generational changes impacting recruitment (e.g. diversity hiring). There was considerable discussion on how to attract recruit candidates from the current generation. The practice of poaching recruits from other departments appears widespread. Delegates from Canada, Australia and the U.S.A spoke to engaging federal governments in human resources problem solving and planning and especially specific human resources challenges, like recruitment. in services

- Generational changes impacting recruitment including candidate selection with diversity
- What will attract this generation of Officers to become police
- Workforce Planning
 - Attraction of recruits (what types of benefits will they be looking for)
 - Retention of Recruits (what type of benefits will they be looking for – health benefits, pension schemes, training etc)
 - Police turn over

- What will the future police department look like

Session 7:

UNITED NATIONS PEACEKEEPING: ASSISTANCE TO DOMESTIC POLICE

Several associations have members working out of country on United Nations peacekeeping responsibilities assisting existing domestic police services or helping to start up a domestic police service. This session featured a jurisdiction by jurisdiction report on compensation and benefits and problem areas in the program. Delegate organizations submitted written reports that can be found on the ICPRA website. These include a summary of key issues relevant to deployment (e.g. terms & conditions of employment, taxation status, workers compensation, health and safety issues, disciplinary processes and any other relevant issues). Written reports and delegate discussion focused on the following:

- practice
- policy
- responsibilities
- terms & conditions packages
 - wages & allowances
 - taxation arrangements
 - workers compensation & rehabilitation arrangements
 - post traumatic stress issues
 - health benefits plans etc

Session 8:

PRESUMPTIVE PROVISION FOR POST TRAUMATIC STRESS DISORDER IN WORKERS COMPENSATION LEGISLATION

The Canadian Police Association spoke briefly on an objective to have provincial worker's compensation legislation recognize post traumatic stress disorder as a compensable injury, without the member having to establish the syndrome arises from their duties. Additionally, representative associations would not need to bear the cost of expensive appeals to compensation boards or commissions. In provincial jurisdictions in Canada this will involve lobbying provincial legislatures to amend existing legislation and have PTSD included on a schedule of diseases or maladies that do not require the employee to prove the condition is the result of occupational duties. The initiative is based on the success the International

Association of Fire Fighters (IAFF) had with presumptive legislation for certain types of cancer and heart disease.

There were two other items listed on the agenda for discussion if time permitted (Understanding the Media and Political Activity). We were not able to get to those additional items. The F.O.P. did submit written comment on those items and they can be found on the ICPRA website.

OUTCOME OF THE FUTURES DISCUSSION

During the Future of ILEC session, delegates agreed to a name change from the International Law Enforcement Council (ILEC) to the International Council of Police Representative Associations (ICPRA). Delegates felt the name should be more in line with the function of the representative associations involved. Delegates appointed a formal slate of officers to carry on business between meetings. They will serve until the 2008 meeting.

ICPRA OFFICERS 2006 – 2008

Executive Committee

Chairman:	Greg O'connor New Zealand Police Association
General Secretary:	Dale Kinnear, Canadian Police Association
Members at Large:	Chuck Canterbury, Fraternal Order of Police Mark Burgess, Police Federation of Australia Joe Grant, Scottish Police Federation Peter Ibsen, Police Union in Denmark

Next Meeting: New Zealand 2008. Hosted by the NZPA.

The delegates drafted a list of objects for the ICPRA, established membership criteria, formalized appointment of officers and confirmed a registration charge for meetings and discussed other cost sharing arrangements. Delegates tasked the Executive Committee with strategic planning, communications and membership expansion and follow up on decisions and direction from ICPRA meetings. Delegates agreed to change the name to the International Council of Police Representative Associations (ICPRA) and drafted the following statement of objects.

INTERNATIONAL COUNCIL OF POLICE REPRESENTATIVE ASSOCIATIONS

OBJECTS

The objects of ICPRA shall be:

- (a) to promote the rights, efficiency and welfare of Police Officers worldwide;
- (b) to foster and assist in the establishment of police representative associations across the world;

- (c) to secure the participation of, and influence of ICPRA members in the administration, development and planning of international policing initiatives;
- (d) to cooperate with like organizations;
- (e) to promote international improvements in policing methods and the standard of policing; and
- (f) to enhance the professional standing of members of ICPRA.

MEMBERSHIP

- Membership of ICPRA will be restricted to national police representative associations.
- Notwithstanding the above, any decision on membership or observer status shall be taken by existing members of ICPRA.
- Annually each member organization will be issued with a membership plaque signifying membership of ICPRA.

FUNDING

- ICPRA by mutual agreement of the member associations may agree to share costs of the organization.
- A reasonable registration fee may be charged to the conference attendees. By mutual agreement the member associations may share any additional costs of the conference.

OFFICERS AND EXECUTIVE COMMITTEE

- The Chair of ICPRA will be nominated biennially by the host organization of the next ICPRA conference.
- During the ICPRA conference a Secretariat will be appointed for a two (2) year period and a committee of six (6) will be elected ICPRA Chair and nominated Secretariat will be part of that committee of six (6). Four (4) to be elected by the ICPRA delegates. Such committee would be tasked with liaising re ICPRA issues and actions between meetings.
- No financial compensation will be provided for Secretariat, Chair or committee members.
- The agenda for meetings should be developed by the Committee
- All logistical responsibilities (booking venue, meals etc) for running the meeting should be the responsibility of the host jurisdiction.

MEETINGS

- ICPRA conferences will be held biennially.
- At each conference the member organizations will determine the host of the following ICPRA conference.
- There will be two (2) delegates per member organization, however, there shall be no restriction on the number of officials allowed to attend from member organizations.

BRANDING OF ICPRA

- An ICPRA logo may developed by the incoming committee (2006).
- The incoming committee may be tasked with identifying, and where appropriate, liaising of ICPRA with other organizations.
- International Council of Police Representative Associations (ICPRA) – Conseil International des representants d’associations policières (CIRAP)

WEB SITE

- An ICPRA website may be developed –
 - a. Website to contain provision for an email to all affiliates each time something is updated on the site.
 - b. Consideration could be given to having a secure section on the site for material to be posted that is not for general public viewing.

STRATEGIC DIRECTION

- The ICPRA committee be tasked with developing a “draft” strategic plan for consideration. Such plan should include:
 - a. The identification of key international policing issues.
 - b. Strategies in relation to dealing with those issues from an international perspective.
 - c. The research capacity of our organizations and the identification and collation of research that has already been undertaken on those issues identified.
 - d. A communication strategy as to whom and what is ICPRA and what are its objectives. Communications strategy should include advising members of ICPRA as well as a wider plan for international media and relevant groups.

- e. Identification of and establishing liaison with identified international policing and related bodies to build credibility and relevance of ICPRA.

JOURNAL

- The ICPRA committee be tasked with developing a discussion paper re the possible development of an ICPRA Journal.

INTERNATIONAL POLICING VOICE

- The ICPRA committee be tasked with developing a discussion paper on how ICPRA can assume the International Policing Voice.