



Member Benefits and Services

Protect > Represent > Support



Welcome to your Police Association



On behalf of your fellow police colleagues, I welcome you to your new career as a Victorian Police Officer and also as a member of The Police Association.

As someone who has proudly served as a Victoria Police officer for 37 years, I can personally attest to the highly satisfying nature of police work. Quite simply, policing is a wonderful profession. One of the things that make it great is the friendships, camaraderie and mutual support networks that you will undoubtedly forge with your new colleagues.

On the other side of the coin, policing will inevitably bring significant challenges your way. This is because, in a single shift, policing can expose you to more of the darkest and unsavoury elements of life than most people are ever confronted with in a lifetime – and every person you come into contact with

is looking for you to help them with their problem. But when things go wrong, who will help you? The Police Association will.

As ordinary people doing extraordinary work, there is often a need for Police Officers to seek all manner of support, representation, advocacy and advice.

The Police Association provides all of these forms of assistance to its members, and has done so for generations – since 1917 in fact. It is also the reason why 98 per cent of your police colleagues, past and present, have chosen to be members.

This booklet sets out and explains the many and varied benefits and services that The Police Association has to offer its members. I encourage you to take a few moments to read this booklet carefully. I'm confident that after doing so, you will better appreciate why Police Officers and PSOs feel compelled to join The Police Association.

Whether it's campaigning and negotiating for better pay and conditions; providing members with legal advice, representation and welfare support; or publicly advocating for the interests of Police Officers through the media, The Police Association does all of these things and a whole lot more.

You can also take comfort in the fact that The Police Association is specifically geared to serve the needs of police members, because it is governed and run by serving police members. In addition, your fortnightly membership subscriptions are fully tax-deductible.

Again, welcome to The Police Association and to policing – a ringside seat to the greatest show on earth. May your policing career be long and rewarding.

A handwritten signature in black ink that reads "R. W. Iddles".

Ron Iddles
Secretary



We exist to protect, represent and support you at work.

- ✓ We protect you from litigation arising from your employment, and provide you with advice on legal and discipline issues.
- ✓ We represent your employment interests with Police Force Command and Government, to negotiate better wages, terms and conditions and assist you in dispute resolution.
- ✓ We provide benefits and welfare support for members working in a difficult environment.

A proud history of achieving for our members since 1917

Policing in Victoria as we know it today owes much to the existence of The Police Association, an organisation that has been upholding the rights of police at work since 1917.

Before police were industrially represented in Victoria, they were paid less than labourers. Thanks to The Police Association, police now enjoy salaries and conditions of employment that rival those afforded to other professional employees.

As an Association, we have grown in size and stature, and negotiate directly with the Chief Commissioner of Police and Government representatives on your behalf. In this regard, we are often known as one of the State's most effective employee representative bodies.

Our services are provided to you by currently serving police as well as industry professionals who are familiar with your work. Hundreds of our members use services provided by The Police Association every day.

We hope that this brochure provides you with the information you need to make the most out of your membership.



Protecting you

Policing is difficult work, and comes with significant internal police and public scrutiny.

Many split-second decisions that you make will be second-guessed or evaluated by others, often well after an incident has occurred.

Your Association membership serves as an essential form of insurance protection. It is therefore not difficult to understand why almost all of your colleagues seek this protection by joining The Police Association.

Free legal advice

As a Police Association member, you have access to expert representation and advocacy provided by our Legal Section.

Being a member provides you with free preliminary legal advice should you be investigated or charged with a disciplinary or criminal offence related to your duty as a Police Officer. We also assist members if they are subject to an investigation by the Victoria Police Force or by external agencies that have oversight of police.

We also assist members who have complaints or charges laid against them, including defending members against work-related civil litigation and criminal charges should they be eligible for funding under the Association's Legal Representation Cost Fund rules.

Professional advocacy is offered to all members if they are the subject of internal disciplinary charges.

Members may also seek advice regarding issues including WorkCover, medical negligence, asbestos exposure, superannuation and insurance claims, public liability and family law.

We protect members by providing:

- ✓ Free preliminary legal advice
- ✓ Immediate and urgent legal advice if you are involved in a critical incident
- ✓ Access to Legal Representation Cost Fund, if eligible
- ✓ 24-hour professional advocacy
- ✓ Advice on matters such as WorkCover, super and insurance
- ✓ Advice from people with policing experience

Grievance advice

We provide members with advice in circumstances where they are aggrieved as a result of a transfer or non-promotion. This advice is provided by currently serving and former Police Officers experienced in administrative law and who are familiar with your job.

Police Association delegates are always on hand to help you

And, if you want to see a familiar face at your workplace, our trained workplace delegates are available to assist and represent you at a local level. Help is never far away, with our delegates and assistant delegates located at police work-locations throughout the State.

For information on who your local delegate is and how to contact them, visit www.tpav.org.au or download our smartphone app, TPAV ASSIST





Representing you

The Police Association provides a voice for its members on issues that matter to police at work.

Through comprehensive and professional industrial relations representation, we aim to achieve the best possible salaries and employment conditions for all members and ensure that members receive their correct entitlements.

This is achieved through the enterprise bargaining process, where The Police Association periodically re-negotiates salaries and conditions of employment with your employer. In this way, your terms and conditions of employment will continue to improve throughout your career.



Protective Services Officers (PSOs) – an important part of The Police Association’s family

PSOs have been an important part of the policing landscape in Victoria for close to a generation. In this time, The Police Association has worked hard to represent the needs of PSO members and to achieve numerous improvements to their pay and conditions.

The following are just a few of the substantial advancements we’ve made on behalf of all PSO members:

- ✓ Equal superannuation entitlements. After waging a campaign for more than a decade, The Police Association secured access for PSOs to the same superannuation entitlements as those enjoyed by their police colleagues and other emergency services workers;
- ✓ Negotiated pay rises well above inflation for PSOs over the past 10 years;



- ✓ Achieved a new career structure, enabling PSOs to access pay rises more often as their careers progress.

As a new PSO member, you will be a beneficiary of these key achievements. Being a Police Association member from this point on means that you will be part of a strong and united collective. This positions us to achieve even more on behalf of PSO members into the future.

At a time when PSO numbers are the largest they’ve ever been, this is a comforting prospect.

We provide advice and representation to members on a range of industrial matters including:

- ✓ Salaries and allowances
- ✓ Conditions of employment
- ✓ Organisational changes to work practices or processes
- ✓ Occupational health & safety
- ✓ Workers compensation (WorkCover)
- ✓ Equal employment opportunity
- ✓ Collective representation and negotiation during enterprise bargaining periods
- ✓ Ongoing representation at police consultative forums
- ✓ Resolution of individual industrial cases
- ✓ Assistance with workplace conflict
- ✓ Professional training to hundreds of workplace representatives
- ✓ Lobbying in legislative and public debates



Supporting you

As demanding as it is rewarding, policing often takes a toll on our members and their families.

Consequently, police members need to pay particular attention to their own personal needs. Some police experiences are unpleasant, to say the least, and seriously impact on the wellbeing of our members.

Life also presents unexpected difficulties for many members and their families, with illness and unfortunate circumstances making police work even more difficult.

The Association provides a number of benefits and services to make difficult times a little easier.

Sickness benefit

Should you be unfortunate enough to incur a non-work-related illness or injury that exhausts all of your paid sick and annual leave entitlements, leaving you without an

income, your Association provides a weekly sickness benefit payable for up to 26 weeks in any one year.

Death benefit

In the event of your death – or the death of a spouse, de facto partner or dependent child (including stillborn) – we provide a substantial benefit to your family to assist at this most distressing time.

Hardship benefit

Should you find yourself in genuine financial hardship, your membership can provide a grant to assist you in meeting your commitments.

Hospital benefit

If a Police Association member or a member of their family is hospitalised, we may be able to assist. Members attending hospital may be eligible to receive additional assistance that will make these difficult times easier.

The Association provides a number of benefits and services to make difficult times a little easier:

- ✔ Sickness benefit payable for up to 26 weeks for a non-work-related illnesses
- ✔ Death benefit for you or a family member
- ✔ Hardship benefit to help you financially
- ✔ Hospital benefit if you or your family are hospitalised

Free, confidential 24-hour counselling service



Our Member Assistance Program is designed to enable members and their families to obtain free access to professional counselling to help maintain personal health and wellbeing.

This service, provided by Optum, is strictly confidential and is accessible to members on a 24-hour basis at no cost.

The Association's Member Assistance Program is not run in competition with similar services offered by the Victoria Police Force. Rather, it is provided to complement them, or as an alternative should confidentiality be of concern for our members.

Need to talk?

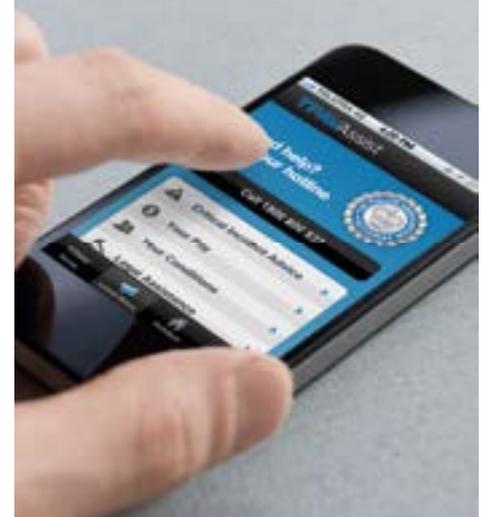
Contact Optum to make an appointment with a professional counsellor.

Phone 1300 361 008
(24-hours, 7 days)

Calculate your pay online



Use the online calculator to work out how much you should be getting paid. Visit www.tpav.org.au or download our smartphone app, **TPAV ASSIST**.



As well as the many workplace benefits that Association membership provides, there are some additional benefits to help make your life outside work easier.



Discount goods and services

Members are entitled to discounts on a range of goods and services from participating retailers/providers.

Cash discounts off the purchase of a new Holden or Renault vehicle

The Police Association has teamed up with Holden and Renault to enable Association members to save between \$500 and \$3,400 on the purchase of a new car in the Holden or Renault range.

A list of all models in the Holden and Renault ranges and the discounts they attract under the program can be viewed by members on the Association's website.

So at the very least, if you're in the market for a new car, we highly recommend that you consider taking advantage of these programs.

Free will service

As an Association member, you and your partner can have a will drawn up free of charge. Costs may be incurred depending on the complexity of the will. Simply call us for a referral.

Health Insurance/Energy discounts

The Association has engaged with a variety of providers to help ease the cost of living pressures for all members.

This includes engaging with health insurance providers and utility organisations for competitive member discounts.

TPAV Rewards

TPAV Rewards is an online rewards program, offering members genuine discounts and cash-back on over three million products across 500 online retailers.

The retailers involved with this program are some of Australia's most biggest and trusted brands, including Dan Murphys, Dyson, Big W, Kogan and Bonds, to name just a few.

Union Shopper

Members have access to Union Shopper, a service that allows you to access savings on a variety of goods and services. These include electrical and whitegoods, theme park and entertainment tickets, all types of insurance services, great travel services (including holidays and accommodation), motor vehicles (new and used), mowers, cameras, sewing machines, professional services (such as dental), florists, personal loans, home loans, computers, stereos, TVs and VCRs.

Recognition-of-Service presentations

The Association gives presentations to retiring members as they leave the policing family, and continues to assist our retired members in their post-police lives.

For more information on these and more benefits, go to www.tpav.org.au, or download our smartphone app, TPAV ASSIST.



Need a break? Enjoy a stay at one of our holiday homes

The Association owns holiday accommodation properties all over Victoria. They are all fully self-contained and available all year round for the use of our members and their families, to enjoy a relaxing and moderately-priced holiday.

Our holiday homes are located in:

- ✔ Bright
- ✔ Echuca
- ✔ Lakes Entrance
- ✔ Phillip Island
- ✔ Port Fairy
- ✔ South Melbourne
- ✔ Tawonga South
- ✔ Yarrawonga

For more information on how to book and availability, go to our website and/or smartphone app, TPAV ASSIST.



Achieving results for members since 1917

The Police Association exists to serve its members, and we continually strive to improve your pay and conditions of employment.

It was upon this philosophy that The Police Association was established in 1917, and it continues to drive us to this day. At The Police Association we work hard to achieve positive results for members on all manner of issues – big or small.

While we assist and represent dozens of individual members on a daily basis with industrial, legal and welfare assistance, the Association also campaigns hard to improve the working lives of our members.

A proud history of results

The following is just a small sample of some of the more significant results we have proudly fought hard for and achieved on behalf of our members.

- ✓ Achieved an average salary increase of more than 4.7 per cent per annum over four years for our members commencing from 1 December 2011.
- ✓ Successfully campaigned for both major political parties' agreement to boost police numbers by an additional 1,700 prior to the 2010 Victorian state election. Our 'Save Our Streets' campaign involved collating the largest-ever petition submitted in the history of the Victorian Parliament (over 70,000 signatures).
- ✓ Helped create the best police superannuation scheme in Australia in the late 1980s, and fiercely safeguarded it against erosion ever since.
- ✓ Secured the provision of new safety equipment for members, including semi-automatic firearms, integrated operational equipment vests and Tasers.

Future campaigns

Having achieved much to improve the working lives of our members and their families for nearly a century, The Police Association does not intend to rest on its laurels.

We recognise that there still remains much to do to further improve our members' conditions at work, so that you're best placed to protect and serve your 5.8 million fellow Victorians.

For this reason, you will see The Police Association publicly campaign for such improvements in the future.

As a new Police Association member, we look forward to your active support in our future campaigns.

As an Association member, it's important for you to know what we are doing, and for you to let us know what is important to you.

To help you make the most of our benefits and services, we like to keep you up-to-date. That's why as an Association member, you'll receive regular updates that will help you make informed decisions at work.



Smartphone App (TPAV ASSIST)

TPAV ASSIST is the Association's very own smartphone application. The app allows members to access important Association services and benefits 24 hours a day, 7 days a week, making it easier for members to contact the Association in critical and emergency situations.

Features of the app include:

- ✓ Critical incident advice
- ✓ Latest news and information
- ✓ Pay and conditions
- ✓ 24-hour members' counselling service
- ✓ Holiday Home vacancies and bookings
- ✓ Legal and Cost Fund advice
- ✓ Member discounts, services and benefits
- ✓ Association contact information (including after-hours support)

The app is free to download and is compatible with iPhone and Android devices. Members can download the app via iTunes or the Google Play Store.

Website and email updates

You'll also receive regular email updates that will let you know what's happening, as it happens. Our members rely on our news 'briefs' to let them know about urgent and emerging issues.

With access to our 'member only' website, you can touch base with the Association at any time. The Association's website provides members with news and information that is updated every day.

Importantly, you can find out what's happening or access many of our services online, after-hours, or even when you're at home or on holidays.

Media advocacy

One of The Police Association's key functions is to maintain a strong public voice on issues important to members and their profession, through all forms of media. Members can always rely on The Police Association to stridently advocate on your behalf in all public forums.

Monthly Association Journal

Our monthly Journal provides detailed advice for members about your industrial rights and current issues. You'll learn about your entitlements, read about issues affecting fellow members across Victoria, and be advised of new benefits of your membership.



For more information about the services and benefits of your membership, contact us:

Email: general@tpav.org.au
Phone: 9468 2600
Fax: 9495 6933
Toll free: 1800 800 537 (outside Melbourne metro)

www.tpav.org.au

