

# From humble beginnings...

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The Police Association of New South Wales is a registered trade union, formed in 1921. Until 1999, membership was open to all sworn members of the NSW Police Service of, and under, the rank of senior sergeant, including student police officers. Since 1999, when the Commissioned Police Officers' Association amalgamated with the Police Association, membership has been open to all sworn police in New South Wales. The Association has a current membership of more than 14 000. This represents 99.9 per cent coverage. The Police Association is divided into five areas of responsibility: Administrative, Legal, Industrial, Field Services, and the Research and Resource Centre. The Association's official publication is *New South Wales Police News*, published monthly since 1921.

## Research and Resource Centre

The Research and Resource Centre of the NSW Police Association was established in 1993. The decision to establish the Centre was significant because it acknowledged and reinforced the Association's important and expanding role in contemporary policing issues. As the largest police union in Australasia, the Association recognised that policing was becoming increasingly more complex and challenging. To meet new demands and challenges, the Association saw the need to expand its support of the professional development of the membership and to establish a research capacity that allowed it to produce reports, submissions and position papers of the highest quality on current policing and industrial issues.

As part of its research initiative, the Association took a further decision in 1994 to establish a Research and Resource Centre library. Two librarians were engaged to implement stage one, which focused on an audit of resources, a review of organisational and information procedures, and the preparation of a report, with recommendations, for the Association's Executive. The Executive endorsed the report and the librarians were further engaged to implement the recommendations. This stage included the purchase and installation of a library database, collection development, cataloguing, resource sharing, research support and staff training.

Establishing a library from scratch can be exciting; establishing the NSW Police Association library was particularly

exciting as it was set up during the Royal Commission into the NSW Police Service. Responding to the Royal Commission required an enormous research effort. In part, this contributed to the Association's decision, in 1997, to establish a permanent librarian's position. This position was offered to, and accepted by, the consultant librarians on a job-share basis. The Association also provided new accommodation for the Centre, including new library facilities.

Two years ago, after a great deal of lobbying, planning and design input, the Association launched its website. The site has been invaluable, as it has allowed the Research and Resource Centre to develop links with other police services and unions in Australia and around the world. It has also generated a new source of information requests (more work). The site receives around 10 000 hits per month.

## Research and Resource Centre Library

The mission of the library is to provide relevant and current information, in both print and electronic form, to members, Executive, staff, and bona fide researchers in the areas of policing, including education and training, reform, management, unions, ethics, justice, occupational health and safety, and industrial relations. Material relating to the NSW Police Service is a particular focus. The library also has responsibility for co-ordinating access to records across the various divisions of the Association and the training of staff in the use of the library databases, CD-ROMs and online searching.

The research collection comprises some 3000 books and documents, 300 serial titles, annual reports and looseleaf services, research and project files, Association reports and submissions, transcripts, submissions and reports of the Royal Commission into the NSW Police Service, and a number of CD-ROMs.

The library shares information and resources with other police, union and specialist libraries and is a member of PRIMA (Police Researchers Information Management Australasia), ULIN (Union Library and Information Network) and LOTSS (Libraries of the Social Sciences). Its facilities and services are publicised through the *New South Wales Police News* and its website. Material is available to other libraries through interlibrary loans. ■

## Queensland pay equity inquiry

The Minister for Employment, Training and Industrial Relations has directed the Queensland Industrial Relations Commission to hold an inquiry and report to the Minister on pay equity in Queensland. ALIA has lodged a submission to the Inquiry, which is being undertaken by Commissioner Glenys Fisher. ALIA's submission, and others, can be found at <http://www.detir.qld.gov.au/qirc/submissions/index.htm>.

### Terms of Reference

The Pay Equity Inquiry began on 2 October 2000 with the following terms of reference:

'The Commission is to consider:

1. The extent of pay inequity in Queensland. In doing so the

Commission is not required to examine all industries and occupations, but is to include an examination of the findings of the New South Wales inquiry into pay equity and their relevance to Queensland. The examination is to consider:

Whether the relevant Queensland and New South Wales legislation differs and the extent to which any such difference may impact on pay inequity in Queensland; and

The relevance of the case studies into the undervaluation of women's work examined as part of the New South Wales inquiry for Queensland.

2. The adequacy of current

legislative arrangements for achieving pay equity.

3. The New South Wales Equal Remuneration and Other Conditions principle and the Tasmanian Pay Equity principle and their relevance for a pay equity principle for Queensland. The Commission is to prepare a draft principle which may be adopted in Queensland.'

The process to be followed includes: invitation to interested persons or organisations to make written or oral submissions; public hearings in selected centres across the state; and preparation of a draft pay equity wage principle, with presentation of the final report to the Minister by 30 March 2001. ■