



**SOUTH AUSTRALIA POLICE**  
KEEPING SA SAFE

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30 October 2019

Jonathan Coppel  
Presiding Commissioner  
Remote Area Tax Concessions and Payments study  
Productivity Commission  
GPO Box 1428  
Canberra City ACT 2601

Dear Commissioner

### **SAPOL submission for the 2019 Commonwealth Productivity Commission**

SAPOL has been afforded the opportunity to provide a submission into a review being conducted by the Commonwealth Productivity Commission. Given the potential impact on fringe benefit tax liability amounts and recruitment/retention effectiveness with regional and remote based employees, SAPOL wishes to provide the following submission:

On occasions, SAPOL experiences difficulties in attracting suitable police officers to certain rural or remote locations. The South Australian Police Enterprise Agreement 2016 includes measures to attract more police officers to country and remote areas and includes a system incorporating three levels of incentives to apply to rural and remote postings which SAPOL has difficulty filling by the normal selection processes.

- Level 1:** applies to hard to fill rural and remote one and two person and small stations (includes rent free housing, or 70% rental subsidy).
- Level 2** applies to the AP and Yalata Lands and Oodnadatta (includes rent free housing).
- Level 3** applies to hard to fill positions in larger rural and remote Country stations.

These measures are in recognition of the unique difficulties in working at these locations and the importance of attracting suitable staff. This classification enables working conditions and remuneration packages to be available as part of the terms and conditions for appointment to the position.

Currently SAPOL have 549 remote SAPOL employees who would be impacted by any changes to the tax concession payments.

Many police officers elect to relocate to these rural and remote postings due to the financial incentives on offer and any changes or negative adjustments passed on to the employee, would likely serve as a disincentive for suitable police officers to relocate to those locations.



The removal of, or any negative adjustment of existing taxation arrangements may have budgetary cost shift implications for SAPOL, and potentially reduce the attraction and retention incentives members currently receive.

SAPOL requests the Productivity Commission considers to maintain the status quo, exempt SAPOL from any changes to the negative or ideally improve taxation concession payments for members working in country and or/remote areas.