



SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



OFFICIAL

The Band of the South Australia Police



The Band of the South Australia Police contributes to the effective and efficient operation of the Police Service by maintaining, strengthening and expanding lines of communication and public relations between police and the community. The Band promotes community safety and crime prevention strategies and provides SAPOL and Government ceremonial support as required.

South Australia Police is an institution steeped in proud tradition, being the first Police Force in Australia, and one of the oldest in the World.

The Band of the South Australia Police is the **oldest Police Band in Australia** and has been a significant part of the state's fabric since its formation in 1884.

The Band of the South Australia Police supports SAPOL's 2030 vision of 'Safer Communities' through its focus and commitment to the community of South Australia. The Band contributes to the vision through engagement with the South Australian community to make people feel safe and secure by adopting a prevention first approach. This is achieved through active engagement and collaboration with community, government and non-government agencies.



**Government of
South Australia**

Service Integrity Leadership Collaboration Courage Respect

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Spearheaded by the **Concert Band, Parade Band**, and its **many smaller ensembles**, have maintained a workload of approximately 300 musical tasks per year for the past decade, entertaining and educating South Australian communities across the state.

The much-loved Band have been recognised as a **State Cultural Icon**, a prestigious honour that is a first for our state, bestowed by The National Trust of South Australia, and acknowledges the work of the Band in supporting community events and delivering safety messages to school students, as well as the Band's role in police and military tattoos in Australia and overseas and in providing ceremonial support at official state events.

The "State" Band continues to support vice-regal events at Government House, street parades commemorating significant South Australian events, and police-initiated ceremonies, parades and events.

The Band's strong reputation is not just confined to our state – it is renowned internationally as one of the world's most entertaining marching bands, having appeared at several major international events since 1990 including the prestigious Royal Edinburgh Military Tattoo (1990 and 2000), The London Royal Tournament in 1998, Bremen, Germany "Musikschau Der Nationen" in 2008 and tattoos held in Basel, Switzerland in 2010 and 2013.

In 2016 the critically acclaimed Band impressed audiences at the Royal Edinburgh Military Tattoo in Melbourne and Wellington NZ, and later that year the Band travelled to the United Kingdom to perform as Australia's representative at **Her Majesty the Queen's 90th Birthday Celebration** at Windsor Castle.

UNIT PROFILE

A Band Member in the Band of the South Australia Police is accountable for performing as a musician/vocalist in the 32 piece band at ceremonial and concert functions as directed. The incumbent may also be required to perform in one or a number of small ensembles within the Band, on their primary or secondary instruments.

The Band comprises of the following instrumentation:

2x Flute/Piccolo, Oboe, Bassoon, 6x Clarinet. Bass Clarinet, AATB Saxophones, 2 French Horns, 4 Trumpets, 2 Tenor Trombones, Bass Trombone, Euphonium, 2x Tuba, String Bass, 3x Percussion, Vocalist/Keys.

The Band primarily fields the following ensembles:

Concert Band, Parade Band, Big Band, 2 x School Beat Bands, Wind Quintet, Clarinet Quartet, Brass Quintet, Trombone Quartet, Dixieland Band, Funk/Rock group "Soul Patrol", Small Concert Band "Off The Cuff", and Lounge Group "Radio 5".

Members of the Police Band perform other tasks and functions when at performances these may include - Road Crew, loading/unloading and moving all equipment required for Performances/rehearsals, Truck and Bus drivers, and Sound and Production.

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REPORTING STRUCTURE

The 32 piece Band sits as part of SAPOL'S Governance and Capability Service, under the Community Engagement Branch reporting to a Police Superintendent and Chief Inspector.

Directly the Band is managed by the Senior Sergeant - Coordinator of Band and Corporate Events, supported musically by the Musical Director, and administratively by 2 Sergeants - the Drum Major and Bandmaster.

Additionally, there are 8 Senior Constable First Class – Senior Band Members, who work in the profiles of - 3x Senior Musicians, Stage Manager, Stores and Transport, Librarian, Deputy Drum Major and Staff Music Arranger.

Remaining staff are at the rank of Constable / Senior Constable.

AWARD AND CONDITIONS

All Band members are sworn police officers who wear the police uniform, however do not possess operational police powers via a special order.

All new recruits enter the Band directly after successful audition and recruiting processes are satisfied.

All band personnel are shift workers and are required to perform duties in evenings and on weekends when commitments prevail.

Opportunity may present to travel intrastate, interstate and overseas, which may result in extended periods of time away from home – 1 to 2 days up to approximately 30 days in succession, which may require performing in all weather conditions in compliance with OHS&W policies.

The Band is remunerated in line with the current Enterprise agreement for police officers in South Australia who receive an attractive salary, starting in the range of \$83,398-\$102,491 per annum currently for constables, plus a 10% loading for Band members in lieu of shift penalties. There are eight pay increments within the rank of constable, each obtainable upon the anniversary of the incumbent's appointment to this rank.

Any overtime in excess of 8.5 hours is accrued as Time Off In Lieu, calculated at an hour for hour rate. These hours are recorded on the members electronic time card and may be taken through mutual agreement with Band management. Up to 40 hours TOIL may be accrued at any given time.

Band members accrue and receive 6 weeks of paid Annual Leave. These weeks of leave are programmed off as a whole Band and occur generally in January (4 weeks) and July (2 weeks). Alternatively, members may negotiate to change some of these scheduled dates through negotiation but will be subject to organisational needs. Additionally, members receive 12 paid days of annually which are programmed by management throughout the year.

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Long Service Leave is accrued at a rate of 9 days per calendar year, accessible after 10 years of service. Pro Rata is available after 7 years of continuous service, and Police service leave is accrued at the rate of 4 weeks per five years of continuous service after fifteen years.

Members also have access to Paid sick leave - 6 days in the first six months of service, 6 days in the second six months of service and then 12 days annually. Sick leave is cumulative and does not expire. Annually a Child Care Allowance of 3 days, and Urgent Necessity Leave of 3 Days is also available.

Additionally Compassionate/Bereavement leave, Defence Reserves and Military leave, and Maternity/Paternity leave is available. Paid Maternity leave is available to members for a period of 16 weeks, but only accessible after a period of 12 months continuous service.

Scope exists for members to elect to work part time to a minimum of .4 FTE (4 days per fortnight). This is in negotiation with SAPOL, Band Management and the member, and is subject to meeting organisational needs.

All new incumbents become members of the Triple S Superannuation Scheme (Government run employee's scheme) and a minimum contribution of 4.5% is deducted post tax, matched by SAPOL up to 10%.

All uniform required for day-to-day shifts and engagements as well as ceremonial performances are provided by SAPOL, and have an applicable replacement schedule. A Band specific allowance of \$12.70 is paid fortnightly to assist in maintenance of SAPOL uniforms.

All musical instruments and accessories required for performance of duties are supplied by SAPOL within certain limitations. Ongoing costs associated with repairs and maintenance of SAPOL equipment is also covered. Members may elect to use personal musical instrument/s but SAPOL bears no liability should damage occur or maintenance be required.

Allowances are payable to members where duties require them to perform duties away from home. These include meal and incidental allowances where provisions have not been made. All accommodation and transport costs during working hours or deployments are managed by SAPOL.

Membership is available to the Police Association of South Australia, and members are encouraged to become members of the South Australia Police leave bank fund and the Police Sick and Accident Fund. Other Police related health, sporting and welfare groups are also available to join as members.

Members are encouraged to make themselves aware of the current Enterprise Bargaining and Police Award conditions.

Successful applicants will be subject to a probationary period for 12 months vide Section 27 of the Police Act, 1998.