

TRIAD DANGER

Criminal Chinese triad gangs will flourish very quickly in Australia unless there is quick police action to stamp them out, according to a senior officer with the Hong Kong Independent Commission Against Corruption.

"The Chinese are quite conservative people and will pay money and bow to the pressure of extortion to avoid trouble," Mr Frank Yeung said during a visit to AFP contacts in Canberra.

"In Hong Kong the triads are under control but in Australia they could be free to flourish and it would not be long before they moved out of the ethnic communities into the national mainstream.

"These ruthless people are a real danger to Australia. And remember that they are not gangsters; they are 'businessmen', using business as a front," he said.

Mr Yeung, 45, a Chief Investigator, has been with the ICAC since it was formed in 1974 and is a specialist in pursuing corrupt government officials. His work has made him familiar with the operation of organised crime in Hong Kong and the city state's gambling and corruption.

The government on mainland China has moved against organised crime and with the take-over of Hong Kong in 1997 growing ever closer, the city's criminal elements are anxious to get away and set up their operations elsewhere.

The Chinese communities of Australia, particularly in the major cities along the eastern seaboard, especially Sydney and Melbourne, are highly attractive to them.

"Australian police must work closely with the Hong Kong police and the ICAC to stop Australia's Chinese communities being preyed upon by triads. Australia's police forces need more people of Chinese background to infiltrate the gangs," he said.

"Law enforcement agencies also must have their paid informers and they must be able to guarantee their safety. A triad society cannot survive without finance, and cutting off their sources of funds by using informers is one fundamental method of control."

CAREER STRUCTURE REVIEW REPORT

D EPUTY Commissioner (Administration) John Johnson, who chairs the CSR steering committee has issued the following bulletin on the question:

Commissioner McAulay has decided to adopt a five level rank structure for the AFP and the Minister for Justice, Senator Michael Tate, has endorsed his decision. The existing ranks to be absorbed within the proposed new levels are:

Work Level	Current Rank
1	Constable First Constable Senior Constable
2	Sergeant Senior Sergeant Station Sergeant
3	Inspector Chief Inspector Superintendent
4	Chief Superintendent
5	Assistant Commissioner

While the Commissioner has decided on the new levels and current ranks to be absorbed, no final decision has been made on rank titles, insignia or how individual positions will "slot" into the new structure. These matters are still to be considered by the CSR Steering Committee, and members will be told decisions as they are made.

The CSR Project Team has designed a process where AFP positions (the number given to each job) can be properly, accurately and consistently graded for level (rank). The existing points grading system of assessing jobs has now been changed to be accurate for the AFP of today. Chief Superintendent Dick Dixon, with a team of others, is reassessing AFP jobs and organisational charts against the new guidelines. Naturally no final decision on how the old ranks will fit into the new levels can be made until Mr. Dixon has completed his review.

Increments within the new ranks (levels) were proposed for the CSR. This is a matter still under consideration and is now a matter between the Australian Federal Police Association and the Government, through the AFP Industrial Relations Division. However no member will get a lesser rate of salary than he does today.

The reality is that a new award or determination from the Federal Police Arbitral Tribunal (FPAT) must be struck to accommodate the CSR, and to start that process the matter was mentioned before the FPAT on 11 July 1988. Both the AFP and the AFPA made supportive comments regarding the CSR's principal recommendations, and outlined the logic behind the concept. It is now proposed to wait for the National Wage Case decision, which is expected soon, before progressing further with this matter.

Rank insignia is still being considered, but we have decided that members will not lose any of the badges of rank they now wear. Regardless of any changes to titles that may flow from the CSR, members may wear their existing insignia until a change of personal rank occurs.

January, 1989, has been announced as the target date to start the new ranks (levels). We are on target, and this date should be achieved. The necessary changes to the award, the AFP Act and Regulations and our General Orders and Instructions, are being prepared.

The current AFP training and promotion systems are also to be modified to reflect the policy that all promotions will be on 'demonstrated merit'. This removes all the current prerequisites, such as qualifying courses. Training must now be more flexible, and the current central philosophy of training in Canberra has to be reconsidered. A modular training system, with no module being dependent on another, is proposed, with each module addressing a specific job-related issue derived directly from the work of that particular job. This new 'self-management' concept of training is to be restricted to work levels two and three in the first instance. The modules could be offered in a variety of forms, such as by correspondence or audio-video packages. One of the advantages of this approach is that it would be possible to offer these modular courses in the Regions and not only in Canberra. These new training concepts are now under consideration by Training Department.