

# POLICE

JANUARY\FEBRUARY 2020

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**FIT FOR PURPOSE FLEET**



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A new Prado on the outskirts of Ilfracombe. Photo courtesy of Senior Constable Bede Little.

## COVER STORY

Page 27

### FIT FOR PURPOSE FLEET

Fifty-three new Toyota Prado 4WDs are being delivered to rural and remote postings across Queensland in a major upgrade from previous vehicle models.

It must be distinctly understood that any expressions of opinion by correspondents in our columns must not be considered the opinion of the Editor, and no responsibility arising from there can be accepted.

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**SUBMISSIONS:** The Journal accepts letters and articles to be considered for inclusion.

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General President, General Secretary, and Assistant General Secretary are ex-officio members of all committees.



## IAN LEAVERS

### JUVENILES

**Members will note a number of our Regional Reps have again this month chosen to discuss juveniles in their columns, and may also remember the Journal cover story about juveniles last year.**

To be honest, we all feel like cracked records: we are all repeating the same story over and over again, and nothing seems to be getting better within our communities. Our members are repeating the cycle of apprehending youths, processing them, and putting them before the courts, only to see them released and back out on the streets ready to be apprehended again for their next inevitable violation. It's inevitable because they face zero consequences for their actions.

This situation occurs right across the state, but in some areas it's particularly extreme, such as in Townsville. I was in Townsville for a QPS realignment meeting recently and was invited to attend another meeting held by a community group. It's got to the stage where the community are so fed up they are forming their own organisations in an effort to curb the crime they are seeing day in, day out on their streets. Some of these community members are afraid to go to their local shopping centres, for fear of being mugged.

They are even afraid to cross the street due to the constant hooning of juveniles in stolen vehicles. It was eye opening to attend this meeting, and to realise just how distressed the community is: in fact, it was disheartening. We as police officers are tasked with keeping the community safe, and there I was hearing just how unsafe the community feels. The most frustrating thing is that I know our members are doing their jobs to the

best of their ability. We are being let down by other government departments, and especially the judiciary, who are refusing to make any of these juvenile offenders accountable for their actions. Something's got to give.

Something must be done. We are willing to work with whoever we need to in order to bring about the change that is needed, to break this seemingly endless cycle of crime.

### CDP

Members would be aware that the Commissioner has recently announced the abolition of the CDP. In general terms, this is a very good decision because the programme was extremely time consuming for Constables, made it difficult for some members to progress to Senior Constable (particularly those who were in busy stations), and it was very costly.

This change has been applauded by most Constables throughout the state. As of 1 March, all members on paypoint 1.6 and those on paypoint 1.5 for 12 months with 100 CAPS will now progress to Senior Constable.

This will mean that those members can now effectively get two pay rises per year for the next 10 years. There is still some clarification of transitional arrangements and the Union will be involved on a review committee to ensure that no member is disadvantaged as a result of this change.

While this is a positive outcome for Constables, I have concerns for those members working at CDP at the Academy.

They are a very committed group of officers who have dedicated themselves to the training and education of new officers. QPU General Secretary Mick Barnes and Senior Industrial Officer Stephen Mahoney have already met with these members and we will ensure they are not negatively impacted by this decision.

### QSUPER MERGER

Many of you will have seen the announcement at the end of last year that QSuper and Sunsuper are looking at merging.

As an organisation that nominates a Trustee to the Board of QSuper, the Union currently holds grave concerns that a merger is not in the best interests of police and members of QSuper.

An announcement of an MoU for an exclusive period of due diligence for a merger between QSuper and Sunsuper has been announced.

The QPU's sole test on any talk of 'meddling' with a police officer's or QPU member's superannuation is, 'Is this in the best interests of the members?'.

The QPU are deeply sceptical of any merger between QSuper (QSuper is controlled by the Government with the Queensland Police Union having a nominee on the board), and



Sunsuper, chaired by former Anna Bligh Labor Government Treasurer, Andrew Fraser.

### OUR CONCERNS CENTRE ON SEVERAL KEY ISSUES THAT INCLUDE:

- We believe that QSuper currently have some of the best practices for paying out claims that are in the best interests of our members. The QPU's lawyers advise us that they currently have a 100% success rate with QSuper getting TPD claims approved for police. They advise the QPU that the standard timeframe for that approval is usually from three to six months. We understand that Sunsuper pays out TPD claims over six years and subjects their members to prove annually they should receive the next instalment.
- We believe QSuper have one of the best governance structures of any fund. The QPU is concerned any merger could privatise police officers' super and defined benefit. While we have an open mind, currently the QPU nominates a trustee to the Board of QSuper with the State Government nominating the majority of Trustees, meaning that police have direct say into who is on the QSuper Board whenever they vote in state elections. Under any merger, the board composition would inevitably change, potentially privatising the newly merged superannuation board directors and removing the role that police currently have.
- QSuper is already one of the biggest funds in Queensland and Australia with over \$113 Billion and just over 585,000 members. Sunsuper has over 1.4 million members and \$75 billion. The new merged fund would then have over 2million members? Sunsuper members have significantly lower super amounts than QSuper members. What benefit is there merging with 1.4 million people with smaller super accounts?

- Those in defined benefit need straight answers. On the one hand we have been told that the defined benefit fund will be protected in legislation, yet on the other hand, legislation would have to be changed to allow a merger. So what is it? Is the legislation enshrined or will it be changed? And what assurances do we really have?
- In this current time of volatility of global markets, where we have seen the RBA slash interest rates to all-time lows, where we have now the emerging spectre of Coronavirus causing global shutdowns and affecting stock markets, do members of QSuper need to have the unpredictable outcomes of a merger as well? How will this affect superannuation returns? Experts have already confirmed there is no correlation between size of fund and investment returns.

Across the 15 largest super funds, QSuper ranks the highest for member satisfaction with financial performance, according to Roy Morgan.

The complexity of modern funds means that the risk of missing implications of a merger are significant and QPU will be examining this merger in comprehensive detail.

In summary, while we will always support anything that provides more superannuation, a better return, and more stability for members, and we will keep an open mind throughout this process, the QPU is deeply sceptical of merging QSuper and Sunsuper and whether it would provide any demonstrable benefit to members.

The QPU will protect your superannuation at all costs.

### TASK FORCE MAXIMA AND OTHER SECONDMENTS

In the aftermath of the notorious outlaw motor cycle gang (OMCG) brawl at Broadbeach in 2013, a number of measures were quickly

put in place to crackdown on criminal activity and to ensure such a situation would not occur again.

New legislation was put in place, money was allocated by the government of the day, a rapid action patrol group (RAP) was formed, and the strength of the existing OMCG task force, Hydra, was promptly increased. Officers were seconded from other positions and the new Task Force Maxima was formed as quickly as possible ... and seven years later, many are still seconded in these positions, or other officers have taken up these seconded positions.

The fact that these positions are not permanent creates a great instability within the squad, as officers are trained up and then recalled back to their original positions. This situation is simply not good enough. We need the creation of permanent positions within Task Force Maxima to ensure we have an experienced, stable group of officers trained and ready to combat OMCGs within our state.

The problem of long term secondments is not limited to Task Force Maxima: there are many other positions within the Service where officers find themselves in a constant state of limbo. While of course secondments can be a fantastic opportunity for unparalleled experience, skills upgrades, and career advancement, they can also create great instability.

If a secondment is continually extended, the instability affects not only the seconded officer, but also those they work with, the officer who is working in their original position, and those working with that officer. It is worth having a decent look at the pros and cons of secondments, their optimal duration in particular areas, and the checks and balances in place for extensions.

### PRODUCTIVITY COMMISSION

I note the Federal Government recently rejected the findings of the Productivity Commission's Remote

Area Tax Concession and Payments review that called for the removal, reduction, or restriction of FBT remote area concessions for police and others.

Every day Queensland police work tirelessly to ensure the safety and security of our community. Police officers around the state show courage and dedication in exercising their duties. Police don't seek credit for this work—it is their job—however they do reasonably expect to be compensated for their time, expense, and sacrifice in performing their duties.

In 2018-19 the QPS and QPU's members provided community safety for over 2.3 million regional Queenslanders across a land area of 1,727,050 square kilometres delivering:

- approximately 360,391 hours of proactive patrols
- approximately 321,420 hours of traffic enforcement, and
- a response to more than 822,900 calls for service.

At the same time, the regional townships that police officers were required to provide community safety in were typically:

- more expensive to live in
- had higher levels of socio economic disadvantage, and
- were more remote, with resulting accessibility issues.

For these reasons it can be extremely difficult to attract police to serve in regional Queensland and QPU members rely extensively on FBT concessions to offset these issues and to increase the attractiveness of placement. In addition, the QPS is forced to provide accommodation, in many instances due to operational necessity stemming from a lack of appropriate and affordable housing stock and rental options.

The FBT remote area concessions are essential for Queensland police and in turn community safety. All Queensland communities regardless of their location have an expectation and a right for governments of all tiers to provide for community safety.

Any restriction or reduction in the FBT remote area concession is likely to impede Queensland Police's ability to provide adequate policing in remote and regional Queensland. The Queensland Public Safety Business Agency estimates the total additional FBT and RFBA implications of the Productivity Commission's draft recommendations to the employer (QPS) and police officers is \$5,065,348 and \$13,627,918 respectively.

#### WORKCOVER CLAIMS

If you are considering making a WorkCover claim yourself, without first contacting the Union, can I just say one word: don't!

There have been a number of very traumatic events around the state that our members have attended in recent times, and some of you may be considering a claim. Or, alternatively, you may have been considering a claim for some time. Whatever the case, if you are even just in the early stages of considering a WorkCover claim, give us a call here at the Union to discuss it, seek assistance, and to ensure the greatest chance of success if you decide to proceed.

If you submit a claim yourself that is unsuccessful, it is much harder to organise a review of your rejected claim than it would have been to submit a solid, initial claim properly worded by a member of our team who regularly completes such paperwork.

So please contact the Union and we will help you with your submission, in conjunction with our lawyers and industrial team.

Should that claim be unsuccessful, we will work with our lawyers to

review the rejected claim, and should it be required, we will assess all avenues for appeal.

The Union's preparation of WorkCover claims ensures the best prospects of success in a more timely manner, which will ultimately be better for all injured police officers.

To ensure a successful WorkCover application, please do not go it alone. Call us here at the QPU to help you.

#### BLUE HOPE

If you have attended a traumatic incident lately or if you are struggling in any way, please remember that Blue HOPE is a service available to you.

Call them on 1300 00 BLUE (2583) or e-mail [info@bluehope.org.au](mailto:info@bluehope.org.au) to access support.

#### Stay Safe.

#### Ian LEAVERS

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## MICK BARNES

### TRANSITIONING, BEFORE COMING OUT

**We're all different but one of the challenges we all face in life is adapting to change. Whether those changes be personal or professional, we will all handle changes in our lives differently, with no one option being the correct way for everyone. But hopefully, your chosen path will be the correct option for the individual: you.**

We're fortunate in this great state of ours that with the exception of medical issues, departure from the Queensland Police Service should come as no surprise as we all age. The exit choices are infinite, with some members accessing various forms of leave entitlements prior to exiting the QPS, and some banking their leave balances for a final payout.

The specific point in time is greatly influenced by a member's date of birth as well as their pay-point progression date, with both affecting final payout and superannuation significantly.

The ever-changing legislative and regulatory obligations on fiscal limits and tax almost ensure the need for proper and professional financial advice from a licensed planner. Hopefully this advice will give members a base upon which to plan a future outside of the job.

Having some comfort about your financial future is one thing, however the more common anecdote is that many become lost as to what to do with their newly-found spare time.

I would suggest that going cold turkey with any behavioural change may be

of the Principal Workplace Champions can be found at [www.ourpeoplematter.com.au](http://www.ourpeoplematter.com.au)

For all the same reasons that members plan professionally for potential events, so should they plan personal lifetime events. I could suggest that one form of transitioning for myself would be to look at a new boat to enjoy in retirement, or I could perhaps try caravanning.

A reminder for members over 40 years of age that when it comes to financial planning, the QPU will reimburse you \$200 once every three years if you consult with a licensed financial planner. The QPU recognises the value in creating a relationship with an advisor to transition into retirement.

If you have any problems with your Our People Matter Workplace Champions, or advice on sessions or strategies, please do not hesitate to contact me directly.

**"Having some comfort about your financial future is one thing, however the more common anecdote is that many become lost as to what to do with their newly-found spare time upon retirement."**

For a profession that is ordinarily adept at prior planning for significant events through the likes of action plans, standing operating procedures, and policies, sometimes police officers can be lax in planning their own departure from the job.

Easing the way through, transitioning, and planning is crucial, which can include considerations like finance and lifestyle. QSuper have for years provided financial planning services through QInvest, however some members may already have a relationship with their own accountant or financial adviser.

difficult, let alone a sudden change in work-life balance without planning. Part of the Our People Matter approach is to assist members with strategies to transition into separation from the QPS.

There have already been a number of sessions conducted state-wide bringing together agencies such as QSuper, QBank, and Police Health, along with community service providers assisting with lifestyle advice.

I strongly recommend that members reach out to their Workplace Champions for details of these sessions being held locally, or to facilitate a session. A list

### SELF-PRAISE IS NO PRAISE AT ALL

As part of the Our People Matter strategy, individuals were selected across all of the Queensland Police Service's Regions and Commands to act as Workplace Champions responsible for the wellbeing of everyone within their respective clusters.

This was not a position allocated by an individual's rank but supposedly more on their emotional intelligence (EQ) and acceptance by their peers of their personal attributes.

Principal Workplace Champions were also selected and appointed by the respective Regional or Command

Assistant Commissioners and were to be of commissioned officer rank. This included the civilian equivalent, too .

**“If you’re a Principal Workplace Champion, perhaps one indicator to measure how your peers and subordinates value your services are your results from the Working for Queensland survey.”**

While the personal attributes of some of the original Principal Workplace Champions was questionable, I am left further bemused at the appointment of

some of the current Principal Workplace Champions.

I acknowledge it is very subjective to assess someone’s EQ, but when many others hold similar assessments of these ‘Champions’, I need to question just how approachable these individuals appear to their respective clusters.

These positions of Principal Workplace Champions are not simply the chair of a committee, but need to be a leader who inspires their workplaces on how to treat and care for everyone, not just their chosen ATeam. The network of Workplace Champions is valuable and should not be brought into disrepute by these oversights.

Again, self-praise is no praise whatsoever. If you’re a Principal Workplace Champion, perhaps one indicator to measure how your peers and subordinates value your services are your results from the Working for Queensland survey.

Stay Safe.

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**Sometimes our protectors  
need protecting...**

***for a fair and just outcome  
become a member***



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SHANE PRIOR

**DIRTY LITTLE SECRET**

**It should be a work unit celebrated for its depth in investigative ability. It should attract unquestionable government support. But the situation at the once-notable outlaw motorcycle gang (OMCG) crime unit Task Force Maxima, described as a 'dirty little secret', is becoming a dire state of affairs.**

First established as Task Force Hydra in 2006 following the infamous bikie brawl at Royal Pines, the anti-bikie unit was the first of its kind in Australia. In 2013, in response to the continued exponential growth of OMCG numbers, intimidation of the community, and blatant displays of violent crime, the OMCG's disregard for the law culminated in a brawl outside a Gold Coast restaurant where a senior Government Minister was dining.

A mass gathering of bikies at Southport police station then followed, designed to threaten and bully police inside to release the few bikie members arrested.

To facilitate the required growth immediately, the QPS used secondments of officers from State Crime Command and Regions positioned in south east Queensland. That was in 2013.

Despite crowing from both major political parties about who is tougher on OMCG crime, and providing the QPS more resources, the secondments initiated in 2013 as a necessary method to quickly inflate numbers still remain in place seven years later. In fact, temporary secondments have grown over the seven years to now make up 80% of Task Force Maxima Brisbane positions.

I'm betting on a re-announcement of permanent positions at the unit. But what's the bet that those positions will need to come out of the already-announced increase in police numbers, again robbing the frontline?

The grandstanding of the Government in its plethora of press releases on the fight against OMCGs and the QPS's enthusiastic promotion of Task Force Maxima's successes on the evening news fails to ever reveal the truth.

Task Force Maxima is based on temporary secondments and as I type the current (under) strength is being further decimated with the almost certain loss of 30% of experienced officers as the operational staffing crisis sees the belt tighten.

Apart from being a gigantic hoax played on the Queensland public for political gain and organisational reputation, the model has real and dire consequences for all parties concerned.

Districts already struggling to provide a modicum of effective police service to the community have over the years had to give up officers they can't afford to lose to a task force that neither the Government nor the QPS could be bothered to properly resource *for seven years.*

Officers who take up secondments are not classed as permanent plain clothes officers but rather as temporary, unfairly denying them any of their investigative time at Maxima to the future pursuit of a Detective appointment ... and this is despite some seconded tenures lasting more than three years. The QPS knows this is the case and has done nothing. The seconded officers have had to advocate

***"Districts already struggling to provide a modicum of effective police service to the community have over the years had to give up officers they can't afford to lose to a task force that neither the Government nor the QPS could be bothered to properly resource for seven years."***

Finally bowing to community pressure, especially from the Gold Coast where OMCGs of nearly every club in Australia had positioned themselves, the newly-elected Newman Government changed their view from 'they're just like football clubs' to recognising the real fear and danger the OMCGs posed to Queensland.

Tough new legislation was quickly enacted and \$20 million dollars was allocated to the QPS to meet this new priority. A rapid action patrol group (RAP) was established on the Gold Coast and Task Force Hydra was rapidly expanded to three times its former strength to become Task Force Maxima.

The QPS has attempted to secure these positions as permanent by advocating through submission to the Government, but these representations have gone unheard. The Government stands condemned, and their apathy and lies by omission to the Queensland community has to be revealed and stopped.

I challenge them to defend the indefensible. How can you boast about a 'permanent' OMCG Task Force which remains at the established strength of Task Force Hydra levels of before 2013? Where is the promised and announced growth? It's all a lie; a dirty little secret. You watch: given an election is looming,

their position themselves, only to receive a confused and inconsistent reply.

In addition, these same officers have no certainty on their position. Some are recalled on their secondment date and others are left alone for years. Again, there is no consistency. Why should these officers face an unknown future with the sword of Damocles constantly hanging over their head, not because of anything they have done, but simply due to a Government not willing to make good on its promise to making permanent a much-needed policing response to the community.

The few permanent supervising officers who try to manage Task Force Maxima face the frustration of losing officers who have gone from raw seconded to trained and experienced OMCG investigators (after considerable training and mentoring), only to see that asset have to leave involuntarily because of a resource model that is not fit for purpose. Can someone from Government or the Senior Executive of the QPS explain to these frustrated supervisors why the current model is best practice?

Indeed, as mentioned earlier, the QPS led the nation in OMCG policing in 2006. It now holds the dubious distinction of having the only seconded OMCG force in Australia. Yes, that's right: despite the relentless chest beating by this Government. If the Queensland model is so effective, why has no other state or Commonwealth Gangs Agency followed it?

The results of Task Force Maxima have been impressive. But neither the QPS nor the Government can lay any claim to that success. The achievements have been made by the officers on the ground, the men and women who are at the coal face dealing with the often belligerent, violent, and dangerous members of OMCGs on a continuing basis, in spite of the apathetic attitude of those in power and a growing sense of helplessness and lack of control in their careers.

The QPU has tried to address the issue at Task Force Maxima quietly for some time now, without any progress. I cannot imagine that members of the Gold Coast community, or any community

for that matter, would be impressed by this news: that stopping the re-emergence of OMCGs on the streets is not a priority to this Government, but is merely a plaything for election time announcements.

I have deliberately chosen to highlight the situation of Task Force Maxima to showcase a much wider problem in the QPS: the complete abandonment of frontline policing and real service delivery. Stories like that of Task Force Maxima can be seen across the state.

The issue is not just a fixation of mine or the QPU's: it is in fact the conclusion of the Government-sponsored enquiry, the Greenfield Review. This review observed: Regions down in number - Commands up in number - Crime rates increasing - Service delivery decreasing.

What you, our members, have been saying and having to endure for years is now the conclusion of an independent review. The very real feeling of our members is that the QPS has lost its way and I really do hope this much-awaited realignment plan proves to be the catalyst for the meaningful and positive change we need to get back on track and to get back to our fundamental task: providing an efficient and effective police service to Queenslanders.

### FENNO UPDATE

In my last article I openly criticised the LNP opposition leader Deb Frecklington for her actions with respect to her blatant and uncalled for public attack on our member Detective Senior Sergeant Chris Fenelon. I would like to be writing that Deb has seen the error of her ways in failing to recognise the principles of natural justice, but alas no apology has been forthcoming, and Deb remains the only politician in Queensland history to report individual police officers to the Crime and Corruption Commission.

The support for Fenno has really been overwhelming and I can say that Chris really does appreciate it. I have received a lot of correspondence on my article from all sorts of people, including politicians: some claimed I was politically partisan, and to those people I simply say read this edition's article.

To put the record straight, the QPU always has and always will remain politically neutral. I too pledge that my support will always be solely in the best interests of our membership, so irrespective of your political leanings or how high up the totem pole you are, if you attack a hardworking police officer, expect me (and the QPU) to say something about it.

The bare bones reality is that Deb chose to engage in reckless and sensational politics, achieving nothing more than destroying a fine officer of 35 plus years with an unblemished service record, who has now had to leave the workplace suffering debilitating depression.

**"Is any member who is the subject of a complaint now going to have to return medals and awards they have received throughout their career?"**

The kneejerk actions of the QPS in judging the officer prior to any due diligence, the removal of his Meritorious Service Medal, and the manner it was removed falls short of their own standard of the SELF test. The question really needs to be asked: is any member who is the subject of a complaint now going to have to return medals and awards they have received throughout their career?

In all seriousness, can we really blame Deb for laying the boot in for a cheap point when your employer has basically implied your guilt through the removal of an award for something that was completely unrelated to the complaint? This is terribly shameful and what this situation called for was leadership rather than deference to a noisy minority and vested interests.

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## MARTY BRISTOW

### 2020: NEW YEAR, NEW DECADE, NEW ...

**We are well into 2020 and it will be interesting to see what this year has in store for those at the pointy end. What has been occurring over the past few months is a significant increase in members contacting me in relation to the below issues.**

#### LATERAL TRANSFERS

I have had numerous members contact me in relation to trying to obtain a lateral transfer to another location for months now, and the number is increasing. Members have varying reasons for wanting to transfer to alternative locations; some reasons are extremely serious and the member requires a move to another location urgently.

There are a number of misconceptions around the Transfer Advisory Committee (TAC) process, which often leads to frustration by members wanting to move from their current location.

What needs to be remembered is that the vast majority of transfers are done via positions advertised in the *Gazette*.

This understandably causes angst when members believe management support will allow their application to go through, and they are then told it is refused by TAC ... when in actual fact, no grounds for a TAC existed in the first place.

Members often submit applications citing reasons such as 'career development', 'change of scenery', or 'quieter location to reduce stress', none of which are valid grounds to support a TAC. Furthermore, moving further away from work is not grounds to have you transferred, either. If this was the case, half the QPS would be buying houses on the Sunshine Coast.

In order to stop this occurring, have a look at Clause 65 of the Certified Agreement before applying to TAC,

It is better to have the application correct and on point in the first place rather than failing to properly specify why the transfer is needed, seeing it be unsupported, and then having to reapply.

**"Moving further away from work is not grounds to have you transferred. If this was the case, half the QPS would be buying houses on the Sunshine Coast."**

All lateral transfer applications are referred to TAC to be discussed and a decision is made as to whether the member's application is supported or not. There are representatives who sit on TAC from the QPU, the QPS and/or the QPCOU, and HR and Employee Relations.

It must be pointed out that if a lateral or TAC transfer is approved, it is just that: an approval that the person may move. It does not mean that the move will occur immediately, because there needs to be a position vacant in the location that the member has applied for.

Once again, I stress the need for members to contact myself or the QPU Industrial section to discuss these issues *before* applying for a lateral or TAC transfer.

**"Members often submit transfer applications citing reasons such as 'career development', 'change of scenery', or 'quieter location to reduce stress', none of which are valid grounds to support a TAC transfer."**

The TAC process is reserved for reasons set out in Clause 65 of the Certified Agreement. It is not intended to be the usual method of securing a transfer. If you have personal reasons for needing a transfer, then they need to be 'unique and compelling'.

This is compounded by the fact that management often support a TAC application where no grounds exist.

and see whether your reasons for wanting to move are captured under one of the thirteen 'factors'.

If in doubt, it is strongly suggested that you to contact either myself as a Regional Representative or the Union Industrial section in Brisbane to discuss the reason behind your application for transfer before you submit it.

## FLEXIBLE WORKING ARRANGEMENTS

I have spoken to a number of members with respect to Flexible Working Arrangements (FWAs). These conversations have been to discuss the application, continuation, and what rights members have in relation to FWAs.

Basically anyone can apply for an FWA and the member can make application for any reason. The process involves members having a discussion with their OIC or manager before a formal application is drawn up and submitted. The discussion should include the member's situation and what they hope the Flexible Work Arrangement will look like.

There should be no lengthy delays while reports go up and down the chain-of-command. Once an application is sent to the OIC, the OIC approves the application (after consultation with a commissioned officer) or recommends the application be declined.

This can only happen after consultation with a Superintendent or higher, and will include specific reasons as to why (citing 'operational reasons' without explanation is not enough to decline an application).

If the application is declined after consultation with the Superintendent or Chief Superintendent of the District (Assistant District Officer or District Officer), the member has the option of forwarding their application to the State FWA Committee for review.

This is the correct process. Applications should not be sent back to members without the above process being adhered to, or it could put the person doing so in a bit of hot water.

If for some reason sometime later down the track there is some issue and the unit, area, or station is unable to continue to function as is reasonably expected with the member on a FWA, then the Service, an OIC, or a manager may discuss this with the member, or apply for the member to either:

- Move to another location where the FWA would merge better into that area or working group, or
- Make application for the FWA to be cancelled (citing specific reasons as to why).

What shouldn't happen is members being told, 'No, I can't agree to that' or 'It's just not possible at all' without a reason. Applications need to follow the correct process and the member has the ability to have it overviewed by the state committee.

As always, if you have any concerns that the process isn't proceeding as per policy, contact your local Union Regional Rep or the Industrial section at the QPU to discuss how the process should take place.

## FLEXIBLE HOURS AGREEMENTS (PART-TIME)

Flexible Hours Agreements are one type of FWAs, but with further considerations for managers. I have been contacted by members to discuss them, because they have concerns they may be getting the rough end of the stick.

Section 22 (c) of the *QUEENSLAND POLICE SERVICE EMPLOYEES AWARD - STATE 2016* states:

*An employee who is pregnant, during the term of her pregnancy until 6 weeks before the expected date of birth of her child, or lesser period as approved by QPS, may request to work part-time or other flexible work arrangements.*

It also advised in section 22 that:

*An employee who has returned to work on a part-time basis may seek to return to the position they held prior to commencing parental leave.*

Part time agreements are negotiated between the station, section, Service, and the member, and again, if a member has any concerns, they should contact their local QPU representative or the QPU Industrial section.

Lastly, with regards to any of the above matters, no member should ever be told that they will be causing

detriment to their career, that they are putting extra pressure on their work colleagues, or that they won't get courses, leave, or other entitlements.

Persons making these comments may find themselves answering questions in front of the Queensland Industrial Relations Commission.

## Marty BRISTOW

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## PETER THOMAS

### WELCOME TO 2020, AND THE JUVENILE CRIME SPREE CONTINUES ...

**I do not believe the Northern Region is alone with this scourge and I am positive the crime figures in your areas are also escalating at an exponential rate.**

Most members of our community echo the sentiments of police when it comes to the revolving door approach that our judiciary is taking with the juvenile crime plague, and that is that the current system is not working.

I thank the Police Minister for providing us long overdue extra policing numbers and I am sure that with the extra numbers, we will apprehend and process more offenders than we currently do.

However, with the current catch and release approach, the only people being affected are the innocent members of our communities who are the daily victims of crime.

With the upcoming elections I can see that the topic of community crime will be high on the agenda for all political parties. With her recent Service-wide e-mail relating to protocols, I believe the Commissioner is pre-empting the problematic flurry of politicians using the 'Law and Order' platform for political campaigning with the obligatory police station backdrop.

You would recall the previous Commissioner regularly stated that we cannot arrest our way out of this crisis, but the current crime rates are beyond comprehension.

Previously, crime statistics were called upon by all political parties on a regular basis and reporters clambered over one another to have front page numbers; but of late it appears that the best approach is to stick our heads in the sand and pretend it is not an issue.

I empathise with our officers who are continually arresting the same recidivist offenders and are continually being assaulted by these juveniles who have no respect for community members, property, or our police.

I recently spoke with two officers who were intentionally rammed by juvenile offenders in a stolen vehicle, and then on the following night were again intentionally rammed by another group of offenders in another stolen vehicle.

**“It is time the ‘softly, softly’ approach was abandoned, and these offenders were incarcerated.”**

It is only a matter of time before one of our officers, or a member of the public, is seriously injured or killed by these children who have no regard for the law. It is time the ‘softly, softly’ approach was abandoned, and these offenders were incarcerated.

I am sure there will be all manner of political party promises leading into the election, with very little rubber meeting the road in the months following, as has been the case with this current Government and previous Governments.

It is not acceptable that our community members are being held hostage in their own homes in fear of being robbed, or of being car-jacked for their vehicles. It is not acceptable that they fear going to local shopping centres and having their personal effects violently stolen, or question whether to go cycling in fear of being struck by stolen vehicles.

I can tell you that any political party providing a platform of being hard on crime and presenting an outline of their strategies, making the judiciary accountable for poor decisions, and making offenders' families accountable will certainly take power.

If families are not in a position to parent a child, then remove the child and take all allowances away from the family. Every strategy has to be explored and implemented to break the cycle of crime.

I am sure this comment will spark all kinds of debate from the vocal minority who see rainbows and unicorns, but it is time to take a hard position on crime, with decisions and actions to curb this scourge required urgently.

I implore you to make your politicians accountable. This exponential increase in crime across all communities should not be accepted as the ‘new normal’. If it takes imprisonment to curb the criminal activities of juveniles (and adults), then build more prisons.

Mark my words: it is only a matter of time before someone going about their daily activities is killed by an

out-of-control stolen vehicle, or an elderly person falls and is seriously injured while being violently robbed at their local shopping centre, or we start to see a rise in vigilante groups because the judicial system is letting the community down.

as surprised as the judiciary will be severely embarrassed.

Here is a tip for the local polities: if you want to get re-elected, best you do something very quickly to address the crime problem. The only

Until the next Journal, please take care of yourselves and look after each other, attend your next Union meeting, take the time to look after your physical and psychological wellbeing, and remember: no Union rep = no interview.

I am available 24/7.

**"I just hope that the current *Juvenile Justice Act* 'catch and release' principles are never imposed upon recreational fisherman ..."**

If you are a local news reporter, here is a tip: do a freedom of information request on the number of juveniles that are currently appearing in the Children's Court for multiple offences and are currently on Bail Orders, who reappear for further offences committed while on bail, and who have had their bail revoked. If you get the actual statistics you will be just

people doing their jobs at this time are our hardworking police who are continually arresting these offenders in an attempt to keep our community members safe.

I just hope that the current *Juvenile Justice Act* 'catch and release' principles are never imposed upon recreational fisherman ...

**Peter THOMAS  
(Thommo)**

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KEV GROTH

## WELCOME 2020

**The new year has started out and there has been no respite in calls for service for our members. Far too often frontline police are doing the job of other external agencies and it is high time this ceased. Other Government departments are getting paid big dollars to do a job, and quite frankly, they are dropping the ball.**

We need to start pushing back at these departments and free up our overburdened staff to do what should be our core business, which is dealing with crime.

This year has started out with some big changes. Central Panels being reintroduced and the removal of CDP are just two of the many announcements likely to come out this year. Our new Commissioner has undertaken a number of reviews into how we do business, and more importantly, how we can do it better.

**“Far too often frontline police are doing the job of other external agencies.”**

I look forward to continuing to work with the newly reinvigorated Executive leadership team and hopefully bring about more long overdue positive changes to our organisation.

## FATIGUE MANAGEMENT POLICY

Firstly, thank you for all the calls and e-mails from those wanting to know more about the soon-to-be-released QPS Fatigue Management policy. Yes, there will be changes to the way we do business, and it will be a change from the way we have been doing business for the last 50+ years. Is this a good or a bad thing? Only time will tell.

One of the main concerns I have heard from members, OICs, and management from all over the state is in regards to the recommendation

of no more than four consecutive night shifts. Let me start by saying I understand the concerns from both sides of the argument.

**“We as an organisation need to evolve and become more creative with how we manage our rosters and our staff.”**

One of the most common responses is: ‘We will now have to do more nightwork or nightwork more often to cover the seven nights’. But I ask you this ... why do we have to do seven nights? Is it because that’s what we’ve always done? Is it because we need to do seven nights to cover the shifts? Is it because we don’t know any other way?

My response to all those asking is simple. If we as an organisation can change the way we roster our staff, look at our Intel and calls for service and demand, and determine that we can put out a roster that only requires our staff to do four nights per 28 day roster ... *isn’t that a good thing?*

A number of stations around the state have achieved this through a combination of extended hours rostering (9 or 10-hour shifts) and thinking outside the standard QPS box of seven nights straight starting on a Tuesday.

We as an organisation need to evolve and become more creative with how we manage our rosters and our staff. Time will tell if these

recommendations are a good thing or a bad thing, but this policy has been under debate for far too long. It’s time to get it out and put it in place.

## RECREATION LEAVE

We all know that each year the QPS management start to remind staff about getting their rec leave down under the magic figure of 228 hours. Every year the requests start coming out earlier and earlier.

And it is the same thing year in and year out. I am all for our staff taking their full entitlement of leave each year and encourage all members to do so, to help reduce stress and spend some quality time with their families.

What I do take exception to is certain members of management who take things too far and cross the line, directing staff to take leave to ensure everyone is under 228 hours.

On occasion this has seen some managers direct (or strongly encourage) members to take small amounts of leave, such as seven or 12 hours, to comply with policy.

I have even heard rumours of one manager directing a member to take three hours rec leave to get under 228 hours, saying, ‘Near enough is



not good enough'. This is completely unacceptable.

The Service cannot direct you to take anything less than 40 hours rec leave under EB s55(4), which states:

*It is not considered fair and reasonable to direct employees to take annual leave in periods of less than one week generally, or two weeks for officers in the northern and western parts of the state who accrue extra leave.*

this form of mismanagement needs to stop. If any member has been directed to take small amounts under 40 hours to comply, I would recommend you speak to your Regional Rep or contact our Industrial section.

Until next we speak, stay safe and watch each other's backs.

Remember, YOU are the Union, so stand up and be heard!

**"Some managers direct (or strongly encourage) members to take small amounts of leave, such as seven or 12 hours, to comply with policy."**

It would therefore not be fair and reasonable for a manager to direct you to take 40 hours leave if you are only three hours in excess of 228 hours. Like I said, I'm all for members taking their full entitlements of annual leave, but common sense has to prevail, and

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GRANT WILCOX

### URGENT DUTY DRIVING

**The QPS is coming down heavily on officers undertaking urgent duty driving, and most QPS first response vehicles are now fitted with dash cams.**

Officers are increasingly being questioned, after the fact, on review of dash cam footage.

**“Officers are increasingly being questioned, after the fact, on review of dash cam footage.”**

I have seen mates directed to provide statements as witnesses: and yes, you must. As a member, you can have the QPU review this, as well.

I want to remind you about your right to silence and the necessity of an appropriate warning should the QPS wish to obtain a version from you.

Always request a direction to ensure the matter is not being considered criminally.

Alternatively, if the matter is being considered for criminal action (TIN, NTA, or arrest), contact the QPU Legal Team as soon as possible for privileged legal advice.

### GYMPIE STAFFING

There was recently an article in the *Gympie Times* identifying that the Gympie police station was running at half strength, due significantly to stress leave.

We have 46 staff and should only have 39. (I'll tell you about this later. Needless to say, it's all smoke and mirrors.) I read the entire article, and

rather than address the actual issues, we were advised by the QPS that this was absolutely rejected. There is actually an element of truth to the stress leave assertions, and so the QPS response left the jaw hitting the ground:

*'There are approximately 15,000 Queensland Police Service sworn and unsworn members across 15 district and multiple specialist commands', the spokesman said.*

You can imagine the disgust of those who work at Gympie to be reading this from the QPS.

I can imagine that our members and the local community couldn't care less about the QPS total strength of sworn and unsworn staff across the state. This does not address the current strength of the Gympie police station or anything about work-related stress and how Our People Matter.

**“I can imagine that our members and the local community couldn't care less about the QPS total strength of sworn and unsworn staff across the state. This does not address the current strength of the Gympie police station.”**

Apparently, we have too many officers at Gympie: we have 46 instead of the rostered 39. Okay, Gympie FTE (Full Time Equivalent): that's one person working full hours. We have a number of positions which are job shared: two people using one FTE at .5 each. One

works week one, the other works week two.

Gympie still only has 39 FTE, so the real answer is: we don't have extra staff, we have 39 FTE being used by 46 staff. Thanks for being so upfront, QPS spokesman. Way to confuse the general public. But those members working at Gympie station know the truth. And still no response regarding reduced staffing or stress on our members. Well done, QPS.

Apparently the QPS regularly reviews population growth. If that were the case, there would be extra police rather than attrition replacement, and the commitment would be balanced against the future.

I noticed the absence of extra police when the local boundaries were changed and Gympie picked up Curra/Glenwood policing responsibilities. Now the closest assistance could be

40 minutes or even an hour away; let's hope you don't attend dangerous jobs with such timely back-up available.

This is about calls for service and reduced policing numbers. The QPS has their head in the sand and hopes

the community doesn't see the truth: a skeleton staff in some instances stretched to the very end of their tether.

The support unit, 'TAC Crime' (no offence to our members) at Maryborough is two hours away if they have to kit up and respond in Gympie. This is too little too late in the worst-case scenario.

On that, I noted the QPS spokesman identified that a number of specialty units are supporting Gympie station. I am aware that not one of these specialty units (no offence to those working in these units) has been contacted to undertake current calls for service with 'the 46 strong policing contingent' (sure).

I was at a recent meeting in Gympie where I asked how many recent calls for service from the public were handled by the Water Police, Comms, Counter Terrorism, Major Events, Missing Persons, Homicide, the Drug Squad, or Disaster Management? The answer, QPS spokesman, is zero.

The frustration of this article is that it's not about circling the wagons. It's about providing good service delivery and support for our stretched local primary and first responders, uniformed and plain clothes.

The community and local police expect the truth, but smoke and mirrors is all they got from the QPS on this one.

Our members, as usual, are placing themselves at high and unknown risk to cover the shortfalls of the QPS addressing the real problems.

### THE DUNNING-KRUGER EFFECT

I was recently discussing an officer from a management level who displayed a clear lack of knowledge regarding a particular subject and no ability to recognise that lack of knowledge regarding the subject matter.

A friend (thanks, Mel) overheard my conundrum and said I should read up on the Dunning-Kruger effect to gain some insight into how to deal with this unfavourable weather.

The abridged version:

*'In the field of psychology, the Dunning-Kruger effect is a cognitive bias in which people assess their cognitive ability as greater than it is. It is related to the cognitive bias of illusionary superiority and comes from the inability of people to recognise their lack of ability.'*

There is a lot more to this, but I just thought we should all know that they are out there, and that they may

never have the ability to realise their inability. So just smile and wave.

Stay safe and remind yourself it's okay not to be perfect ... and if you're not, I'm here to help.

## Grant WILCOX

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COL MULLER

## GREENFIELD REVIEW AND THE SERVICE ALIGNMENT PROGRAM

**It's been a long time coming and very much needed.**

In September last year Commissioner Carroll initiated a review of the QPS, conducted by Neil Greenfield, to examine current demand, resource allocation, opportunities to ensure we meet future demands of our communities and Government, and better support our people.

Greenfield's review highlighted the pressures all our people are facing right across the Service, particularly our general duties, CPIU, CIB officers, and support staff.

The next stage of the review is the Service Alignment Program, and the QPS is currently in the process of rolling it out, commencing in the Southern Region, Moreton District, and then progressing on to the Ipswich District and further.

Some members will have the opportunity to work with the implementation program; this is our opportunity to be part of the strive for

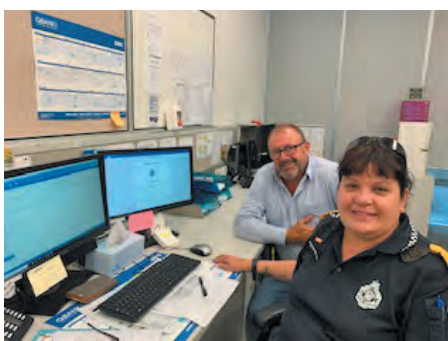
**"We need representatives with a willingness to be authentic about the pressures in frontline policing, to ensure the right direction for change."**

improvement. I urge members to take part and to be frank and honest. It is time for improvements and upgrades, so get involved in the change. We need representatives with a willingness to

be authentic about the pressures in frontline policing, to ensure the right direction for change.

### IPSWICH DISTRICT PLOS

Welcome to our new Ipswich Aboriginal PLO Kerry Lindgren.



Kerry has hit the ground running and is working well with her fellow PLOs Michael Bong, Baptist Oyet, and Filipo Luafutu.

Kerry, District management, and I are working together to source a newer and more appropriate vehicle for the PLOs after they have been burdened with an old vehicle for a considerable time now.

Kerry is a proud Munanjali and Jagera woman and the niece of the first Aboriginal Senator, Neville Bonner. Her sister was the first Aboriginal female Senator for Queensland, Joanna Lindgren. Kerry grew up in Inala and has strong ties to Ipswich and Logan Districts.

Kerry previously worked for the Australian Federal Police, firstly on the Gold Coast in National Operations teams and AVIAN Taskforce as an Investigative Assistant, where she was trained as an Intel Officer. She then transferred to the ACT Police in Canberra

to undertake a role as Team Leader of the PLO team.

Kerry received basic PNT training as she handled all matters involving the Tent Embassy, and she was also a member of Operation Halite, where she had duties similar to a QPS role.

At times she also worked directly with the Commissioner of the AFP where she undertook jobs relating to ATSI communities around Australia.

Kerry then moved on to undertake the role of a Senior Policy Officer in the ACT Police. In this role she was a Ministerial Correspondent and she handled Questions on Notice, Cabinet Submission briefing papers, CHOGM, and all speeches on behalf of the Chief Police Officer.

She was also the Chairperson of the AFP's Malunggang Indigenous Officers' Network (MION). For eight years, she represented the AFP at National forums and events and organised annual network meetings.

After the AFP she was employed as a Senior Advisor with the Crime and Misconduct Commission where she liaised with ATSI communities throughout the Torres Strait and mainland Queensland, particularly Cherbourg and Palm Island.

She then joined the QPS and has worked as a PLO in Logan District and in Ipswich. She currently undertakes a number of duties, in particular domestic violence follow up, monitoring volatile substance misuse (chroming) with our young people, maintaining relationships between the police and protest groups

at Deebling Creek, attending Childrens court, and assisting police with warrants, curfew checks, and general cultural advice.

Kerry is also currently writing and developing a DV program called 'Walking into Doors'. This program targets ATSI men and women involved in DV incidents, and it is designed to educate, empower, and provide support in a culturally appropriate setting. It is completely designed and delivered by Aboriginal people for Aboriginal people.

I am sure we will see lots more great work to come.

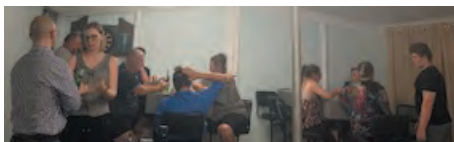
### OUT AND ABOUT IN THE REGION

I recently had the opportunity to do a mini tour with Acting Union President Shane Prior.

We visited Ipswich, Gatton, Laidley, Toowoomba (including the watchhouse), Miles, Wandoan, Chinchilla, and Dalby.

It was good to see a bit of rain coming to some of the drought affected areas. Short staffing and busy times for all were evident, but it was a thoroughly enjoyable visit catching up with some great police.

### THE SOUTH WEST



### VISIT AND DINNER WITH BLUE HOPE

Many thanks to Mark, Andrew, and the guys from Blue Hope for coming out to the Ipswich District with their food van and cooking some great steak burgers and making coffee for the troops.

Their visit was supported by Ipswich District Our People Matter and the QPU.

The visit was well received by the members and the food was great.



### POLICE HOUSING

We continue to see more great work around the Region with Police Housing delivering some great results for our members.

Some of the recent works are funded from member contributions and on top there is more special funding on the way.

Ipswich District has seen air conditioning, vanities, floor coverings, and painting, amongst other works.

Toowoomba District has seen floor covering and other works. There has



also been some new floor covering in Goondiwindi.

The South West District has approved extensive work including floor coverings and air conditioners at locations across the District.

Big thanks to all the local housing committees for their continual work in ensuring that these great works continue. It is an exhausting job identifying the issues, getting quotes, locating trades people, and following through to the completion of the works.

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**KERRIE HAINES**

## RESULTS OF AMENDMENTS TO THE YOUTH JUSTICE ACT

**In December last year, amendments to the *Youth Justice Act* 1992 came into effect. These amendments mandate the position that a young person should not be remanded in custody simply because they do not have adequate accommodation arrangements, thereby having a major impact on operational policing. Since these amendments came into effect, more children have been bailed to re-offend or become an unacceptable risk to the community.**

A child released from custody, a located missing person (absconder), or a child who otherwise winds up in the care of police after hours places unacceptable demands on operational police. It is the obligation of the Child Safety After Hours Service to find an appropriate placement, yet in most cases they have nothing available and operational police are required to find alternative solutions.

Child Safety, Youth Justice, and the QPS have formed a committee to address the issues of residential care,

However, what actually happens is that frontline police apprehend youths for serious crime and then they are released on bail to continue to reoffend.

The strategy is made up of four pillars: intervene early, keep children out of court, keep children out of custody, and reduce re-offending. Despite our best efforts and collaboration with partner agencies, these goals and objectives have not been met. Youth crime has increased and there are no consequences for youths committing serious crime.

**“A watchhouse is deemed unsuitable to accommodate youths, but neither is it acceptable to use police stations as the only alternative available to police.”**

after-hours service response, and the transport of young people, however these amendments have come to place an unbalanced burden on frontline police while simultaneously directing their focus away from the QPS's core business of protecting the community of Queensland.

The Government's efforts to reform the youth justice system, address the causes of offending, and reduce youth crime in Queensland is failing. The *Youth Justice Strategy Action Plan 2019–21* aims to reduce the use of watchhouses to accommodate children and to hold children and young people accountable for their criminal behavior.

On average there are 80 reports of UUMV committed in Brisbane Region in one week, which appears to be a game for young offenders; they have sound knowledge of police methodologies and deliberately bait police with stolen, high-powered, luxury motor vehicles.

A watchhouse is deemed unsuitable to accommodate youths, but neither is it acceptable to use police stations as the only alternative available to police.

Young offenders are placed in holding cells, or interview rooms, or are sometimes even simply seated in the corner of operational day rooms, which takes crews off the road to 'baby-sit'



them. Police stations are being referred to as creches.

The workload on child protection officers has increased and is untenable, and the solution is to train first response officers in cautioning young offenders, adding to the workload and burden on frontline police.

The added burden and responsibility of supervising young offenders in police custody includes the potential risk of a youth escaping, gaining access to police equipment, or injuring themselves.

Despite the difficulties, great work has been done to apprehend young offenders for serious crimes. During a recent situation in this Region, five young offenders were held in custody at





a police station with inadequate facilities to care for them. Police were taken off the road to supervise them.

The physical condition of one of the youths was deteriorating and the Duty NCO had to call the QAS to attend and treat the child in the police station. Does this meet the criteria of child protection, to ensure their safety and wellbeing?

After such babysitting sessions, it's a relief to see young offenders finally released into the care of Youth Justice, until they abscond from care, are reported as a missing person, or continue to reoffend. And why not, seeing as they are not held accountable for their behavior and there are no consequences?

offenders giving officers the 'falcon' and then taking off at speed, endangering other road users.

Recent reports in the media highlight the seriousness of this issue and although we often focus on the children and young adults, what of the victims traumatised and fearful after someone has broken into their home and stolen property, some of which is irreplaceable?

Management in the Brisbane Region are aware of the increase in demand and responsibility to support other agencies due to the *Youth Justice Act* amendments, and they are also aware of the impact on the welfare of our people.

and log these issues and brief up to a supervisor or District Duty Officer.

There is no correlation between numbers and demand, and the increased demand and relationships with other agencies is affecting our ability to be proactive and reduce crime.

**"Broadening our role and increasing demand is having an impact on crime."**

The majority of our calls for service are not crime related: they relate to domestic violence, mental health, community assistance, welfare, and calls to assist external agencies. These then make up the majority of work performed by frontline police.

So broadening our role and increasing demand is having an impact on crime. The Government must take responsibility for youth crime and the impact on the community.

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**"It's a relief to see young offenders finally released into the care of Youth Justice, until they abscond from care, are reported as a missing person, or continue to reoffend."**

Frontline police are frustrated by the increase in youth crime and the lack of consequences, and at times feel powerless to intervene. Examples of recent work performed include a crew responding to 'breakers on', setting up effective cordons, locating the offenders in a stolen vehicle which resulted in a failed intercept and an evade, the young

They are working to address the consequences of the amendments, yet it requires evidence to prove the legislation is not working. I encourage members to report any issues impacting frontline police, including the lack of support provided by other agencies. It's imperative to accurately document

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## SHAYNE TREASURE

### INVESTIGATE THY NEIGHBOUR

**It is with some alarm that of late I have come to notice that suburban SBD CIB and CPIU units are increasingly tasked to conduct criminal investigations upon other police in the same District. I have raised my concerns with management and I am advised this is due to the fact that caseloads exceed what can be managed by ESC in line with the new timeframes governing internal investigation finalisations.**

I concede that complaints must be professionally managed to ensure public confidence and to maintain the professional status of our occupation, but I find it highly unpalatable for all

**“I find it highly unpalatable for all concerned that one day you will be offered an interview for a criminal complaint against an officer, and the next be working cheek by jowl on a big job with the same officer.”**

concerned that one day you will be offered an interview for a criminal complaint against an officer, and the next be working cheek by jowl on a big job with the same officer.

I have full confidence in all involved that the issue would be managed with due diligence and be ethically sound, but ... awkward, to say the least.

This is as unfair on both the investigators as it is on the subject member. Coppers know other coppers in their areas; it is far from transparent and leaves all involved at risk of allegations from over-viewing organisations that the investigation was not as robust as it should be.

It's a big enough Region that if ESC can't manage the files and we really have

to use our investigators to do internal criminal files on other police, lets at least do it as a cross-District matter.

### ALL ANIMALS ARE EQUAL BUT ARE SOME MORE EQUAL THAN OTHERS?

Yes, it's Orwellian, but it applies equally to any large organisation and its internal systems of promotion and development. Where is the level playing field when one wants to get oneself promoted?

In an objective sense, how do you know where you sit in the pecking order of how your experience translates into an application process? You often don't. Why?

Let's take acting, for instance. In some cases, it's got little to do with merit and more to do with geographics. Officer A may be highly qualified and experienced on the rank and applying for positions, but their OIC may only release them a month a year.

**“A downside of the lengthy acting method is the Absentee Landlord OIC, where the work unit has multiple relievers for months or years and becomes fragmented and unstable without a consistent captain at the helm.”**

Officer B may have limited time on the rank, less experience, and be applying for positions, and, because of a more generous OIC, get to relieve at higher level eight months a year.

Regardless of who looks better on paper, a particular officer may get more

experience purely based upon where they are located. Discussions need to be had on equitable distribution of higher duty relieving for those officers seriously pursuing promotion.

A downside of the lengthy acting method is the Absentee Landlord OIC, where the work unit has multiple relievers for months or years and becomes fragmented and unstable without a consistent captain at the helm.

We see this time after time across our organisation. Is there a better way that causes less organisational harm?

Application writing is another variable very much dependent on trial and error, or the advice or even patronage one may receive as to the quality of the product. I am advised by those who review applications that the spectrum of quality is broad, to say the least.

Now that Central Panels is rising like the phoenix from the flames of the restructure, we have the opportunity of implementing a uniform, standardised application writing system across the state, and maybe workshops under the banner as well.

These things must change to a more equitable, robust system in regards to relieving in higher duties. Not everyone will ever be happy with a system, but far less people will be unhappy to start with.

### CLUSTER ELECTIONS

I recently had the privilege to attend local QPU elections for Cluster 41 Wynnum and the instalment of a great crew to represent the bayside.

Congratulations to Graham Hedges (President), Maree Sturdy (Vice President), Ben Suckling (Secretary), and Jen Hendry (Assistant Secretary). I look forward to working with this experienced crew in resolving issues that arise down by the water and am confident they will provide strong local representation for the troops.

Within the next few months, elections for clusters in Mt Gravatt and Centenary Patrol Groups will be held to backfill staff who have moved on and resigned from being local officials. If you wish

to nominate, please advise me of your interest.

### TISM (THIS IS SERIOUS MANAGEMENT)

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- 2) Fulltime Polair coverage.
- 3) A workable Injury Management System.
- 4) An urgent overhaul of psychological services.
- 5) Regional parity for staff, vehicles, and training.
- 6) Growth of staff and resources in line with population growth.
- 7) Moving our first class people out of third class facilities at the Academy.

### Shayne (Treash) TREASURE

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## ANDY WILLIAMS

**Another couple of months have come and gone, my liver is performing under 'protest and duress', my wife has that spring in her step that used to mean something other than the kids are going back to school, the credit card has been released from Emergency Examination Order after Christmas in time to face back to school, and even Australia Day has passed ... signalling the end of the silly season and a return to BAU ... at least until Easter. I hope that you all managed to find some time to rest and relax with those special to you.**

### VALE SERGEANT CHARMAIN LEAFE

On 16 January the Logan District paused to pay respects to Sergeant Charmaine Leafe, who lost her battle with breast cancer after a tenacious fight. Unfortunately, I did not have the pleasure of working with Charmaine, however after attending her funeral, it was obvious to me how much she was loved by all who had the honour to work with her.

This was further emphasised when Charmaine was awarded the Meritorious Service Medal by Commissioner Carroll for her outstanding career. We have lost a great officer, colleague, and friend, and I offer my condolences to Mick and his family.

Mick and his daughter are doing a trek in Tasmania in October to raise money in order to stop other families having to lose a loved one. Donations can be made here:

<https://nbcf-tasmania-2020.raisely.com/theleafefamily>

Please consider donating.

### KNIFE CRIME

There has been an increasing trend of violence involving knives, including the alleged murder of Jack Beasley in Surfers Paradise. Knives are easy to buy, carry, and pass around. When tempers are high it is too easy to reach for a knife and act with devastating consequences.

Following the alleged murder in Surfers Paradise, images of suspects were distributed, allowing recipients of the Facebook Police Medal to offer

comments on their appearance, saying they should have been located and searched before the crime.

Leaving aside the ability of camera operators to go back in time to follow an offender's footsteps from a crime back to a point where meaningful images can be taken, we struggle to combat the possession of knives and need reasonable suspicion before we can search someone.

Anyone can see that those pictured in the image were not desirable in a Safe Night Precinct; unfortunately, neither are a large number of other young people.

Even if police were to find a lawful reason to search someone, there are plenty of reasons for someone to have lawful possession of a knife in public, especially if they spend time away from home.

**"I suggest giving police the ability to use a metal detector to wand persons in a public place."**

Our Magistrates, sitting safe behind their metal detectors and security staff, are all too willing to accept someone possessing a hunting knife for the purpose of fishing, or cutting an orange.

I have visited the Melbourne Cricket Ground and they have put in place a fairly vigorous regime for entry, including a bag search and 'wandering' with a metal detector. It is much the same as a visit to an airport.

These searches are intended to locate weapons, and in my opinion, manage the civil rights of a person with the rights of the public to be safe in a public place. I suggest giving police the ability to use a metal detector to wand persons in a public place.

A person would remove the contents of their pockets, have a metal detector run over their person, and if nothing was triggered, go about their business. The public will need to accept random weapon checks in the same way they accept random breath tests. It's a necessary evil to keep innocent people safe, and it seems like a small price to pay to save a life.

### JUST FOR SOMETHING DIFFERENT: JUVENILES

As I visit stations in the south east I find I am regularly talking to members who are frustrated by juveniles, be it the frontline police who have to deal with the crime, the people in watchhouses who have to provide a safe place for guests who are far more demanding than their adult peers, or the members in scenes of crime who have a massive backlog of located stolen vehicles and other scenes requiring examination (on top of the calls to wounding and other serious crimes that require immediate attention).

There are very few members who are not impacted by the impost of out of control juveniles. Project Booyah is doing excellent work in helping at-risk youth, but we can't keep transferring frontline police positions to do the work of other Government departments.

My last article attracted comment in the media, and I noted with interest that the QPS put out a statement stating that 85% of offenders cautioned



**“The QPS put out a statement stating that 85% of offenders cautioned never reoffend. I am not talking about the kid caught taking a Mars Bar who is reduced to tears in a caution. What about the other 15%?”**

never reoffend. I am not talking about the kid caught taking a Mars Bar who is reduced to tears in a caution. What about the other 15%?

As I go about the Region I see the same names, the same photos. I would say these 15% are responsible for 90% of youth crime. These are the young people who get into a group and swarm on an area like locusts on a field. They cause a massive spike in crime, then move up or down the Brisbane to Broadbeach line to do it all again. Where are the Government projects for these kids?

I was interested to see one of the Australian of the Year awards, the Local Hero award, went to Bernie Shakeshaft, who founded Backtrack Youth Works Program. This program boasts an 87% success rate in getting kids away from crime and into work or education.

Youth crime in Armadale has dropped 50%. More importantly, from what I can see, there is minimal police input in the program. Imagine if even 50% of our youth offenders were successfully diverted to a program like this. What would local crime figures and work rates look like? Why do we not have programs like this to target our highest risk kids?

### BLUE HOPE

Before Christmas, Andrew and the crew at Blue Hope brought the Chuck Wagon to Logan Central and Southport stations. Both visits were well supported by the members, who enjoyed a coffee, burger, and conversation.

I recently dropped into Blue Hope HQ and it is an impressive building indeed. Andrew and the team do an exceptional job and are always available to police in need. Your Union has again committed to support Blue



Hope and their important work in 2020 and I am keen to have them down to SER again.

I am available 24/7 on 0404 460 773.

If it is important to you, it is important to me.

**Andy WILLIAMS**  
Regional Representative  
South East Region  
0404 460 773  
awilliams@qpu.asn.au





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GEORGE STREET Qld 4003**

# Fit For Purpose Fleet

By Darren Curtis and Andrea Appleton

## Fifty-three new Toyota Prado 4WDs are being delivered to rural and remote postings across Queensland in a major upgrade from previous vehicle models.

**The** Service identified that some vehicles they were supplying were not fit for purpose and were putting our people at risk,' General President Ian Leavers says. 'It's good to see that they have now worked with us and we have delivered a product that is beneficial for our people on the frontline, serving the people of Queensland.'

**"We're getting the best vehicle we can for the money we've got, and making sure our people are safe."**

'We're getting the best vehicle we can for the money we've got, and making sure our people are safe,' says Chief Superintendent Matthew Vanderbyl of Operational Capability Command.

'Unlike general members of the public, our people sometimes have to drive places late at night when there are a lot of animals on the road, and we have to drive pretty hard and fast to get to jobs where people's lives are in danger. So we've got to recognise that and give them the right equipment for it.'

The enhancement came about after input from the QPU, and hundreds of responses to an iCop survey requesting feedback on the fleet.

Senior Constable Bede Little, the OIC of Ilfracombe, is one officer who

recognised the issues of previous vehicles even prior to the iCop survey. He raised his concerns via various reports, and also via notification on the QPS Hazard Management System.

'Out here, we're in black soil country,' Snr Const Little says. 'In my Division, the majority of roads are unsealed, with over 700 kilometres of dirt roads and less than 200 kilometres of bitumen. Daily patrols are regularly met with different challenges and hazards than those experienced in city areas.'

'Avoiding animal strikes and navigating poorly formed or damaged roads are just an everyday occurrence. You are accessing locations that do not see a lot of traffic and after even just a little bit of rain, those roads get boggy.'

'A reliable vehicle is a necessity to fulfil general duties and most importantly, to allow me to get back home. The

previous vehicle allocation was far from a perfect choice.'

While stationed at Ilfracombe, Snr Const Little has driven a Ford Territory and most recently a Hyundai Santa Fe. He says neither were fit for purpose.

'The Santa Fe had no bull bar, so we were no match for roos: one strike could leave you stranded,' he says. 'It also had terrible clearance. The centre of most dirt roads would easily collide with the vehicle underbody during patrols.'

'To avoid damage to the vehicle, patrols had to be conducted at a snail's pace and did not allow for patrols of bushland off formed roads. This became somewhat of a joke to locals who would often quip that to avoid police, they only needed to leave the road.'

'Without all-terrain truck tyres, we also had a history of regular flat tyres,' he







General President Ian Leavers and Central Regional Rep Kev Groth check out the features.



On the job in Ilfracombe.

says. 'We'd get punctures from stones and sticks.

'There was also the lack of 4WD capability, and the fuel tank was too small,' he says.

Snr Const Little lodged these issues with the QPS, knowing other officers in similar localities were having similar problems.

'This is an example of our members taking part in a process and driving change,' says QPU Vice President Shane Prior. 'They're driving change, and suggesting common sense approaches to everyday operational issues they face on the frontline.'

Backed by the Union's Workplace Health and Safety Committee, PSBA Fleet Procurement analysed feedback from members and set out to find a vehicle that would better suit rural and remote members.

After extensive research, testing, and further feedback, the team settled on the Prado.

Roxy Lewis from PSBA Fleet Procurement identifies some of the





Members of the Union Executive meet with Fleet Procurement.



benefits of adding the Prado as a first response vehicle.

'We're rolling the vehicle out with a factory bull bar,' she says. 'It's alloy, and it comes with the enhanced driving lights as well. Because it's a factory bull bar and not after market, we managed to maintain the five star MCAP rating, which is really important for us for officer safety.'

'Being a 4WD, it provides increased ground clearance over what the all-wheel drive does, which is far more practical and fit for purpose in our regional areas.'

'The standard vehicle tyres weren't suitable for our regional areas; we were finding that a lot of vehicles were being replaced regularly and were out of action for puncture repairs. So we have upgraded the tyre to all-terrain, to be more fit for purpose for those areas.'

'Additionally, adding a snorkel to the car adds improved air take,' she says.

It's hoped the introduction of the 53 new Prados will also produce a financial benefit.

'If we can reduce the impact and the downtime of vehicles off the road due to animal strikes in our western areas, that's a big gain, particularly for remote areas where there are not a lot of vehicles, at one and two person stations,' Chief Supt Vanderbyl says. 'That also has other flow-on effects to



Andrew Quinlan, Roxy Lewis, and Neil Jensen from PSBA Fleet Procurement.





**“We have vehicles going out into regional areas that are meant for regional areas and rugged terrain.”**

the fleet in terms of reduced insurance premiums over time. Money we don’t spend on insurance can be invested back into the fleet in either more cars, or better equipment on the cars we have.’

‘What we do know is that because of this initiative, we have members that now have fit for purpose vehicles,’ says Vice President Prior. ‘We have vehicles going out into regional areas that are meant for regional areas and rugged terrain.’

Snr Const Little is very happy with the new Prado that was delivered to Ilfracombe.

**“The Prado is a hundred times better than the Santa Fe.”**

‘It’s a hundred times better than the Santa Fe,’ he says. ‘We have the features we needed: a bull bar, better clearance, all-terrain tyres, and 4WD capability. The Prado also has a long range fuel tank: we can now get about 1,000 kilometres’ range.’

Alongside the Prados, Fleet Procurement have also been working on other innovations. Improvements are being trialled for the iLoad models to make them more visible from behind when the rear doors are open, and there is work being done on better placement of LED flash units for urban traffic visibility.

‘If you come to an intersection and you hold the horn on for three seconds, it will change the light into “intersection mode”, where the whites flash on the

roof bar with the red and blue for ten seconds,’ says Sergeant Neil Jensen.

White strobes will also be added on sedans, to enhance daylight impact.

‘This is just the start,’ says Vice President Prior. ‘The Union will continue to work with our members at Operation Capability Command, as well as PSBA Fleet Management. We will continue to roll out new, positive suggestions and improvements to our vehicles and fleet moving forward.’



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# A trip to FNQ and the Cape

By Darren Curtis

**Just before the wet season set in, General President Ian Leavers spent time in far north Queensland and across Cape York to get an appraisal of living and working in rural and remote communities for police in 2020.**

A significant amount of the workforce are young Constables taking on accelerated skills development.

'When they are working in indigenous communities, the issues are very complex and they are really taking it in their stride and doing a tremendous job,' General President Leavers says. 'They are really stepping up to the mark and doing the job of what a police officer is supposed to do.'

At the time, police were dealing with hundreds of displaced people who fled into surrounding communities after a significant disturbance in Aurukun.

'What I have seen firsthand with the police is that they're doing everyone's job,' General President Leavers says. 'They are not only enforcing the law but they are ensuring peace within the community, from handing out food parcels to vulnerable people to ensuring that kids are safe.'

'For other government departments, that is their role, but the police know that if they don't do it, it won't happen. They know there will not be safety in the community, that kids will go without food, women will be subject to domestic violence, and this is all about protecting people.'

'So we are going far above and beyond the role of what a police officer is traditionally meant to do, but it's



**"You've got to think on your feet because back-up is a long way away."**

all about making it safe, and doing what you're supposed to do. I think it's an opportunity for many other government departments, both at a state and federal level, to step up.'

Acting Senior Constable Stephanie Gersbach transferred to Aurukun after her first post Academy placement was on the Gold Coast.

'They make out like Aurukun is the place you don't want to end up in in Queensland, but I have found it to be a lot more positive than I expected,' she says. 'I'm a much better police officer, I'm a much better communicator, and

my operational skills have definitely improved. I'm glad I did it. It was not a decision I ever thought I would make, to come up to the Cape, but it's definitely been a good surprise and I'm really happy that I've come up and done it.'

Former Caboolture-based Sergeant Marcus Gray moved to Aurukun late last year.

'I got a promotion to come here,' he says. 'You've got to look after yourself, as well as your team, and you've also got to think on your feet because back-up is a long way away.'





Support from PSRT and their fleet of resources is often flown into the far north to assist local crews.

Police living in the communities are completely immersed in the job, and off-duty time can be difficult with inconsistent access to fresh food, and many basics only available after days in transit from Cairns.

**“Support from PSRT and their fleet of resources is often flown into the far north to assist local crews.”**



‘I think it is really important to have a fair and equitable transfer and promotion system, especially for those who have been in remote and hard-to-fill areas across the state of Queensland,’ General President Leavers says.

‘We need to have a simplified system: when they’ve done their time, give them an opportunity to go to another location for the next step in their career. That system’s not currently in place and I think we owe it to them and others who may consider coming into the future to fix this system, otherwise it’s going to be a never-ending problem.’

General President Leavers believes it’s important for QPS senior officers who make decisions that impact rural and remote areas to travel across the far north and Gulf by road, to understand the remoteness faced by officers and appreciate the housing and living conditions staff are subjected to.

‘We know there are not the luxuries you may get in other parts of Queensland, but what is really important is good housing and good support from their colleagues right across the state,’ he says.

There’s evidence that when officers feel they are supported, they are content to continue service in the tropics.







Acting Senior Constable Stephanie Gersbach.

'Get out of the south east!' A/Snr Const Gersbach says. 'Go west, come north: get out of that corner. It's a completely different style of policing.

**"Get out of the south east! Go west, come north: get out of that corner."**

'You'll learn more, you'll get to make bigger decisions, there's less bosses watching your every move, and I highly recommend it. There's so much of this state to explore, and the QPS is going to pay you to do it, so you may as well see as many places as you can.'

Through enterprise bargaining, the QPU has successfully negotiated for rural locality incentive payments, area allowances, concessional flights, extra annual leave, ability to accrue PDOs,



police housing, and a 36.5% allowance for one and two officer stations, all benefits that could add thousands of dollars to an officer's base pay.



Sergeant Marcus Gray.





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# A court ruling to award police compensation

By Darren Curtis

**David Caffery left the QPS in 2014, but he's been at the centre of a court case that has now set a legal precedent to assist every emergency service worker.**

**The** former Senior Constable became deeply traumatised after attending a fatal accident at Beewah in 2013. He later initiated a claim for psychological injury against the driver's third party insurance company.

**"A win for me was ... a win for all emergency service workers, not just police officers."**

'A win for me was going to be a win for all emergency service workers, not just police officers,' David said.

It was the first time a case like this was lodged with the Supreme Court.

'It was different in that David wasn't involved in the accident but he was a first responder to the accident,' says Sciaccas Lawyers Senior Counsel Ryan Heath. 'It was also different in that the insurer didn't want to engage with us at all. They had a firm view that police officers are not owed a duty of care in these circumstances, so our only option was to proceed through the court system.'

While Sciaccas Lawyers acted on a no win, no fee agreement, there was still significant risk.

'I was fortunate in that I had a lawyer in Ryan Heath at Sciaccas who was prepared to back me,' David says. 'He said they would support me 100%,

regardless of what happens, but I would have had to sell my house. A loss for me would have meant the loss of my family home.

'Ian Leavers and the Queensland Police Union assured me that wasn't going to happen,' he continues. 'I can't really thank the Queensland Police Union enough, pure and simply because I couldn't have done it without them. There was too much to lose.'

After a trial the court ruled in David's favour and awarded him just over \$1 million in damages, plus legal costs. In December last year, the Court of Appeal again agreed the compensation was justified, and rejected the insurance company's challenge to the decision.

'The best thing I can say is that if you've got any doubt whatsoever as a police officer, about whether you



**"Police officers are owed the same duty of care by a negligent driver as any other member of the community."**

should be in the Queensland Police Union or not: well, don't have any doubt,' David says.



Ryan Heath from Sciaccas Lawyers with David Caffery.



General President Ian Leavers says the case was important to prove that police officers are owed the same duty of care by a negligent driver as any other member of the community.

‘This is an important matter for all police, and that is why we as the Police Union have fully funded it and underwritten it every step of the way,’ General President Leavers says.

A precedent for duty of care is now set that will cover all Queensland police and emergency services personnel who attend highly traumatic road smashes.

‘It nearly broke me, the whole process,’ admits David. ‘But at least now there’s no ambiguity. It’s written in law, and it can’t be argued anymore. So if somebody does end up in the same



**“If you’ve got any doubt whatsoever as a police officer, about whether you should be in the Queensland Police Union or not: well, don’t have any doubt.”**



situation I did, as extreme as it was, at least they know they can find some recourse and have a little bit of a future.’

The decision is unlikely to open the way for multiple claims, but QPU members are encouraged to discuss any post traumatic concerns with their branch officials and the specialist team at Sciacas Lawyers.

David believes he now has a bright future with security to obtain the medical help he needs.

He says he was not intimidated throughout the court process because he had the support of the Union’s 12,000-strong membership.

‘They weren’t just doing it for me,’ says David. ‘They were doing it for all our Queensland Police Union members.’

‘What has confronted Dave should never happen to any police officer,’ says General President Leavers. ‘As a member of the Queensland Police Union, we will always ensure that you receive full access to WorkCover and to legal avenues to ensure you receive the full protection you are owed by your employer.’

As part of the Our People Matter strategy, any QPU member can call the QPU team for a confidential discussion and assistance 24 hours a day on 3259 1900.





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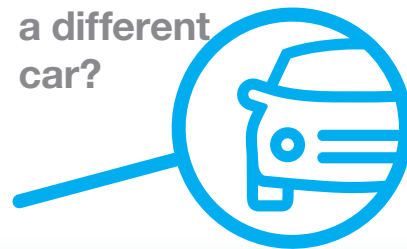
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<sup>†</sup>Negotiated Smartleasing discount on chosen vehicle may vary. Smartleasing's car procurement services are optional, you may choose to purchase your vehicle through any supplier.

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# The Introduction of Typed Records of Interview

Don Braithwaite, former Assistant Commissioner, provides an oral history to Greg Early, another former Assistant Commissioner.

**Until 1962, a witness was not permitted to refer to notes in court except in a very brief way, and certainly they could not read from notes. During this time, I had a case with a Victorian Detective, Eddie Snell, and we interviewed a fellow who was wanted for fraud in Victoria. Eddie interviewed him and had me type out the Record of Interview. I thought that was a very good idea. It took a lot of pressure off you as a witness, not having to memorise things.**

**At** that stage you had to memorise your evidence and if you were not word perfect, then the defence would suggest it was false. If you were perfect they would suggest it was unnatural and must be perjury. You were in a no-win situation.

So, when I was in the Valley CIB I had a case of fellows who'd raped or attempted to rape a 16-year-old girl. We rounded up five men early in the piece.

I knew that memorising five lots of evidence of interview and evidence of confrontation of the victim would be a most difficult task, so I was determined to do it by way of type-written records of interview. And we did that.

**"You had to memorise your evidence and if you were not word perfect, then the defence would suggest it was false. If you were perfect they would suggest it was unnatural and must be perjury."**

Some records were signed; some were not signed. We got them through the committal proceedings okay. I was able to read the records before Mr McKenna, the Stipendiary Magistrate. I got away with it there because they didn't have any defence lawyers with them.

Then it came to trial. As was the custom, you had to confer with Lloyd Martin, the Chief Crown Prosecutor, before the trial. I went over to him and discussed it and he directed that I had to give the evidence in the usual way: that is, from memory. I protested that in the circumstances I should be allowed to refer to or even read the records of interview. He said, 'Well, that's not for you to decide, it's for the judge, and I suggest you memorise it'. I was quite determined to go ahead and read the Records of Interview, but I was worried, I must confess.

I rang the Union and told them what I intended to do and asked if they would support me if I went through with it.

They said they would. The first case of rape was a single trial for a fellow named Clarke and I remember it well because the police got to know what I was going to do and the gallery was full of Detectives wondering how it was going to turn out.

I got in the box and Lloyd Martin took me through the preamble and told me to go ahead and I gave a couple of paragraphs from memory and then outlined the method by which I obtained the written Records of Interview. I asked the judge if I could read from those Records of Interview.

**"It wasn't beyond the realms of possibility that the judge might cite me for contempt and that I could have ended up in a cell with the prisoner."**

Immediately, Mr Eddie Broad, barrister for the defence, got to his feet and protested in the loudest tone that this was not the way of doing things. By this time, Mr Martin supported me and made submissions that I should be able to read. A great argument went on for about a quarter of an hour.

I was in the box and I can recall I was so tensed up; I could feel the perspiration running down my spine as I wondered what would happen. It wasn't beyond the realms of possibility that the judge might cite me for contempt and that I



could have ended up in a cell with the prisoner.

After argument, Judge Stanley, who had one eye (a great old judge: he could see more out of one eye than most people could see out of two), didn't rule. He just said, 'Carry on, witness'. And so, I carried on. I had another paragraph up my sleeve, so I said it and stopped.

Judge Stanley looked at me sternly and said, 'Surely the witness has independent recollection of further conversation with the accused'. I said, 'I'm sorry your Honour, I cannot vouch for the accuracy of my evidence without reading from the record'. This was crunch time. It was really crunch time.

**"I'm sorry your Honour,  
I cannot vouch for  
the accuracy of my  
evidence without  
reading from the  
record."**

There was a long, pregnant pause and Judge Stanley said, 'Then the witness will have to read from the record, won't he?' So I was able to read from the record, and that was the start.

This system was quickly adopted throughout the state. In fact, the five men were convicted in separate trials because of the Records of Interview, and that was quickly taken up as the way to record interviews.

This took a lot of strain off police officers regarding the manner in which they had to give their evidence.

EARLY: This must have been an enormous gain for you, but also for the working police officer?

BRAITHWAITE: It was, but today that system has been replaced by the development of technology: recorded interviews and cameras and all that sort of thing. It mightn't seem like much now to look back that somebody started the contemporaneously typed Record of Interview, but at that time it was very, very important in the investigation of criminal cases.

EARLY: What year was that roughly?

BRAITHWAITE: That was 1963-'64.

EARLY: As you say, before this time Detectives had to learn the evidence.

BRAITHWAITE: Memorise it.

EARLY: Memorise it.

BRAITHWAITE: I recall once a fellow set fire to a hotel and burnt two people to death. Buck Buchanan, who was the leading investigator of the day, had to recall 94 pages of evidence. He was a fantastic officer but he took a week to memorise those 94 pages.

EARLY: And the term, 'contemporaneously made notes', that still applies today in any organisation, but you can't beat notes made at the time or very soon afterwards. This developed from the signed Record of Interview. You indicated that some of these were signed and some unsigned, but there's been lots of argument over the years about veracity, particularly of unsigned Records of Interview. But I think every working Detective from 1964 onwards really should have tipped their hat to you because it was certainly a win for Detectives and working police.



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# Police Recipes

## LAMB MOUSSAKA

This delicious moussaka is a little more time consuming than our usual recipes, but if you've got an afternoon off and want to make a big, hearty, Greek dish to feed yourself and seven mates, this ought to do the trick.

Pair it with a Greek salad and some pita bread for an all-out Greek feast any ya-ya would be proud of. If you haven't got seven mates, the moussaka will taste even better a day or two later, and also freezes well.

### What do I need?

- 8 medium-sized eggplants
- olive oil to roast eggplants and saute
- salt flakes to taste
- freshly ground black pepper to taste
- 2 onions, finely chopped
- 4 cloves garlic, crushed
- 1kg lamb mince (or half lamb, half beef)
- 1 inch piece fresh cinnamon
- 1 cup red wine
- ½ cup verjuice (or substitute white wine vinegar)
- 2 tablespoons tomato paste
- 2 cups tomato sugo
- 1 lemon, zested
- 1 cup flat leaf parsley, freshly chopped
- 2 tablespoons lemon thyme (optional)

### Cheese sauce

- 4 tablespoons parmesan, grated
- 100g unsalted butter
- 100g plain flour
- 2 ½ cups full cream milk
- 2 cups chicken stock
- 1 pinch nutmeg, grated
- freshly ground black pepper, to taste
- salt flakes, to taste

### Crust

- ½ cup breadcrumbs
- ½ cup parmesan, grated
- 1 tablespoons preserved lemons, skin only, finely chopped (optional)



- ½ tablespoon lemon thyme, chopped (optional)

### What do I do?

1. Preheat oven to 250C.
2. Cut eggplant into 1cm slices. Brush slices with oil, season with salt, and bake for 15 minutes or until golden, turning pieces over halfway through cooking.
3. Reduce oven to 200C.
4. Saute onion at moderate temperature on stovetop for 5 minutes, then add garlic and cook another 5 minutes. Put onion and garlic aside.
5. In same pan, brown meat in batches at high temperature: you don't want mince to 'boil'.
6. Put all meat back into pan and deglaze with verjuice and then wine at high temperature.
7. Reduce to medium heat and add onion, garlic, cinnamon, tomato paste, lemon zest, sugo, parsley, and lemon thyme (if using). Simmer for 20 minutes for flavours to combine.
8. To make cheese sauce, melt butter in a pot and sprinkle flour over it slowly,

stirring well to combine. Continue to cook until flour colours slightly and it loses raw flavour.

9. Remove from heat and pour milk in first and then stock, slowly, whisking continuously to avoid lumps.
10. Return pan to stove and continue to cook until thickened, stirring continuously until liquid thickly coats back of spoon (be patient: may take 10 minutes).
11. Add parmesan, nutmeg, and seasoning, stirring to combine.
12. To assemble, place a layer of eggplant on bottom of dish and then a layer of lamb mince. Continue to alternate between eggplant and lamb mince, finishing with a layer of eggplant.
13. Pour cheese sauce over eggplant.
14. For crust, mix breadcrumbs with grated parmesan (and preserved lemon and lemon thyme, if using). Sprinkle over the top of cheese sauce.
15. Bake in preheated 200C oven for 45 minutes.

*Recipe source: Adapted from maggiebeer.com.au*

**Do you have a favourite recipe that you'd like to share with members?  
E-mail us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au)**



# Book Review - This is Going to Hurt Secret Diaries of a Junior Doctor

By Andrea Appleton

**In the dedication at the front of *This Is Going To Hurt*, Adam Kay writes that the book is dedicated to James (whoever he may be) for his unwavering support, and 'to me, without whom this book would not have been possible'. This is a precursor to the wry, snort-worthy humour that permeates throughout the various heartening, heartbreaking, and at times barely believable anecdotes Kay has collated as a record of the six rocky years he survived as a doctor in the UK.**

**The** patients and their stories will no doubt remind officers of some of their own run-ins with the public: just how do these people get themselves into such situations? Further, the exhausting shifts and the inexplicable bureaucracy of the NHS may remind officers of the QPS.

But above all, it is a reminder that doctors, and especially junior doctors, are overworked, underpaid, and generally underappreciated. *This Is Going to Hurt* uses black comedy to excellent effect to help us appreciate and admire them.

The book is not so much a story as a collection of diary entries that Kay uses to document his trajectory from a fresh-faced house officer to an experienced senior registrar, the person ultimately responsible for what happens on his ward.

The entries are at times short and sharp: *'Three am attendance at labour ward triage. Patient RO is twenty-five years old and thirty weeks into her first pregnancy. She complains of a large number of painless spots on her tongue. Diagnosis: taste buds.'*

Other entries are longer, such as one in relation to a woman who had been dousing herself with a Chinese herb. She maintained that it was just herbal and could not possibly be harmful.

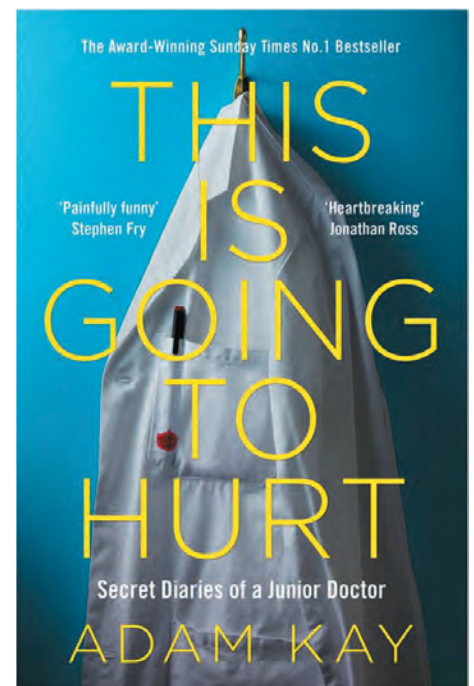
A doctor reprimanded her, telling her that cyanide comes from apricot seeds, the death cap mushroom is often fatal, and that a particular plant in his garden could kill her if she sat under it for only 10 minutes.

Chastened, the patient was sent on her way, and Kay asked the doctor which plant he had been referring to: turns out he was talking about a water lily. It seems Kay is not the only comedian masquerading as a doctor on his ward.

Countering the funny stories, though, are a selection of traumas, near-misses, and deaths. Kay understands these are inevitable in the life of a doctor, but cannot shake the guilt he feels when such mishaps occur at the end of a shift, or at the end of a double shift.

Might these situations have been better handled if the NHS was better run, or better staffed? Should the hospital have taken away the spare beds that occasionally allowed doctors to sneak in a power nap?

Is being startled awake on Christmas morning by your phone beeping in your lap really conducive to a manageable work/life balance, even once you realise you've actually fallen asleep in your car in the hospital car park on Christmas Eve and won't be more than ten minutes late to your shift after all?



Adam Kay  
Picador  
London, 2017  
RRP: \$18.99

*This Is Going To Hurt* asks anyone who's ever seen a doctor to recognise the lived reality of those tasked with safeguarding our health and saving our lives, and their stoicism despite it all.

As Kay says: *'the hours are terrible, the pay is terrible, the conditions are terrible; you're underappreciated, unsupported, disrespected and frequently physically endangered. But there's no better job in the world.'*

# Police Living

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## Police Living Pictures from our Members

The call went out for cute doggo pics and the call did not go unanswered!

Of course it was impossible to choose between the cutest of cute police pets, so we decided the below three must star in the Journal.



**Archie**

Archie the black Cavoodle.

He is our pride and joy and wishes he was the next police dog.

*A/Inspector Sam Bliss, Mackay District*



**Phoenix**

Phoenix the 10-year-old Border Collie.

Her favourite activities are sleeping and being goofy.

I have proclaimed her 'the laziest dog on Instagram': follow her @phephegram

*Constable Stewart Costello, St George*



**Clara**

Clara the 10-year-old British bulldog.

Her tongue gradually comes further and further out as she falls deeper into sleep: I'd say in this photo she's about halfway there!

*Snr Const Brendan Edwards,  
North Tamborine*

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# From the Archives

## THE NEW BLACK MARIA, 1936



Inspector James Toohill, Minister for Home Affairs Edward Hanlon, and Police Commissioner Cecil Carroll inspect the new Black Maria truck in front of the garage at the Petrie Terrace Depot in 1936. The truck was the latest metamorphosis of the Black Maria, which had been in use by the Queensland Police Force since the late 19th century. From its introduction until the mid-1920s, Queensland police used an earlier iteration of the Black Maria as a horse-drawn prison van to transport prisoners from watchhouses to court and back again.

In 1925, the body of the horse-drawn Black Maria was mounted on a Bean truck chassis and so was born the first motorised prison van. Two of these vans worked the Brisbane city area until 1936, when the one in the above photograph was converted into a truck. The other was traded in for 'the latest in limousines' as reported in the *Courier Mail* on 17 October 1936.

Source: The Queensland Police Museum, PM1427

**Each month we print a photo from the archives to showcase the history of the Queensland Police Service. We are always on the lookout for any old policing photos, so please send in any you may have.**

# Interviews with Suspects - Lessons from recent Case Law

By Natalie Smith, Gilshenan & Luton Legal Practice

**The rights of a suspect and the specific duties of police to safeguard those rights are set out in chapter 15, Part 3 of the *Police Powers and Responsibilities Act 2000* ('PPRA'). In the past two years there have been various applications by defence to exclude admissions made in records of interview, based on police actions.**

This article provides a brief summary of some of the issues that have been upheld by the courts.

## INTERVIEWING CHILDREN AND SUPPORT PERSONS

Legislative requirements in respect of interviewing children can be found in section 29 of the *Youth Justice Act 1992* and sections 421 and 428 of the PPRA. In brief, in a proceeding for an indictable offence, there must be a support person present when a child is interviewed and that support person must be allowed to speak to the child in private beforehand.

Even where there is a support person, however, defects or deficiencies in their role can cause a court to be invited to consider whether there should be an exercise of discretion to exclude the evidence. The question for the court is not whether the police have necessarily acted unfairly; the question is whether it would be unfair to the accused to use their statements against them.

There have been two cases<sup>1</sup> where the issue was raised as a reason to exclude the interview that the support person did not understand their role properly and sided with police during the interview. In *R v AKE* [2019] QchC 41, the police officer involved explained the role of the support person as follows:

*'So what, what a support person is, LKE, I'll just explain that. Um, your*

*role today isn't to answer questions for AKE....--- MmHm*

*But it's to help us um try and communicate with each other better. --- Yeah*

*So if I ask her a question and she's not sure about it you can jump in and help explain the question. --- Yes*

*And if she provides a response that I'm not sure about you can jump in and provide that response --- Yes*

*To me you can try and help me out that way okay? --- Yeah'*

During the interview, the support person admonishes the child for saying that she didn't take anything when she took a packet of juice and then again tells her to tell the Constable who is responsible for the school break in.

Later on in the interview when discussing the process of bail, the support person and the officer together give the child advice on how she should behave in future and the consequences of breach of bail.

President Richards of the Childrens Court raised concerns with this explanation, and the support person's subsequent behaviour in the interview, commenting:

*'Unfortunately that is not really the role of the support person. Certainly*



*he was there to make sure that the child understood the questions that were being asked but also to ensure she knew and understood her rights and was not being overborne in any way ... it seems clear that he did not understand his role as a support person which was in contrast to his role as a supportive but disapproving grandfather.'*

**"It seems clear that he did not understand his role as a support person which was in contrast to his role as a supportive but disapproving grandfather."**

An officer must ensure that they:

- Ask the child who they want as a support person
- Consider whether there are any potential conflicts (is the support person a parent or support person of a co-accused?)



- Ensure that the support person isn't in a position of authority
- Ensure that the support person's role has been explained to them (don't merely give them the Form 36), and
- Remind the support person that their role is to support the child, not answer questions on behalf of the child or exhort that the child should 'tell the truth' or 'answer questions'.

### IS AN INTERPRETER NECESSARY?

Part 5, Schedule 9 of the *Police Powers and Responsibilities Regulation 2012* (the Regulation) sets out the powers and responsibilities of police relating to investigations and questioning for indictable offences.

Section 28 of the Regulation provides guidance for police in applying section 433 of the PPRA, namely that a person has a right to an interpreter and that police must arrange an interpreter if they reasonably suspect a relevant person is unable to speak English with reasonable fluency.

An officer may ask the suspect questions (other than a question related to their involvement in the offence) to help form their reasonable suspicion.

The *Recommended National Standards for Working with Interpreters in Courts and Tribunals* was endorsed by the court in *GPN v R* [2018] QDCPR 34 as helpful for police in assessing a suspect's English. The Standards include the following suggestions:

- Ask the suspect about an interpreter using an open question
- Ask questions that require a narrative response. If the suspect does not respond with anything more than a few words, make several further attempts at eliciting a longer response
- Assess communication. A suspect is likely to need an interpreter if:
  - o They have difficulty articulating back what you said to them

- o They only speak in short sentences or give one word answers
- o They consistently agree with your questions or propositions put to them
- o They respond inappropriately to questions (ie. responding with 'yes' to 'what' or 'where' questions)
- o They do not use English grammatically
- o You find yourself frequently needing to restate simple questions.

### RIGHT TO COMMUNICATE WITH FRIEND, RELATIVE, OR LAWYER

Section 418 of the PPRA sets out the right of a suspect to communicate with a friend, relative, or lawyer before questioning and that police must enquire whether the person wants to, and if so, delay questioning for a reasonable time to allow that to happen.

**“If a suspect has given an answer that could in any way be categorised as wanting to speak with someone, or if the answer is unclear, an officer must clarify the answer.”**

In the matter of *The Queen v Hamilton* [2018] QDCPR 29, during the execution of a search warrant, the officer complied with the first part of s418 by advising that the suspect could have a solicitor present. The suspect replied 'yeah well of course'. The officer did not follow up with the suspect as to who they wanted to attend and instead continued to probe the suspect for further information.

Judge Muir considered that the suspect's response meant that the

officer was required to delay the questioning for a reasonable time to allow the suspect to speak to the person of his choosing. The admissions made subsequently were therefore unlawfully obtained.

There was also a similar issue in the matter of *AKE* referred to above, where it wasn't clear on the evidence that the officers involved had given the support person time to speak with the child, contrary to s421(2) of the PPRA.

It is therefore important to ensure that if a suspect has given an answer that could in any way be categorised as wanting to speak with someone, or if the answer is unclear, an officer must clarify the answer.

### LENGTH OF QUESTIONING/ APPLICATIONS TO EXTEND

A police officer may detain a suspect for a reasonable time to investigate or question a person about an offence, however they must not be detained for more than eight hours unless the detention period is extended (they can only be questioned for four of those eight hours).

A police officer can apply to a Justice of the Peace or Magistrate for an order extending the detention period. If the total questioning period is more than 12 hours, the application must be made to a Magistrate. The preconditions for the application are that:

- The nature and seriousness of the offence require the extension
- Further detention of the suspect is necessary
- The investigation is being conducted properly and without unreasonable delay, and
- The person, or the person's lawyer, has been given the opportunity to make submissions about the application.

In the case of *R v Dendle* [2018] QDCPR 16, the officer had not spoken to the suspect about the application. He left the

section on the application blank about the person wanting or not wanting to make submissions on the application.

Judge Clare SC ruled that while it is the Magistrate who needs to be satisfied of the four conditions in section 406 of the *PPRA*, the onus was on police to seek a lawful order by providing information capable of so satisfying a Magistrate.

The officer should have asked the Magistrate for time to address the requirement of informing the suspect: when an application for an extension is brought within time, the detention period will continue until a Magistrate *refuses* the application.

### CONCLUSION

There are many pitfalls for investigating officers in interviewing suspects, particularly vulnerable people such as children or people who do not have proficient English skills. It is important to have a good knowledge of the relevant sections of the *PPRA* and the Regulations and to comply strictly with them; while a failure to do so does not necessarily result in an interview being excluded, it opens the door for defence to argue that it should be.

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1 *R v AKE* [2019] QchC 41 & *R v S* [2019] QChC 1.

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# Police Health



## WILL THE REAL HEALTH INSURANCE PLEASE STAND UP?

Many of us associate *value* with *cost* – but when it comes to health insurance, the saying is true: *you get what you pay for!*

You may have caught yourself saying exactly that the last time a bargain tool you purchased second-hand malfunctioned after the first use. After all, the chance to be thrifty is always there. But there are times when value and quality should definitely be the frontrunner over price alone.

For example, when you want your purchase to last, to fit you and your family's changing needs, and to be so useful it essentially 'pays for itself' over time. Perhaps most importantly, it's when the reason you want it in the first place is to look after something as important as the health of your family – as should be the case with your health insurance.

Unfortunately, when shopping for insurance many people don't look beyond the surface, because – let's be honest – it can be complicated for the average person to understand the finer details of a policy.

Most just note the tick next to dental, the thumbs-up beside physio, and check the monthly premium. They say, *'that seems good'*, when in reality the details around benefits and annual maximums need to be looked at more closely to find an appropriate match.

Over the past five years, more than two million Aussies have ditched their private health insurance citing reasons around premium costs,

lack of value for money, and not believing in private health insurance<sup>1</sup>. Looking at the broader picture and patterns, it's evident that much of this departure is a result of people being paired with policies that don't suit.

It's a scary trend, given that only 760,000 of 890,000 patients who were added to the public hospital elective surgery waiting list during 2018-2019 were admitted for surgery in the same period.<sup>2</sup>

## NOW ISN'T THE TIME TO DITCH HEALTH INSURANCE.

### IT'S THE TIME TO REVIEW AND UNDERSTAND YOUR POLICY.

The value of health insurance is often misunderstood simply because people are uncertain about what they're actually covered for, and to what extent. So dissect your policy. Get to know it. If there's a component you don't understand, contact your fund and ask about it. You stand to benefit greatly simply by being informed.

As a starting point, use these tips when reviewing and comparing policies:

#### 1) Educate yourself – know what everyday things you can claim on.

Extras are great for preventative health. They help keep you fit and well. Does your policy include physiotherapy, remedial massage services, braces, hearing aids, or orthotics? If you're unsure what a particular health service includes, look it up. If you're paying to be insured for benefits, use them!

#### 2) Look beyond the lowest price.

Analyse the benefits included in a policy alongside the premium and see if the maths adds up. What will

you get back on a standard physio, psychologist, or podiatrist consult, and what's the annual maximum set at? Is it more cost effective to pay a higher premium knowing your money will stay in your pocket when you visit your health provider?

#### 3) Get over the 'why should I pay for pregnancy when I don't use it?' mentality.

There are four hospital product tiers: Gold, Silver, Bronze, and Basic. To be classified as Gold the policy *must* provide cover for all 38 mandated clinical categories, including 'Pregnancy and birth related services'. That doesn't mean you're paying extra for pregnancy: you're paying for comprehensive Gold tier insurance, with no exclusions. It's the ultimate peace of mind.

Given that exclusions can catch you without cover when you need it, and the fact that some 'Silver Plus' policies are priced very similarly to 'Gold' policies (yet have a number of exclusions), it's fair to say: 'buyer beware'.

#### 4) Beware of applying an excess.

Most people don't realise that excesses can become a barrier to treatment when other unexpected and uncontrollable out-of-pocket costs hit, such as gap payments for doctors and anaesthesiologists. These unexpected costs often hit patients at the same time that they're dealing with a loss of income, so removing excess from the equation helps protect you from the unforeseen, as good insurance should.



Police Health's cover doesn't malfunction when it's time to be used, so be sure to add them to the mix when comparing cover options.

In Queensland, across 21 popular Extra services listed on the government's Information Statement, and including dentistry, optometry, physio, chiro, and psychology...

- We pay out an average of 37% more than BUPA Top Extras 90 – and we're 28% cheaper\*
- We pay out an average of 46% more than Medibank Top Extras 85 – and we're 9% cheaper\*
- And we pay out an average of 66% more than BUPA Top Extras 75 – yet we're still 0.1% cheaper\*

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To find out more call 1800 603 603 or e-mail [enquiries@policehealth.com.au](mailto:enquiries@policehealth.com.au) for a no obligation quote and benefit comparison.

- 1 <https://www.savings.com.au/savings-accounts/two-million-aussies-dump-private-health-insurance-as-prices-soar>
- 2 The Australian: Hospital System Stretched to the Limit, by Natasha Robinson, 8 January 2020

**\*Clarification:** We've calculated these illustrative averages for Queensland, based on a family policy, with no Australian Government Rebate on private health insurance or Lifetime Health Cover Loading. The calculations are based on a limited selection of services, so comparisons may vary with other funds, other items and preferred provider arrangements, but, overall, we believe that they support our mission to provide Cover Like No Other. If you want to compare the specific benefits or premiums for Police Health or other funds government Information Statements, these can be found at [privatehealth.gov.au/](http://privatehealth.gov.au/) | Effective as of 1 April 2019

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# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – Jan/Feb 2020

### State President:

Greg Early, early.gregory1@gmail.com, 0407 960 588

### State Secretary:

Patricia Holden, zhende4854@gmail.com, 0428 455 406

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com



**Courtesy of the QPS, a confidential psychological support service is available to retired Queensland police officers – 24/7 – 1800 277 478**

**IF YOU KNOW SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THIS FREE SERVICE**

**MESSAGE FROM GREG EARLY, STATE PRESIDENT**



*Jim O'Donnell receiving his Veteran Member Certificate from State President Greg Early.*

### FUTURE LUNCHEON

**Redlands** – 25 February – Redlands Sporting Club, Wellington Point – Bernie Coleman – 0402 983 225

### NEW MEMBERS

Former Sergeant Julie Ann Wrighton, State; former Sergeant Robert Charles McLagan, Logan-Beenleigh; former Assistant Commissioner Paul Lawrence Doyle, Near North Coast; former Superintendent (NT) Denis John Meehan, Gympie; former Sergeant Christopher Noel Dalglish, Darling Downs; former Senior Sergeant William James Salm, Redlands; and former Sergeant Karen Frances Salisbury, Sunshine Coast.

### NEW ASSOCIATE MEMBER

Jean Cogill, wife of Veteran Member Gordon Cogill, Sunshine Coast.

### OBITUARIES

**Members:** Veteran Member and former Constable Gordon James Fels, 5.11.2019, 89 years; Veteran Member and former English Police Constable Walter Edwin (Ted) Barrington, 27.11.2019, 85 years; Associate Member Adrienne Dianne Clohesy, wife of Gold Coast Member Phil Clohesy, 29.11.2019;

Member and former Senior Constable Clive Arthur Cust, 11.12.2019, 71 years; Veteran Member and former Assistant Commissioner Andrew Francis Kidcaff, 11.12.2019, 77 years; Associate Veteran Member Herbert Roy Taylor, 21.12.2019, 86 years; Veteran Member and former Sergeant Athol Gordon Henderson, 3.1.2020, 89 years; and Veteran Member and former Inspector Roy Thomas Grant, 3.1.2020, 90 years.

**Non-members:** Former Senior Constable Alan Robert Joicey, 7.11.2019, 47 years; former Sergeant Brian Douglas Wiggins, 10.11.2019; former Superintendent Howard Plant, 4.11.2019, 87 years; former Senior Sergeant Alan Forbes Pryde, 15.11.2019, 67 years; former Sergeant Ian James Thatcher Brown, 16.11.2019, 67 years; former Inspector Robert Leonard (Bob) Vidler, 1.12.2019, 77 years; former police officer Matthew John Ready, 6.12.2019, 82 years; former police officer Gregory Keith Marheine, 8.12.2019, 70 years; former HR Manager State Crime Ops Foster Stavridis, 4.12.2019; former Det Senior Sergeant Stephen David Beakey, 11.11.2019; former police officer Kenneth Arthur Smith, 26.12.2019, 79 years; former Sergeant Raymond George Harmsworth, 24.12.2019, 79 years, former PLO Neal Hayman, 3.1.2020; former Senior Constable Leslie (Les) John Haylock, 6.1.2020, 87 years; former police officer William (Billy) Joseph Bostock, 10.1.2020; former police officer Roger Donald Seccombe, 16.1.2020, 82 years; and former police officer Eileen Margaret Geach (Grant), 21.1.2020.

**Family:** Ada Victoria Armistice Hocken, service 21.11.2019, widow of late Life Member Phillip Brian Hocken and mother of Member Phillip Roy Hocken; Evelyn Mienert, widow of late Senior Member Toby Mienert, 20.11.2019; Noreen Shepherd 20.11.2019, widow of former Queensland police officer Dick Shepherd; Joyce Olive Inwood, widow of former police officer Ted Inwood, 27.11.2019; and Anne Patricia (Pat) Kelly, 3.1.2020, 101 years, mother of Gladstone Member Kevin Kelly.

**Serving Member:** Sergeant Charmaine Leafe, OIC Loganlea Community Beat

### MEMBER CERTIFICATES

**Veteran Members** (over 75 years and 10 years continuous financial membership) — John Thomas Enright, Logan-Beenleigh; George Raymond Paff, Logan-Beenleigh; Colin Richard Watson, Darling Downs; and Garry Martin Ryan, State.

**Veteran Associate Members** (over 75 years and 10 years continuous financial membership) — Lorraine Hansen and Beverley Ann Houley, Mackay-Whitsunday; Jill Hardy, Townsville; and Joyce Mary Newman, Hervey Bay.

**Senior Members** (over 65 years and ten years continuous financial membership) – David Martin Durham, Sunshine



Coast; Peter John Harrison-Kyte, Logan-Beenleigh; Neville Hunsley, Logan-Beenleigh; Gaius Wilhelm Lobegeier, Logan-Beenleigh; Robert Bruce Materna, Bundaberg ; Iris Mary Waugh, Bundaberg; Darryl James Murtha, Logan-Beenleigh; and Phillip John Clohesy, Gold Coast.

**Senior Associate Members** (over 65 years and ten years continuous financial membership) — Eileen Mary Dixon, Hervey Bay and Denise June Hansen, Mackay-Whitsunday,

**90 and over:** Keith Stephen Love, Southern Downs and Granite Belt, 90 on 28.12.2019; Cecil Arthur Horne, Ipswich, 94 on 6.1.2020; Douglas Richard Levingston, State, 95 on 9.1.2020; Gordon Robert Schultz, Townsville, 93 on 17.1.2020; Albert William Crawshaw, State, 95 on 9.2.2020; Graham Adrian Dank, Gold Coast, 95 on 4.2.2020, Robert Valentine Ensinger, Sunshine Coast, 91 on 28.2.2020; Robert Vincent Meagher, State, 91 on 6.2.2020 and Gladys May Waters, Ipswich, 91 on 4.2.2020.

## AROUND THE BRANCHES

### BUNDABERG

Sixty members and guests attended the Annual Luncheon held on 4 December at the Bundaberg RSL Club. Redlands and Hervey Bay branches were represented. Guest speakers were Andy Henderson, Director of QBank, Senior Sergeant Mike McGarry, Officer in Charge of Bundaberg station, and State President Greg Early. Andy mentioned the continuing sponsorship of the QRPA by QBANK, and also that QBANK is competing well with the major banks. Mike indicated the increase in calls for service, great rapport with other agencies, and the good performance of his troops in an ever-changing society. Greg Early brought those present up to date with QRPA matters and mentioned particularly a recent address in Brisbane by Commissioner Katarina Carroll, as well as how well equipped modern police officers are these days. Mike soon arranged for two on-duty officers to come to the Luncheon and demonstrate all of their accoutrements including the QLite iPad. A big difference was noted from the wooden baton, handcuffs, and notebook which were all that most of the retired police officers present were issued with many years ago. Fifty-seven prizes and two huge hampers were raffled and won by those present.

### GOLD COAST

Meeting held on 3 December at the Currumbin RSL Club. The November social meeting at Surfers RSL Club was a great afternoon although numbers were down. The members Christmas Luncheon was held at the Quality Hotel, Lone Star Tavern, on 13 December. The branch meeting and social calendar for 2020 has been completed and distributed to members. Welfare: Colin Sullivan recently caught up with Boyd and Betty Barrett who are travelling well. Bob Gillespie had been in hospital receiving treatment after a recent fall and Bob Dempsey was able to attend the Christmas Luncheon. Guest speaker: Treasurer Neil Raward gave a talk about some interesting police incidents from the 60s.

### GYMPIE

Meeting held on 4 December at the Gympie RSL Club. President Laurie Pointing welcomed all members, associate members,

partners, and Inspector Steve Donnelly. An application to join the Association by Denis John Meehan (formerly Northern Territory police) was recommended for acceptance. Laurie mentioned the celebration of the life of former Assistant Commissioner Charlie Dwyer at the Kawana Surf Club on 18 October; Charlie was once the Regional Superintendent based at Gympie. He also spoke about the successful launch of volume three of *Keeping the Peace* at the Townsville Police Academy on 30 October by former Assistant Commissioner and member Paul Wilson; a talk by him on 15 November at the Gympie Regional Library; and a presentation of a special copy of the book to Janelle Wendt, widow of the late Sergeant Russell Wendt, at Nanango on 29 November. Russell was the former officer in charge of Nanango station, to whom the book is dedicated. (Royalties from sales of the three books have been directed to the Queensland Police Legacy Scheme.) Welfare: Annabell Andrews advised that Errol Frank, Helene Millner, and Peter Eiby have conditions that require visits to doctors, that Col and Mary King have moved to Cooina Aged Care Centre, and that Rex and Marion Allison were not well enough to attend. President Laurie presented the following certificates: Annabell Andrews (Senior Member), Marge Durre (Senior Associate Member), and Val Scott (Veteran Associate Member).



President Laurie Pointing presenting Treasurer Annabell Andrews with her Senior Member Certificate.



President Laurie Pointing presenting Marge Durre with her Senior Associate Member Certificate.



President Laurie Pointing presenting Val Scott with her Veteran Associate Member Certificate.

### LOGAN-BEENLEIGH

Our November meeting was held on the 21st and as usual we had a large turnout of members showing keen interest in the branch. Although we did not have a guest speaker, a few of our members provided us with stories of old. It was

pleasing to see Andy Watt attend and give us a rundown on his recent illness and problems. He is doing very well and we all wish him the best in his recovery. It was also pleasing to see Associate Member Marcia Butler attending after the passing of our Veteran and longtime member, her husband Frank. Marcia addressed the meeting and thanked members from the branch and in particular our past President Max Moloney for the support and assistance given to her and her family with funeral arrangements. Marcia paid particular thanks to members who attended the service and the many well wishes from branch members. Our branch has decided to provide new members with branch shirts free of charge on application, and we have now purchased a number of shirts. As was the case with our original order and supply of shirts, the branch obtained a grant from the Logan City Council. I have again made application to the Council for a grant for the payment so fingers crossed. Keep well and remember With Honour We Served (*Terry Ahearn, Secretary*). Meeting held on 16 January. President Gerry Stevens acted as Secretary in the absence of Secretary Terry Ahearn. A favourable response was received from the Logan City Council in regard to the branch's request for a grant to purchase more branch shirts. Welfare Officer: Max Moloney advised he was unable to continue with his duties and Eileen Riley was appointed in his stead. Senior and Veteran Member Certificates were presented by President Gerry to Marcia Butler, John Enright, Peter Harrison-Kyte, Neville Hunsley, and George Paff. Guest speaker: Member Eileen Riley entertained members on the challenges and rewards of a former police officer becoming a marriage celebrant, including humorous and emotional anecdotes.

### SUNSHINE COAST

The branch's Christmas Luncheon was held at Headland Golf Club on 26 November with 79 people in attendance, an increase on last year's numbers. Among the VIPs in attendance were Acting Chief Superintendent Darryl Johnson, QRPA President and Sunshine Coast branch member Greg Early, as well as visitors Lawrie and Ruby Witham from Esk, Bob and Lyn Vanderwolf from Brisbane, and Karen Salisbury, a retired police officer. Guests in attendance that were duly acknowledged were *Cop This* advertisers Royce and Sue Gregson, Gregson and Weight, Funeral Directors; Vicki Stewart, Director, Stewart Property Real Estate, Mooloolaba; Kym Presgrave (a former South Australia police officer), Queensland Medals and More, Alexandra Headland; and Reverend Matt Govan, Police Chaplain for the Sunshine Coast and Wide Bay Region. Apologies were received from another *Cop This* advertiser Mark Newton of KAM Automotive, Warana. Greg spoke about policing in the late 1950s when he and President John Walker joined as Cadets, and the very limited amount of accoutrements supplied to police officers then as compared to today. Acting Chief Superintendent Darryl Johnson spoke about his area of responsibility in the Sunshine Coast Police District, the increases in and number of police calls for assistance in the past 12 months within the district, the recent appointment of Police Commissioner Katarina Carroll, and proposed restructuring in some areas. Treasurer Roly Dargush once again was the main organiser of the event and the event ran smoothly: the day was

voted a great success. Sue Gregson from Gregson and Weight donated the lucky door prize which was won by Heather Chalk. Many raffle prizes were won and these included the ever-popular Christmas cakes prepared by the 'Christmas Cake Legends' Charmain Blissner and Lyn Betts (*John (Whiskey) Walker, President*). Meeting held on 28 January: Detective Senior Constable David Rolleston, Cold Case Group, Homicide Investigation Unit, State Crime Operations, gave those present an interesting address on what the group is doing. They have murders committed since 1952 on their books and rely heavily on the receipt of new information and advances in technology. Their motto is 'May no offender take solace in the passage of time'. Applications to join the QRPA by former Sergeant Karen Salisbury and Jean Cogill, wife of Veteran Member Gordon Cogill, were recommended for approval.

### SOUTHERN DOWNS AND GRANITE BELT

Meeting held on 10 January at the Warwick Golf Club. A special welcome was given by President Laurie Bell to Police Chaplain Jeff Baills and retired officer Bob Platt. Welfare: Yvonne Reid reported on her home visit to Secretary Monica O'Mara while she was recuperating. A minute's silence was held in memory of branch member Clive Cust who passed away on 11 December. Police Chaplain Jeff Baills spoke about the Chaplaincy program and handed out his contact details should any member wish to contact him. Inspector Brian Cannon and his wife Jill have been great supporters of the branch while they have been at Warwick. The branch presented them with a pre-retirement present in appreciation. They have applied to join the QRPA but as Brian is on pre-retirement leave their applications will not be processed until 1 July. The next meeting will be a combined meeting with the New England branch of the NSW RPA at the Tenterfield Golf Club.



President Laurie Bell making a presentation to Inspector Brian Cannon and his wife Jill.

### ROCKHAMPTON

Meeting held on 4 December. President Barry gave feedback on the Annual Dinner. There were 47 attendees, including State President Greg Early, Paul Wilson in his capacity as a Director of the QBANK Board, and the Police Chaplain Glen Louttit. Gladstone and Bundaberg branches were represented. Darryl Saw, President of the Gladstone branch, and Dennis Smith, Secretary of the Rockhampton branch, were presented with their Life Member Plaques by State President Greg Early. Other branch members honoured with awards were Cavill Heywood, Veteran Member Certificate; Gloria Heywood, Veteran Associate Member Certificate; June Young, Veteran



Associate Member Certificate; Andrea Benson, Veteran Associate Member Certificate; and Carolyn Tomlin, Senior Associate Member Certificate. These awards were presented by branch President Barry Self who also presented Councillor Rose Swadling with a QRPA plaque commemorating her 25 years of support for the Rockhampton branch. The proceeds of the raffle, together with a donation by Councillor Swadling (\$800), have been forwarded to the Queensland Police Legacy Scheme. Welfare: President Barry Self has recovered from a bout of pneumonia which prevented him attending the Bundaberg Annual Luncheon.



*Darryl Saw receiving his Life Member Plaque from State President Greg Early at Rockhampton's Annual Luncheon on 18 November.*



*Dennis Smith receiving his Life Member Plaque from State President Greg Early at Rockhampton's Annual Luncheon on 18 November.*

## MACKAY-WHITSUNDAY

Meeting held on 16 November. Welfare: Barry Downs advised he had contact with the following members: Bob Maher, Tony Wynne, and Ray Hodgson, who at the time of the meeting was an inmate at the Mater Hospital in Townsville. He also had contact with Dave Gray who was back home after a short stay in Townsville, and with Col and Lorraine Duncan. Member Mick Adams gave a short talk on the background of life in the settlements in Northern Territory and particularly on the recent incident leading to the injury of one officer and a murder charge being preferred against that officer's partner. Guest speaker: Ian Rowan, CEO of RACQ-CQ Rescue. During his talk, Ian showed videos depicting the various tasks performed by the rescue teams, and outlined the make-up of a normal crew and the extensive medical expertise and training needed to be a crew member. He outlined the costs of maintaining the service and the way in which the service is tasked for various jobs. His presentation also included his own background which included service with the RAF. Meeting held on 14 December. President Bob Maher indicated he was endeavouring to obtain information about a new Victorian program which assists retired officers with PTSD. Welfare Officer Barry Downs indicated he had contacted Bob Maher, Tony Wynne, Ray Hodgson, Col and Lorraine Duncan, and

Dave Gray. He had also contacted Associate Members Susan Bray, who had sustained an injury to her right foot, and Dennis Doring, who had been hospitalised after sustaining an injury to his left shoulder.

## IPSWICH

The Christmas Luncheon was held at Brothers Leagues Club on 12 December. Seventy-five members and guests attended. Speakers were Daryll Morton, Chairman of QBank's Board; Paul Wilson, Director of QBank; Superintendent Dave Cuskelly, who had just assumed his role as District Officer of the Ipswich District; and State President Greg Early. Guest speaker was Peter Watt who spoke about his several publications. Many raffle prizes were won by several attendees. The always-popular piece of carpentry crafted by Vice President Fred Maynard (on this occasion a beautiful clock) was won by Diane Topping. It was great to enjoy the presence of member Bill Hayden and his wife Dallas. An excellent luncheon in every respect. Meeting held on 9 January. Welfare report by John Hawkins and Len Yarrow: Ken Farquharson was visited at St Mary's Nursing Home, and Vince and Ailsa Beutel and Ted Hogan were also visited. The visitation to Ted was greatly beneficial and according to Ted's wife, Dot, she has not seen Ted so interested in happenings for a long time. Cec Horne (94 years on 6 January) was contacted and he is still providing daily support to his wife. Trevor Eltherington, now 89 years, was contacted. He is suffering from sun cancers. Len reported that he had been in touch with Shirley Zillmann who is battling along. Doug Trace had a fall in his backyard and is recovering at home. Matt Dale is still suffering from vertigo and Elaine is using a cane: not sure if it is to keep Matt in line or for walking assistance. Chairman Ken Morris presented Mick Rockett with his Senior Member Certificate. Mick was guest speaker and spoke on the Rockett family dynasty in policing. This was an interesting presentation that followed the history of the early members of Mick's family in their policing throughout Queensland, and of the several bravery awards earned by his forebears. Not only were there earlier generations of the Rockett family that served, but in our times and known to many members was Inspector Frank Rockett (Mick's father), then Mick himself, and now Mick's son, Billy, who is a Detective Sergeant on transfer from Rockhampton to Brisbane.



*Attendees at the December Luncheon: Naomi Watt (wife of guest speaker), Dallas Hayden, and Peter Watt (guest speaker).*



*Mick Rockett receiving his Senior Member Certificate from President Ken Morris.*

## TOWNSVILLE

The Christmas Luncheon was held at Carlyle Gardens Restaurant on 4 December. Fifty-three members, guests, and friends attended. A special welcome was given to Inspector Joe Kitching of the Northern Police Academy; Paul Wilson, Director of QBank; Past State President Mick O'Brien; and former Superintendent Gordon Duncan. Special OBE cards were presented to Gordon Thomas and Laural Angus. Jenny Urquhart decorated the tables, and over 50 prizes were won in the raffle which was conducted by Wendy Thomas, Wayne Lord, and John Urquhart. A special bottle of Johnny Walker Gold Label Scotch was won by Gordon Duncan.

## GLADSTONE

The 11 December meeting and Christmas lunch were held at the Calliope Central Bowls Club. Central Region Police Chaplain Rev Glenn Louttit and Gladstone Patrol Group Inspector Darren Somerville were special guests. Several members played barefoot bowls, with President Darryl Saw's Dodgers defeating Max Mienert's Manglers by one point. Frank Winn won both trivia games. Members enjoyed a delicious lunch, followed by a multi-draw raffle of many branch and donated prizes. All attendees won one or more prizes.



Attendees at the 11 December meeting at the Calliope Central Bowls Club.

## DARLING DOWNS

Meeting held on 12 December. A plaque has been purchased for presentation to Graham Hohenhaus. At the time of the meeting, Graham had been admitted to Bupa Nursing Home for a two week period. Kev Weise reported on his attendance at various luncheons conducted by the Queensland and New South Wales RPAs. President John Sullivan presented Dave Currie with his Veteran Member Certificate.



President John Sullivan presenting Dave Currie with his Veteran Member Certificate.

## NEAR NORTH COAST

Meeting held on 18 November at Redcliffe Leagues Club. Welfare: Rick Losberg is still undergoing chemotherapy and was responding well. Treasurer Paddy Higgins presented information on embroidered polo and dress shirts for

members. The information is to be forwarded to all members for the placement of orders. Paddy also outlined to members the benefits of logging into the QRPA website. He explained the log in procedures and offered to assist anyone needing help. A relevant message will be forwarded to all members along with a funeral request form. No meeting was held in December and a Christmas get together was held instead.

## REDLANDS

Meeting held on 26 November. Welfare: Pam James has had surgery for bowel cancer and is at home and having chemotherapy until January. She's in good spirits and positive about the future. Alan Nicol is still not the best. He has finished a long bout of chemotherapy but is still not eating solids. Surgery has been postponed until January. President Paul Fitzpatrick presented Senior Associate Member Certificates to Joan Ehlers, Rosemary Nico, Sandra Gorriel, and Jennifer Ann Hall. Dave Stannard accepted a Senior Associate Member Certificate on behalf of his wife Ann. Meeting held on 28 January. Welfare: Joan Ehlers was hospitalised recently with a medical condition. Secretary Eddie Gallo addressed the meeting on information he had obtained in relation to a Police Veteran's Card being issued to former Victorian police officers. The card enables support for health and lifestyle and also has a number of private businesses that will provide discounts to holders of the card. No doubt this matter will be considered by the State Management Committee. President Paul Fitzpatrick thanked all who were involved in planning and putting on the Christmas Lunch on 17 December. Planning is well advanced for the Annual Luncheon to be held on 25 February. The Community Notices section of the local paper (Redland City Bulletin) will now carry a notice about Redlands Branch QRPA meetings and an invitation for any eligible former police officer to join the QRPA. President Paul thanked Secretary Eddie Gallo for his work and what he has done for the branch over his time as Secretary, especially in such things as having the QRPA become more visible with a hope to increase membership.

## FAR NORTH QUEENSLAND

Meeting held at the Red Beret Hotel, Redlynch, on 22 November. This meeting attracted 58 members, with 16 apologies. Superintendent Geoff Sheldon and Inspector Rhys Newton were welcomed as visitors. Chief Superintendent Brian Huxley also attended and departed after addressing the meeting. His comments included some crime statistics and the results of a task force operating between Edmonton and Smithfield. Welfare: Brigitte McKaskill provided information to the meeting on the following members: Maureen Bickhoff, Lorraine Snook, and Cath Finter.

## HERVEY BAY

Meeting held on 19 November. President Ian Anderson thanked those who attended the funeral service for Gordon Close and also those who attended the NPRD service. Greg and Ros Morrow were welcomed back and also thanked for organising the BBQ at Dayman Park. Travellers: Trevor and Gwen Trost were in North Queensland. The enormous amount of energy and dedication put into the branch since



formation by Grahame and Lyle Gronow was acknowledged by acclamation. Welfare: Ted Roberts had suffered a heart issue and was undergoing tests. Bevan Bradshaw was undergoing extensive radiation therapy. Guest speaker: Crimson Williams from the Hervey Bay Office of Fair Trading presented a very well received 40-minute presentation in relation to her office's functions and the various scams and untruths surrounding the general retail theatre. President Ian presented Veteran Associate Member Certificates to Glenda Johnston and Dorrell Healey. A Christmas BBQ was held at Quota Park on 17 December. Meeting held on 21 January at the Hervey Bay Water Police Depot. Travellers: Roz and Garry Jamieson are travelling in Japan while Grahame and Lyle Gronow are island hopping off the Queensland coast. Welfare: Bevan Bradshaw is still not well but he was able to attend the meeting. Dorrell Healey is undergoing a knee replacement. Guest speaker: Sergeant Paul Bacon, Officer in Charge of the Hervey Bay Water Police, introduced the group to the newest addition to the fleet, the 37 foot vessel S.W.GILL 2. Paul went into some detail as to the functions of his team and the technology in the latest vessel. Paul and his staff are very passionate about their vessels and the wide and varied functions of the water police unit. President Ian Anderson presented Gwen Trost with her Senior Associate Member Certificate.



*President Ian Anderson presenting Dorrell Healey with her Veteran Associate Member Certificate.*



*President Ian Anderson presenting Glenda Johnston with her Veteran Associate Member Certificate.*



*Gwen Trost receiving her Senior Associate Member Certificate.*



*Hervey Bay members with the crew of QPS vessel S.W.Gill 2.*

## VAN DIEMEN'S LAND

Hello again to you all from Tasmania. We hope this finds everyone fit and well on the big island? We have not heard of anyone who has had too much trouble with the bushfires in Queensland, thank goodness. We have had some bad fires down here but apart from a lot of smoke, so far so good! Our last meeting for 2019 was held on Sunday 24 November at Bothwell. Members gathered at the home of Andy and Karen Beasant for a BBQ and lots of talking and laughter. The weather was good and the sun was shining but the strong winds continued to blow. Members arrived from about 11am and we held our usual short meeting first, to discuss necessary issues, the main one being that we will go back to Tamar Valley on 27 June for our AGM. This venue is very popular with our members and they certainly look after us there. After the meeting, members enjoyed the BBQ and we all welcomed Rohan Weirman to his first meeting. He came with his son Adrian and they were soon catching up with others and remembering many old workmates. We have again been looking into the death of the first Tasmania police officer who was killed in the execution of his duties in 1827. William Bennett was the District Chief Constable of an area known as the District of Methvyn. He died of the injuries he received in an altercation with aborigines. A soldier, Captain Clark, also received injuries from which he died. We have pictures of the site of the confrontation. Bennett was buried in the Oatlands General Cemetery which closed in 1974 and is now grazing land. Some gravestones still exist but there is nothing showing where Bennett was buried. It is our intention to place a suitable marker in the old cemetery, with a plaque acknowledging Bennett's duty as a Tasmania police officer. We hope to complete this project in 2020. Our next meeting will be a BBQ on 22 March at Bracknell (near Longford). Our hosts will be Brad and Cheryl Hafner. Please consider supporting our members listed below. (Andy Beasant, President/Secretary.)

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Phil and Colleen Sharpe, 03 6286 1332  
sharpet401@bigpond.com

**Wilderness Hotel** - Lyall Highway, Derwent Bridge,  
Dave and Carol Fitzgibbon, 03 6289 1144  
derwentbridgewildernesshotel@bigpond.com

**Stone Cottage** – Main Road, Ross,  
Steve and Val Kummerow, 03 6381 5444  
svkummerow@hotmail.com

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10021455	Black	Narrow Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	
			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	
10021455	Black	Wide Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	14
			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	13
10021575	Chestnut	Narrow Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	
			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	
10021575	Chestnut	Wide Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	14
			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	13

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Free freight to police stations. Please reference QPU Member Order.

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#### APPROVED SUPPLIER

Statewide Novated Leasing Pty Ltd ("Statewide") is an approved supplier under the Queensland Government panel arrangement Novated Leasing Services QGP0026-16. From 7 November 2016, all Employees who wish to access a motor vehicle using a novated lease must use one of the approved Salary Packaging Novated Leasing Panel Suppliers to arrange, organise and manage the lease. The novated lease will continue to be administered through the Salary Packaging Administrator.

**Queensland Government Disclaimer:** The implications of salary packaging a motor vehicle through a novated leasing arrangement, including tax savings will depend on your individual circumstances. The information in this publication has been prepared by Statewide Novated Leasing for general information purposes only, without taking into consideration any individual circumstances. Before acting on any information or entering into a novated leasing arrangement, you should consider your objectives, financial situation and needs, and, take the appropriate legal, financial or other professional advice based upon your own particular circumstances. **The Queensland Government strongly recommends that you obtain independent financial advice prior to entering into, or changing the terms of, a salary packaging arrangement.**