

POLICE

MARCH/APRIL 2017

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



PFA WAC IN QLD



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COVER STORY

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PFA WAC IN QLD

Queensland hosts the Police Federation of Australia's Women's Advisory Committee meeting.

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IAN LEAVERS

PFA WAC MEETING

The Union was pleased to host the PFA's Women's Advisory Committee (WAC) meeting this month, with delegates attending from all states and territories, from the AFP, and from the PFA itself. As the Vice President of the PFA, I was disappointed to be away on other Union business at the time of the meeting, but am glad my counterpart from New South Wales, Scott Weber, was able to attend, alongside PFA CEO Mark Burgess.

WAC meetings are an important forum for women from all jurisdictions to gather twice a year to discuss common objectives, challenges, and achievements.

Back in their own jurisdictions, these delegates meet more regularly with other women in their Unions and Associations, with the goal always being the engagement, involvement, and representation of women in our workplaces.

Many of the standing agenda items that are discussed in these forums, such as childcare and flexible working arrangements, are in fact issues that impact not only upon the women within our organisations, but on us all.

We are always pleased to support the WAC in any way we can, and recognise their important work in providing focused representation for women in our workplaces.

INTERNATIONAL WOMEN'S DAY

On a similar note, I was pleased to attend the Public Safety International Women's Day Event at the RNA Showgrounds on 8 March. The Union supports the hosting of this event, which was this year very professionally organised by a QPS team.

It was gratifying to see 721 women and men gathered to celebrate the remarkable contribution of women in all public safety agencies, and more broadly in all aspects of our communities.

During the afternoon, ten awards for women in policing were presented to QPS staff in recognition of outstanding leadership, mentoring, and courage. Congratulations to the recipients, and to all women who work so hard within our Service.

"We are always pleased to support the WAC in any way we can, and recognise their important work in providing focused representation for women in our workplaces."

OUR PEOPLE MATTER

In partnership with the QPS, the Union has been working on the development of the *Our People Matter* strategy, the first strategy of its kind focused on the health, safety, and wellbeing of our members and families.

"For the first time, members and families will be consulted prior to the development of the health and wellbeing strategy in order to capture and target your specific needs, as identified by you."

For the first time, members and families will be consulted prior to the development of the strategy in order to capture and target your specific needs, as identified by you.

Consultation will occur via face-to-face workshops in each district and command, as well as through an online web tool. After the collation of this feedback, a draft action plan will be distributed to members and families for comment prior to implementation.

For too long, injury—including psychological injury—has been accepted as simply being part of the job, because the incidence of chronic disease and poor mental health are higher among emergency service members.

Our members' physical activity is declining, and obesity is increasing. But why is this so? And what can we do to combat and reverse this troubling statistic?

Investing in a process to safeguard the health, safety, and wellbeing of our members makes good business and operational sense, and will provide the foundations for a stronger and more responsive Service in the future.

We look forward to getting out into our communities to discuss health and wellbeing, and to hopefully tap into ideas to address some of the identified trends impacting our quality of life both at work and at home.

STATION VISITS

As always, I have visited a number of stations in the past few months: Charters Towers, Ipswich, Goodna, Warwick, Stanthorpe, Goondiwindi, Texas, Inglewood, Boonah, Millmerran, Cairns, Innisfail, Atherton, Nambour, Cooroy, Hendra ... and it's possible I've forgotten a few if it was just a casual drop-in!

Although of course I am always available on the phone, I find actually attending stations to talk to members is the best way to connect and to hear about the issues affecting our members. As such, I try to regularly attend branch meetings, and also just drop in sometimes when I happen to be in a particular area on Union business.

Similarly, our Regional Reps perform a similar function within their own regions, and are available 24/7 to be of assistance whenever required. Our Health & Safety Officer is also available to attend stations wherever a need is identified.

She is able to conduct assessments and talk to members regarding a broad range of issues that can come up in stations regarding health and wellbeing.

Don't forget, this includes police housing, as well. If you have identified a need within your station, please contact the Union and we will organise a visit.

CONFERENCE

Our annual Conference is fast approaching and I look forward to catching up with all our delegates.

As well as the attending delegates from all regions, our Conference is attended by representatives of the broad range of organisations that the Union regularly deals with— Government, lawyers, QBank, Police Health, etc—so if ever there is an opportune time to raise issues, it's at Conference.



Ian chats with Police Minister Mark Ryan on International Women's Day.



Ian attends a branch meeting at Ipswich.

It is an important annual opportunity to gather, debate, and rally, and to steel ourselves for the year ahead.

Ian LEAVERS

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MICK BARNES

QUEENSLAND'S POLICE HOUSING – WHAT A MESS

In a perfect storm scenario, housing provided to Queensland's police officers has reached an embarrassing stage where its administration is racked with confusion and debt, and where all levels of accommodation are in poor condition.

Started under the previous LNP Government, the ownership of the majority of QPS housing has now transferred to another Government department in an attempt to standardise housing across the public sector.

left outstanding from the date when ownership transferred from the QPS.

Despite acknowledgment from one source that the cost of recovery would far outweigh any funds recovered, the QPS decided to set a date of

Despite this Union's objection to their new rent, the QPS continued in its planning until we registered our grievance regarding their rent policy: we believe it is a new claim after the current EB was certified in November last year.

The QPS then changed their position on the one and two officer stations and chose to honour their existing arrangements.

Meanwhile, one District circulated advice to members advising that their houses they occupied were being considered for sale and that they had until the close of business that day to advise if they wanted to buy the QPS residence they were living in.

If they weren't working, their OIC had to ring them to see if they'd like to take up the opportunity of a lifetime.

The QPS, or the Public Safety Business Agency, or the Department of Works, or some form of alliance between them, are wanting to sell off as many residences occupied by police as possible to fund something. A wish list has been tabled but priorities need to be questioned.

At one small station in the Wide Bay area, the sale of police housing has caused a witch-hunt as to how the local community and in turn the local MP found out.

The sale of housing in this town is indicative of the impact many communities will face if the sales go ahead. There will be no police residing

“Despite acknowledgment from one source that the cost of recovery would far outweigh any funds recovered, the QPS decided to set a date of 1 July 2014 from which to recover the rates from officers who were in QPS accommodation.”

The quality of accommodation occupied by QPU members has varied greatly, with officers in most cases having previously been responsible for paying the relevant local government rates and electricity charges. When ownership changed, so too did the administration for the payment of the rates.

History tells us what happened to the 'oncer' LNP Government, and with them gone, so too has the driving force to ensure any chance for a scheme that was doomed from the outset.

The QPS created their housing policy, which included officers having to pay an indexed weekly rent starting at \$60 per week.

The policy included a commencement date of 1 July this year, yet rates were

1 July 2014 from which to recover the rates from officers who were in QPS accommodation at that time and since.

Another issue was that the rates previously charged on QPS properties by local authorities were less than the normal rateable amount. This meant that officers were being invoiced for rates above the rate they were previously paying.

In a previous EB Agreement, officers in one and two officer stations were compelled to reside in the associated QPS accommodation with those locations, so that a timely policing response was possible.

In their wisdom, the QPS then decided to include this cohort into their new policy and charge them rent over and above their obligations within that industrial instrument.

nearly that are able to respond to calls for assistance in their communities.

During a recent visit to the Emerald and Longreach areas, the disparity of accommodation standards was obvious. This is a photograph of one of the less salubrious establishments.

“If you are in a QPS residence of any type and have been asked to pay any amount you’re not comfortable paying: don’t.”

Many officers have advised they have not entered into any residential tenancy agreements and others were never made aware of being liable for past rates because they have been sworn in since that date.



This little beauty is one of the QPS's residences in Longreach.

Questions have been asked, however answers are scant and vague. If you are in a QPS residence of any type and have been asked to pay any amount you’re not comfortable paying: don’t.

Seek further information and contact the Industrial team here at the QPU for advice.

Stay Safe.

Mick BARNES

General Secretary

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Without us, you’re on your own

When you need professional help, advice or support we’re here for you.



QUEENSLAND POLICE UNION OF EMPLOYEES

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SHAYNE MAXWELL

THE NEW QUEENSLAND POLICE MEMORIAL

This month I had the opportunity to attend the concept planning meeting for the new replacement Queensland Police Memorial with Ian Leavers. The existing memorial was decommissioned late last year because it was in the Queen's Wharf precinct where major development is underway.

The new memorial will be in Metro North, and as Regional Representative, I attended the meeting. The exact location is still being negotiated, however there are several prominent and appropriate areas being considered.

Although the old memorial was quite prominently placed on George Street, it was a very busy spot, and there is a focus on securing a site that is perhaps a bit quieter and more appropriate for reflection.

The same designers who came up with the concept for the National Police Memorial in Canberra, UAP, have been engaged to come up with a number of designs for our new Queensland memorial. I have to say the work they have done is great.



memories of Queensland police officers who have fallen are never forgotten. It was this Union who began the discussion of the creation of the original Queensland memorial.

were proud to have their loved one's sacrifice honoured with a permanent memorial.

It was these family members who attended the annual candlelight vigil held at the memorial on the eve of Police Remembrance Day, alongside many police officers, representatives from other service agencies, and dignitaries hoping to pay their respects.

In addition to informing these family members about the new memorial, we are also viewing this process as an opportunity to renew the search for other family members of fallen officers.

With the assistance of current and retired officers, we hope to be able to trace the relatives of as many officers as possible. The Service is currently only in contact with around 40 of 140 families represented on the memorial, so please review your contacts and

“The same designers who came up with the concept for the National Police Memorial in Canberra, UAP, have been engaged to come up with a number of designs for our new Queensland memorial.”

While it is still early days, the three preliminary designs the team has come up with highlight various areas of policing. They all have different effects, yet they are all powerful in being a lasting reminder and acknowledgement of those who have paid the ultimate price.

The Union has always been instrumental in ensuring that our

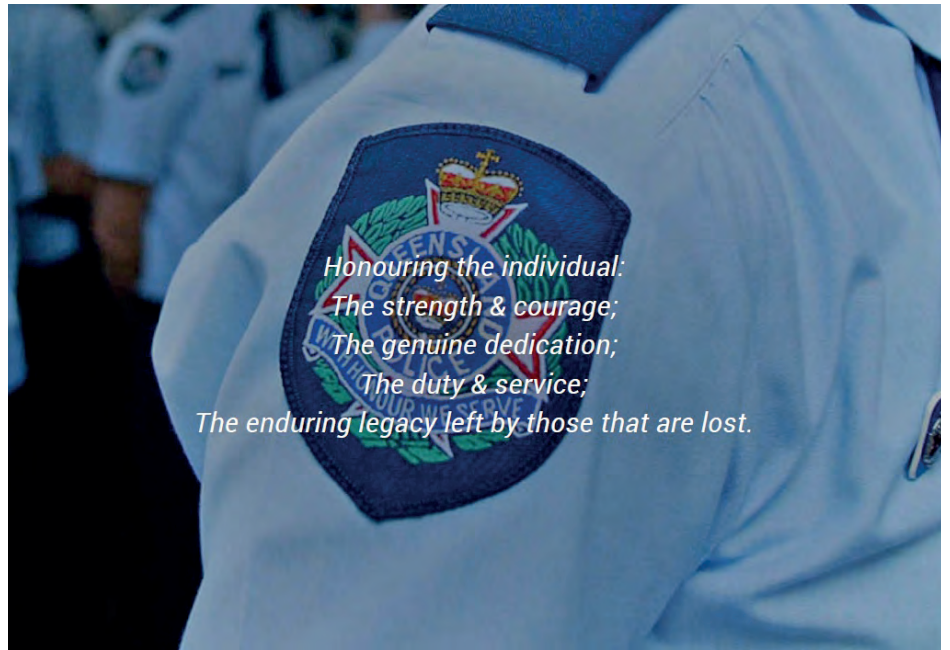
The Union wrote to the then Premier Peter Beattie in 2001, and he agreed a memorial should be constructed.

After a consultation process, and after liaising with the Service and the government of the day, the Queensland police memorial was unveiled in May 2003. The ceremony was attended by many family members of fallen officers, who

let us know if you know of a relative connected with any of our fallen officers.

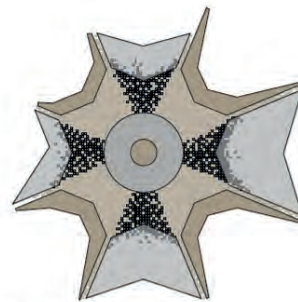
We are proud to be a part of this search and this project, and are proud to have committed to pay one third of the cost of the new memorial, as we have always done.

“We also view this process as an opportunity to renew the search for other family members of fallen officers.”

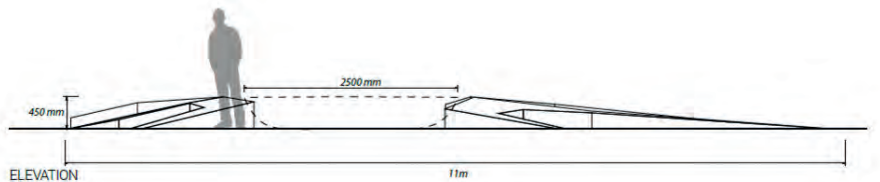


These are a few indicative early drawings that the designers have completed. If you have any of your own ideas, please let me know.

This will be a memorial that will appropriately offer us a point of remembrance and reflection for those colleagues of ours who have paid the ultimate price. This Union, together with the QPS, will ensure the memorial is a fitting tribute to them.

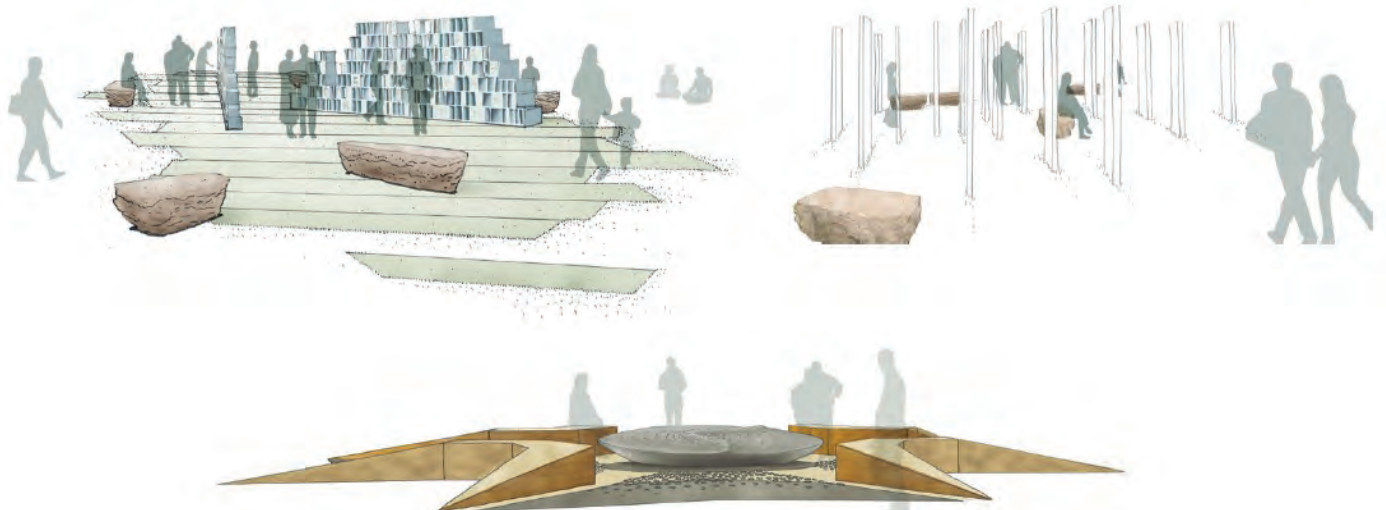


PLAN VIEW



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GRANT WILCOX

CHIP AND CHASE

Back in October 2009 our General Secretary Mick Barnes wrote an article about 'Chip and Chase', and I have reproduced some of it below:

Chip and Chase involves officers operating LIDAR instruments for traffic enforcement stationary beside the road and then attempting to intercept the offending vehicle and driver.

The question arises as to what speed an officer in the execution of their duty should be able to travel at in order to attempt interception. While it is acknowledged that there are so many environmental considerations when undertaking urgent duty driving, QPS management have continually failed to provide any guidance to officers as to what is or isn't an appropriate speed.

Mindful of this lack of support and guidance by QPS management, one group of professional traffic enforcement officers developed their own policy whereby if they considered that if their speed from a standing start to attempt an interception of an offending vehicle and driver in a 100 km/h zone might reach an inappropriate speed then they would not even commence such a task for fear of running afoul of management.

Instead of commencing these high-speed interceptions, our traffic professionals now simply record the details of the vehicles not intercepted and enter the vehicle's available details in their patrol log. It is to be expected that if the QPS do not want our members to travel at speeds to intercept offenders, then less vehicles will be intercepted and less Infringement Notices issued.

Providing details of their activities during their shift and logging the failed interceptions are understandable

if members are to account for the decrease in interceptions and Infringement Notices.

The Queensland Police Service need to give clear and concise instructions to our members for traffic enforcement duties and then support officers when they are carrying out their duties.

I have recently been involved in a number of investigations arising out of the driving of police vehicles by members both in RPC and generals.

The question asked is: how fast can one travel?

The answer seems to be, 'at an acceptable speed, or under the posted speed given the circumstances, while at all times exercising due care and attention'.

If something happens while you are undertaking urgent duty driving, you are not given blanket cover as a police officer for travelling in excess of the speed limit.

If it can be shown that you did not exercise all due care and attention, there are a number of QPS options: you could face managerial or disciplinary action, and if it is serious enough, you could face criminal action for your manner of operation.

So it is safe to say, people, that you will be supported by the QPS if you don't pursue, but that your manner of operation will be under scrutiny if you engage in any urgent duty driving. You also need to think about this as the

senior officer in the vehicle if you are not the driver.

So I'll say this: travel fast and be prepared to justify. Remember you can now be tracked from Comms, and this may be used to establish your average speed over distance. You also now have dash cams and BWV.

Code 2 is lights and siren ... there is no mention of speed. When you engage in urgent duty driving, activate your lights and siren and advise Comms.

Know your pursuit policy, and when authorised, advise your Comco, 'Urgent VKR ... in pursuit'. This is how you obtain a clear channel and strategic advice from Comms, and you will be asked to justify the imminent need to apprehend. Your silence should be your first indication to rethink your next step.

“The discipline process is confidential, is it not? Then how does the community establish the confidence that the penalty imposed is adequate?”

THE QPS DISCIPLINARY PROCESS IMPACTS YOUR FINANCIAL WELLBEING

Why is it necessary in a disciplinary process to state that the penalty imposed has to instil public confidence?

The discipline process is confidential, is it not? Then how does the community establish the confidence that the penalty imposed is adequate?

Is this not just a play on words, with the desired effect of imposing a fiscal penalty justified by the overview of the public (who will never actually be told of the penalty)?

Anybody else just a little concerned about this message?

Instead, the message may as well be: 'Your penalty will not be known to the public but to ensure confidence we can advise that a significant monetary penalty has been imposed.'

These penalties impact you then and there and also into the future: a penalty in the QPS disciplinary process is significant and compounds your financial wellbeing (especially your Super) years into the future.

The QPU continues to fight for fair outcomes, and when required, fair penalties. We have an excellent top-of-the-range legal service keen to assist members as and when required. If you need our lawyers, please call and ask for help. Your local delegate and I are available.

The North Coast Region encompasses Redcliffe to Bundaberg and out to

Kingaroy. There is no such thing as 'just a chat' with the QPS: do yourself a favour and find out who your local delegates are. Remember, you can always get a hold of me, too, 24/7, on 0411 359 555 or via e-mail at gwilcox@qpu.asn.au or wilcoxgs@hotmail.com

NATURAL JUSTICE

Natural justice has to be the most basic of work principles, yet the QPS continue to fail in its application. Timeliness is an essential element, which is all too often simply ignored by the QPS.

“Natural justice has to be the most basic of work principles, yet the QPS continue to fail in its application.”

I continue to deal with members who have been given no reasonable management action and who have been dealt with in an unreasonable way.

I have some members in the west who are currently subject to a suspect management process. I will not name them while the process is underway, but I will report on this when the outcomes have been explored. Needless to say, my articulation of

this matter will carry the venom I am holding onto at this time.

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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**THERE COULD BE A
CRITICAL INCIDENT AHEAD!**

If it happens, protect yourself and your family
by immediately contacting the QPU office
Ph 3259 1900 (24 hours)
or your regional representative.
They will steer you in the right direction.

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MARTY BRISTOW

WE ARE NOT ALLOWED TO POLICE ANYMORE

Initially I pondered about naming this article, 'We have forgotten how to police', but after more thought and research, a more appropriate title seems to be, 'We are not allowed to police anymore'.

When taking a step back, having a look at the day-to-day operations of the QPS, and focusing on the number of staff who are rostered as first responders compared to the number of support staff, there would appear to be significant failings with the system.

It's not just the police who are failing; there are many organisations that are contributing to the inability of police to attend to their core duties. The judicial system desperately needs an overhaul, but it appears no-one has the ability—or the intestinal fortitude—to order it.

From the Friday afternoon dump on CPIU with the 'too hard to deal with' or 'don't want to deal with' youth, to police having to check up on bail of offenders, more and more time for preventing crime is taken away from the frontline officer.

With all the meetings occurring, the training, the updated legislation (that we as operational police have little or no input in: domestic violence legislation comes to mind straight up), the requests for projects, the QPS initiatives, etc etc ... whatever happened to doing basic policing?

I have to ask (no, no I have to yell) ... *what has happened to going out and locking up crooks?!* Have those who introduced the new DV legislation ever attended a DV call for service? When will respondents stop getting a free hit? When will police cease to be tied up for hours gathering statistics for other agencies?

The QPU made a significant submission on behalf of its members

to the *Not Now, Not Ever* DV Taskforce, but it appears we were completely ignored.

Then there are the computer systems we have to fight with on a daily basis. I can't comment on the south east corner, but I know that even in Cairns station, the speed at which a PC opens pages in QPrime, ITAS, and other systems is hugely frustrating, not to mention trying to sign in to a computer you haven't used before: get ready for a 15–20 minute wait. And who ever really gets to do a CBT in the so-called recommended time?

Let's move on to the internal investigations for menial matters, with police having to justify their actions to the nth degree.

Even more frustrating is when officers tasked to investigate some of these matters are given or have access to Body Worn Video that clearly shows the complaint is unsubstantiated, but the wrongfully accused copper is still required to come off the road from operational duties and be interviewed to provide their side of the story ... because we have to be 'transparent' and 'accountable'.

Yet there is no accountability for those who make vexatious, fabricated, and blatantly false complaints against police.

Where has basic policing gone? It appears we are not allowed to police anymore. Frontline police don't have time to be proactive with the myriad of tasks they have to undertake.

We can't patrol, so we can't prevent crime, unless there's some massive initiative or multi-paged operational order that tells us what to do and simultaneously fills a KSC for some aspiring manager.

Then there is the push for statistics that must be gathered and entered into the proper systems to justify what we have been doing. I would think that no reported crime and the majority of the public happy their house is not broken into and their car not stolen would be more important than stats.

Morale and camaraderie is low in many areas. There is bickering between sections because everyone's workloads are excessive, they are short on staff, and they can't see any light at the end of the tunnel.

"True leaders will tell politicians when they are wrong, and tell them what they need to hear, not what they want to hear."

Speaking of staffing issues, where did those 1,100 extra police go? I would be interested to see how many were allocated to the far north, and how many new positions were created in the far north to cater for the extra 1,100 police ...

I believe some of the above is our management's fault, although I also believe much of it is due to the new culture that has emerged in the QPS:

the culture of appeasing politicians, resume building, and statistics before anything else.

It's time the Service had leadership from police who are focused on operational requirements, who want to protect the public and prevent crime,

I have spoken to many operational police, and they don't want more power. Neither do they want more control. They just want to be able to do their job effectively and protect the public against the rapidly increasing crimes being committed.

Marty BRISTOW

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“Let’s bring back the police culture of locking up crims, looking after the public, and looking after each other.”

who will get out from behind the computer screen, get out of the office, and walk the beat with the thin blue frontline, so they can see what hurdles we have to jump over.

True leaders will tell politicians when they are wrong, and tell them what they need to hear, not what they want to hear.

Let’s hope that the powers that be recognise this soon and take some positive action. Let’s bring back the police culture of locking up crims, looking after the public, and looking after each other.

Your voice in the far north.

I’m available 24/7.

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PETER THOMAS

I was recently asked by a member, in a derogatory manner: ‘So what does my Union do for me?’ My response was, ‘Hopefully you will never have to experience firsthand what we do’, and this leads me to this month’s article.

A huge thank you to our QPU legal team, Gilshenan & Luton lawyers Craig Pratt, Sarah Ford, and Glenn Cranny, Far Northern Regional Representative Marty Bristow, and Townsville metro branch officials for the tireless support you recently provided in a critical incident.

I would also like to acknowledge HSO Sandi Wickman, who always provides tireless assistance to our members at critical incidents.

This critical incident was initially a routine job, the type of job we hear relayed on the radio on most shifts; unfortunately it escalated to a siege situation, with a person taking their own life.

Over the following hours and days, the officers were breath tested and interviewed. Many were required to submit to urine testing, and each and every action on that night was scrutinised. There were no deficiencies identified and this was further emphasised in the operational debrief.

The stress of the critical incident process is daunting, and the knowledge that our members’ interests are protected by the support, assistance, and advice of ‘the best in the business’ is always a great relief to me, as it was on the night in question.

any entitlements as a member for six months from the date of rejoining (an exception exists for recruits prior to graduation).

It would be similar to not having motor vehicle insurance and only paying for

“It continues to amaze me that a handful of officers across the state still choose not to be financial members of the Union, and play a game of Russian roulette every time they commence duty.”

I am aware of one rostered officer who would have been representing herself or funding her own solicitor if she had been tasked to this job: she is not a member of this Union.

It continues to amaze me that a handful of officers across the state still choose not to be financial members of the Union, and play a game of Russian

a policy following a traffic crash; it does not make sense.

It annoys me to think legal assistance might be the only reason an eligible person would join the Union. I do not see these non-members knocking back pay increases or failing to take advantage of leave and industrial entitlements that this Union has fought for ... but that is another discussion.

I have previously told of the days when at the commencement of the branch meetings, the names of non-Union members were read to the attending members. At the end of the (dis)honour role call, a certain word was used by all attending members (the same word used for crusted skin on a sore).

I am not saying we should return to those days, but it would be fun to do it just once or twice so that our members know who these leeches are.

“The knowledge that our members’ interests are protected by the support, assistance, and advice of ‘the best in the business’ is a great relief.”

I have had my share of interviews and it has always been a relief knowing that my Union is there to support me. I have also attended many critical incidents in my current role and can say without any hesitation that I could not imagine going through this process without Union assistance.

roulette every time they commence duty.

A non-member recently stated that if they require Union assistance, they will join then. QPU Rule 5.7 clearly states that any eligible person wishing to join the Union will not be eligible to

I hope you will never require the assistance of the Union, but in this job it is only a matter of time; and if you think you have to do something wrong to require Union assistance, you are kidding yourself.

Sadly, for those of you who are non-Union members, the only Union support I can give if you are involved in a critical incident is the use of my phone to contact your own solicitor. If you are a member, have confidence that we will always do whatever we have to do to support and protect you.

If you are not a member, give me a call or send me an e-mail for an application package.

Until next month, attend your next QPU branch meeting, look after yourself and each other, thank your colleagues for watching your back, thank your significant other for their support, and remember:
no Union rep = no interview.

As always, my phone is on 24/7.

Peter THOMAS (Thommo)

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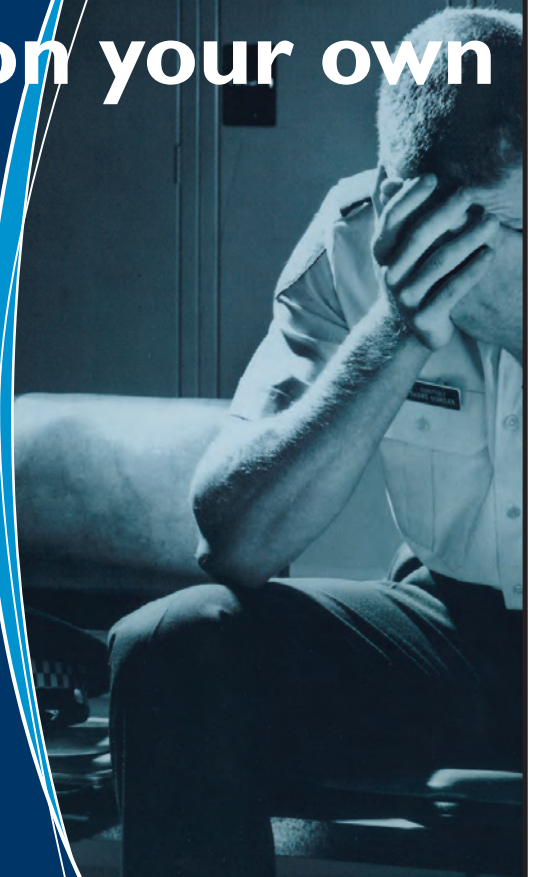
Without us, you're on your own

When you need professional
help, advice or support
we're here for you.



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BILL FELDMAN

DOUBLE STANDARDS ONLY APPLY AT THE CCC AND THE MAGISTRATES COURT

I have now seen it all; it must be time to retire. I once gave evidence in the Magistrates Court shortly after the infamous Fitzgerald Inquiry. I'd had the outrageous audacity to arrest an errant young man for swearing (some of which would have made a bullocky blush). He was telling me how corrupt I was, and the Police Service as well, and he then made disparaging remarks about my size and character (or apparent lack thereof). He also gave me a little sex and travel advice as well.

He wound up in the cells at Caboolture to contemplate his opinions and the voicing of same in a public forum (he had committed an offence at the time).

Later, in a Magistrates Court, a well known barrister of the day asked who had made me the moral yardstick of society. He said police officers should be made of sterner stuff, and that some minor insults should roll off our shoulders like summer rain.

The Magistrate also later ruled that at that particular time of day, at that particular location, that type of language was common place and not likely to offend anyone, including the police.

Hence the little deviant got away with thumbing his nose at those in authority, who had been given that authority by legislation, ie. by good citizens of the community, so they would not have to listen to that vile language.

Now, 27 years later, that vile language is just that: common place.

But not in every place. It seems it is only an offence if a police officer uses that same common place language. It seems that even though it is common place, it is apparently not professional.

I have just seen a hardworking officer in Mackay stood down without pay, with one of the officer's most outrageous offences being that they gave a CCC officer some sex and travel advice while at a private residence. It seems

the CCC do not consider such advice common place language.

I then read with interest in the Mackay Mercury about a Magistrate in Mackay outraged and insulted because a criminal offender in his Court had said, 'Cheers, d***head' to him, and did not apologise when he was brought before him in the Mackay Magistrates Court.



Zachary Hunt, 21, was smiling as he was led into court in handcuffs and flanked by two police officers. He remained handcuffed throughout the appearance and when asked by Magistrate Damien Dwyer what he wanted to say, Mr Hunt replied, 'Nothing'.

“What a strange sight it must have been for the good citizens of Mackay to see a police vehicle under lights and siren not pursuing the stolen vehicle, but rather driving away at high speed.”

Contempt of court?

It would also appear the Cynocephali down at the CCC are alive and well and are truly a breed of their own. Real

police let the minor insults and travel advice roll off them, but not so the CCC.

PURSUIT POLICY

In Mackay over the past month we have had some indigenous juveniles back causing havoc in town. They were released from a Townsville Juvenile Detention Centre, which was the cause of some trouble, as well. It seems they learnt the best way to engage police to pursue you in your stolen vehicle is to ram police vehicles.

What a strange sight it must have been for the good citizens of Mackay to see a police vehicle under lights and siren not pursuing the stolen vehicle, but rather driving away at high speed, with the stolen vehicle pursuing them, trying to ram the police car.

Still, true to form, and in the full glory of the QPS pusuit policy, our QPS hierarchy praised the young police officers for running away and not engaging these criminal youths to stop them.

Had the juveniles not crashed the car themselves some time later

undertaking other dangerous activities, they would still be on the run stealing cars, breaking into houses, and assaulting elderly car

owners to get their keys ... while the police still run away.

Obviously, Queensland has learnt nothing from the Victorian mall experience.

AT THE QPS WE ARE NOW HAMSTER POLICE: NOT A FORCE AT ALL.



Anyway, to finish on a more positive note: during the week just gone, two Mackay police officers were sent to a house to move a hamster cage out of the sun because the little hamsters

were under some inordinate heat stress.

I don't know why the person making the call could not go and move the hamster cage themselves, but we are a Police Service, so hamster rescue is part of our core duties now. I do know hamsters can be vicious little things,

“We are a Police Service, so hamster rescue is part of our core duties now.”

but luckily we did not have to call on the Monty Pythonian Holy Hand Grenade of Antioch to save the neighbours from their sharp, little teeth.

So let's not worry about car thieves, criminals, drug offenders, or those nasty people of our society who need our attention. Let's just keep those hamsters safe. I can now rest easy

knowing the QPS has done good by our community. I wonder if there is a medal for saving a hamster?

Unfortunately, this sort of thing is not only happening in Mackay. All of my Regional Representative colleagues tell me very similar stories. Maybe I am just too old. Pinch me please: I must be having a nightmare!

In the meantime, work smart, stay safe, and make it home. Keep those hamsters safe.

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Sometimes our protectors need protecting...

for a fair and just outcome become a member

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CHRIS PROUDLOCK

FAIR GO

Recognition for fiscal responsibility has long been an aim of those in QPS management positions. The aspirations and personality of the manager involved is generally indicative of the extent to which they are prepared to disadvantage our members. A recent example is the recommendation to drop the dog handler allowance every time our members are not physically with their dog. The argument is that because the dog is in kennels or in veterinary care or the like, the handler no longer has direct responsibility ... so the allowance should be removed.

It does not seem to matter that on occasion the handler spends hours of their own time at the vet, sitting with their dog, or rushing said animal to care.

There is no acknowledgement of the duties performed by the handler external of the rostered shifts. There is no acknowledgement of the fact that all the equipment and approved living facilities for the dog remains at the handler's private residence.

There is no acknowledgement that our handlers plan their rec leave around their dogs and often take their furry partners with the family on holiday. Our members take their responsibilities very seriously, but there seems to be no acknowledgement of their extra duties.

Here are some examples of the **give** from our Dog Squad members:

- 1) Dog handler on days off, dog is taken to emergency vet, member transports dog in private motor vehicle and waits three hours while dog is treated and released.
- 2) Police dog is rapidly deteriorating in kennel for unknown reason, and is immediately taken to emergency assessment and surgery. Immediate treatment saved the dog, an important QPS asset.
- 3) Handler receives dog home from vet following surgery and sleeps in

kennel complex with dog all night, monitoring condition.

- 4) During ten hour shift, handler conveys dog to have gastropexy surgery (prevents twisted stomach in police dogs). Stays and comforts dog and returns home after 14 hours, and then cares for dog's needs.
- 5) Handler trains prospective puppy to a suitable standard over five months and the puppy passes assessment to go fully operational without completing a 14 week course, which would have been a cost to the Service. This handler did not receive a second dog allowance, but continued to train the puppy and work his current police dog.
- 6) Handler completes 10 hour shift, arrives home, and observes dog in stress. Conveys dog to vet, which results in six hours spent in surgery. The handler returns after six hours at the vet's request because the dog is pining due to absence from handler.

Here is the **take** ... QPS removes dog handler allowance, along with access to any penalty rates while handler is on leave or even on an extended course. Financial impost on members is significant, and not commensurate with duty performed.

As a Union representative, I advocate working to the Award. If you work

outside of hours, you claim overtime. In the Dog Squad case, I would suggest an overtime claim for out-of-hours veterinary visits, etc. Put some of the financial impost back on the QPS, which has the responsibility for it.

If this allowance is removed in this manner, will other allowances also be looked at? There is already an impetus away from plain clothes work; imagine if the detective allowance was removed when someone is on a course or recreation leave!

Do not partake in the 'time off in lieu' behaviour that is sometimes espoused, because it is not in accord with the Award provisions. There is no WorkCover or insurance for TOIL and it potentially could be disastrous for our members.

EQUIPMENT (AGAIN)

Having raised the issue of antiquated equipment in previous articles, I have received a number of reports of poor-performing equipment. It is clear that more work needs to be done 'in that space', to quote an overused managerial phrase.

You can understand our members' dismay, because it is quite distressing to experience the provision of brand new computer equipment only to see it slowly grind down to a halt under the weight of the applications it is expected to efficiently access.

It is trumpeted that all employees' keystrokes are recorded, stored, and able to be accessed at the slightest sign of anything. Of course, there are other programs that affect our network. Appsense is one such program and is a security measure blocking us from accessing video footage from the majority of CCTV units.

"It is distressing to experience the provision of brand new computer equipment only to see it slowly grind down under the weight of the applications it is expected to efficiently access."

What we may not be aware of is the impact this tool is having across the service. Our computers in regional areas are old, decrepit, and *slow*. The rollout of Appsense absolutely disabled every old PC on the network. Despite the vendor 'tweaking' the program, any improvement was almost imperceptible.

If you are unlucky enough to be an OIC with an 8-year-old PC, you will know that once you open ITAS, Outlook, and QPrime, the PC simply stops responding. How are you supposed to work? It could be argued the QPS has paid a lot of money for a program that does not work as it is supposed to.

Cyber Security Unit argue that a virus or malicious software could do a lot of damage to the network. Unfortunately, the medicine is worse than the disease. Appense, among others, is effectively impeding police investigations. If it were an individual it would be marched to the watchhouse to await trial.

This is the opinion of someone more learned than I in computing, but as a

user, the frustrations remain, and if the medicine is worse than the disease, then bring on a change of medication.

GENDER EQUALITY IN THE WORKPLACE

I have previously touched on the subject and expressed concerns that I have heard from others and which I generally concur with. I recall that when I was a significantly younger man, American comedies often referred to 'affirmative action hire' to account for poor performance in the workplace. The hiring practice was treated with derision.

Equal opportunity refers to the provision of employment or advancement without discrimination of any kind. It has been notable that the gender equality scale is tipping in the other direction.

Some higher ranked female officers have expressed their concern about an effort to push females up the ranks. To me, this appears to be contradicting their own ethos of equality for all.

"I had a conversation with someone who was recently promoted and was concerned that it would be perceived as a 'job for the girls'."

I even had a conversation with someone who was recently promoted and was concerned that it would be perceived as a 'job for the girls'. That person has the experience and ability to have earned her promotion on merit, and it is debilitating to see her fear that it was anything other than merit-based.

If merit is the standard, then stick to it, and promote the right person for the job regardless of gender or anything other than personal ability. Filling a quota has a detrimental effect on morale through all levels of the organisation.

CCC/QPS FAIL

Just prior to writing this article, the Union Executive received news that one of our members who was facing charges brought by the CCC had had such charges dismissed at the earliest opportunity. The reason, in a nutshell, was the *obvious lack of evidence!* Sadly, our member had been 'on the hook' for three years awaiting this part of the process.

Now he will be subject to the double jeopardy situation of 'we failed criminally, but we will have a crack via the discipline system'. How long this next process is likely to last is anyone's guess.

Information regarding a massive backlog of discipline matters at Deputy Commissioner level has been received, and one wonders if this state of affairs is exacerbated by at least one AC routinely deciding their matters are too serious to be dealt with and pushing them up.

This system is a debacle and an indictment on the state of the Service generally. The inadequacies of the CCC as an overseeing body also seem to be highlighted all too regularly.

The failure of the current administration is being quoted in mainstream media quite routinely now, and Facebook comments are damning. I am reminded of Nero fiddling (should that read 'twittering'?) while Rome (the QPS) burns.

While the organisation seemingly dips into the mire, as individuals please look out for each other, and...

Be Careful Out There.

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TONY COLLINS

WHAT SHOULD POLICE BEING DOING?

I wrote recently about the unlawfulness of the current QPS policy regarding pursuits. Since then, the Melbourne incident has occurred, with an unfortunate loss of lives. This is currently leading to a well-deserved public discussion about what police be should doing. More importantly, what do the silent majority want from their police departments? Accessing this majority opinion is hard, but not impossible. The QPS currently gets a 80% approval rating as to the work we do. But when we get back to what should the police be doing, who is responsible for deciding this? The collective Commissioners of Police Departments around Australia is the answer you are looking for.

This mob meet regularly under the banner of ANZPAA: Australia New Zealand Policing Advisory Agency. Instead of taking cross jurisdictional policing to the next level as per their website, they have succumbed to group think.

Group think has been defined as a psychological phenomenon that occurs within a group of people in which the desire for harmony or conformity in the group results in an irrational or dysfunctional decision-making outcome.

“The dysfunctional decision making outcomes are the bland uniformity of risk avoidance by every Police Force in Australia.”

The dysfunctional decision-making outcomes are the fault of the bland uniformity of risk avoidance by every Police Force in Australia. If you checked the policies of each state, they would be worded almost exactly the same.

Case in point is the ‘don’t shoot at vehicles in pursuits’ policy. Victoria has this policy, and remarkably, Queensland has recently amended its policy to the same, against the recommendations of the Coroner who has questioned its lawfulness.

This suggests that a dysfunctional decision has been made, and that the group think of ANZPAA is promulgating this policy Australia-wide. The group think of ANZPAA is

“If these are the best policies that ANZPAA can create, the Australian public needs their money back.”

the problem, because it would appear the collective brains trust of our nation’s Police Commissioners don’t have the fortitude to break the current pattern of group think.

Fear pervades from this group as herd mentality takes control. As long as they are all doing the same thing, then everyone can’t be wrong. Or are they? I refer you back to group think. The defence of ‘but this is how they do it in Victoria’ does not cut it when the forum is rigged.

The people of Australia deserve better than this current crop, and if these are the best policies that ANZPAA can create, the Australian public needs their money back. If we don’t rectify the current trend, more people will die.

Unfortunately, it appears that real action in Queensland only occurs after a death. It is time to break this pattern and lead Australia out of our risk-averse culture of policing, before the Queensland public really start to wonder as to our purpose, and what we should be doing.

While I care not a fig about the loudmouth minority, I am certainly wary of raising the ire of the silent majority, and it is this majority that

truly dictates policing in Australia. I would not like to be the Commissioner of Police when the real beast of public opinion roars.

STILL FIGHTING FOR:

- 1) A new pursuit policy
- 2) A review of the restructure
- 3) A minimum staffing model
- 4) Protective equipment for out-of-control parties
- 5) A new vehicle for Inala police
- 6) Full time hours for police helicopters
- 7) Vehicle disabling legislation
- 8) A rifle in every patrol vehicle
- 9) A fair go for South Brisbane District.

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MICHAEL KELLY

VALE KRISTY CANNAVAN

Acting Sergeant Kristy Cannavan of the Covert and Specialist Operations Group, ICMC, passed away suddenly in February. Kristy was a highly respected officer with specialist skills in Intelligence and Surveillance, and as a Negotiator. Kristy’s family, and especially her daughter and parents, will miss her so much. Kristy will also be missed by her colleagues and by the Gold Coast community that she made her home.

Kristy was part of our police family and her passing had wide ranging effects on members across the state and within the wider Australian and New Zealand specialist police groups.

It was fitting that her friends and colleagues were able to grieve and share insights about Kristy with her family at a memorial held at the Gold Coast in early March. The event was organised by Kristy’s colleagues, with the support of her family.

The memorial was attended by many who had been touched by Kristy, and we remembered the many aspects to her life, both professional and personal, that touched so many in a positive way. Rest in peace, Kristy: you will not be forgotten.

with an understanding of what was going on. This restructure has impacts state-wide. I encourage members to search the QPS intranet for formal outlines produced by State Crime Command regarding what is planned.

We have had meetings and consultation with affected members, and those members who had significant change thrust upon them should have received formal written advice regarding the process and their individual available options.

Your Union is well aware of matters of concern around the process, including the future of allowances (including OICs), roles, responsibilities, and reporting structures.

Use the small box on the front screen (QPRIME) to record the job, operation, or reason for the access, and if in doubt ask a supervisor. Supervisors, if you are in doubt, then push it up the chain.

“Some members have ended up being charged with matters relating to complaints and investigations of access to information.”

In some recent court matters we have had some success, and through your branches I hope to bring these matters up for discussion.

However, we continue to see police officers mentioned negatively in the media, and some have ended up being charged with matters relating to complaints and investigations in this area.

HR MATTERS

From a Union perspective, Headquarters and Support is a diverse region, and as your Executive member I deal with a number of senior officers over a number of Commands, and also Regions.

In my discussions, the continuing themes are:

- Inconsistent advice or responses on Human Resource matters

“I encourage members to search the QPS intranet for formal outlines produced by State Crime Command regarding what is planned for the restructure.”

STATE CRIME COMMAND RESTRUCTURE

Through a somewhat drawn-out process, your Union has been involved in consultation with HR and senior management, and has been able to formalise a way to move forward on a management-lead restructure of State Crime Command.

I thank those affected members for their patience, and for their input to the QPU Industrial section to assist us

Your Union is formally engaged and should any member have any concerns, please contact me.

ACCESS TO INFORMATION

Every Journal we write on this subject, and again I give the standard caution. Remind yourself of the Commissioner’s e-mail that was sent in 2015.

When accessing police databases, be clear about your reason for access.

- The lack of a clear way forward to resolve a Human Resource matter
- Having to refer issues to a Deputy Commissioner to be resolved.

These failings are affecting many members. I continue to represent you as John Smith, or Mary Jones, rather than position number (1-00036456), or a 2 for 1 with a TAC twist, or some short staffed or surplus unit.

You are all individuals, and our employer is obligated to look after its people. If you are having HR difficulties, or even better, if you have found some solutions: please contact me.

BULLYING NEXT MONTH

I am just now receiving replies regarding my focus on workplace bullying this year. Thanks for the contributions, which will allow me to collate the matters raised: I will expand in my next article.

Remember, YOU are the Union.

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Without us, you're on your own

When you need professional
help, advice or support
we're here for you.



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PHIL NOTARO

With 2017 now in full swing, I thought it would be a good idea to review where we are as a Service, and present a bit of a report card, because as everyone here at the QPU knows, the QPS is not in a good place at the present.

THE RESTRUCTURE

There was an interesting article that recently appeared in the *Gold Coast Bulletin* that was widely circulated on social media. It was written by ex-police officer Dr Terry

dramatically. In fact, you could even go to the extent of saying crime is out of control, and the QPS really have no way of stopping it. The QPS has become primarily reactive, and even that reaction is not very quick.

Call it what you like, dress it up how you like, but if looks like a pig then it probably is a pig.

The Restructure: Fail

PURSUIT POLICY

What else can be said about this ridiculous policy? It has given criminals the green light to commit offences. Years ago in NSW, it was alleged that infamous detective Roger Rogerson gave the green light to Neddy Smith to run amok and commit armed robberies.

Well, the current pursuit policy also gives any criminal and recalcitrant a green light to do what they please when they please without fear of retribution.

I wonder how the public really feel about this, and why the mainstream media don't pursue this with more vigour. Why aren't they lobbying Government for a change?

Your Joe Average pulls over at an RBT and gets done for UIL; Joe registers his car on time, Joe pulls over when asked, and Joe cops a TIN if he exceeds the speed limit or runs a red light. The fact is that police are only policing the 'honest people' like Joe.

What it says to criminals and dishonest members of our society is that you can stop for police if you wish, but you don't really have to. You now have a choice.

If you see an RBT, simply chuck a u-turn and drive away: the police won't chase you. (Yes folks, this is actually happening, and the 'turn-arounds' are recorded in the stats of

“What is rumoured to be occurring is the bodgying of figures to make it look like the QPS is more successful that it really is.”

Goldsworthy. While the *Bulletin* is not my favourite media publication, and I have been known to disagree with Dr Goldsworthy on occasions, in this instance he was bang on the money.

The restructure has been a dismal failure. It hasn't achieved any of the goals it set out to achieve, and we lost genuinely thousands of years of policing experience when the QPS let over 100 commissioned officers take redundancy packages.

What were once Police Districts with a District Officer have now become merely patrol groups that are totally leaderless. The bosses have lost contact with the frontline.

The only success the restructure did have is that it saved the Government a tonne of money; there was well over \$14 million a year saved on police wages. But that was the only benefit of the restructure. A benefit to the Government balance sheet, not the Police Service or the public of Queensland.

Every crime class except unlawful use of motor vehicle (UUMV) has risen

Plus the only reason UUMV has not risen is because these days crooks don't have to steal a car every day to do their break and enters.

They simply hang onto the same car for lengthy periods of time, knowing they are immune from being apprehended because they can simply continue to evade police time and time again. I bet arson of a motor vehicle has risen dramatically, though.

Apparently our break and enter clear-ups are on the rise. Well, I'll call bulls**t on that. What is rumoured to be occurring is the bodgying of figures to make it look like the QPS is more successful that it really is. No, the QPS wouldn't entertain this ... would they? You bet. Times are desperate.

You arrest Joe Bloggs for 10 break and enters. There are another 100 breaks in the same area with a similar MO. You don't have the evidence to charge J Bloggs with those 100, but those 100 are 'solved' by way of 'bar to prosecution'.

the operation. There is no attempt to reign in these offenders.)

If you don't want to register your car, then don't. You can drive around for years, as long as you don't stop for the police. They won't chase you and so you will never be caught, because police can't trace you if your car is not registered. Or you can steal cars and drive with reckless abandon, putting the rest of our road users at risk. That's ok.

Pursuit Policy: Fail

ACCESS TO INFORMATION

Over the last few years we have seen the Commissioner driving a crackdown of access to information. We are seeing numerous police charged with criminal offences such as computer hacking. We are now told we should not be curious. Every check we do may be scrutinised.

“It appears now that every time any sort of complaint is made against a police officer, they run through every computer check you've done in the last five years.”

It appears now that every time any sort of complaint is made against a police officer, they run through every computer check you've done in the last five years. How does the QPS expect its members to submit a 'declarable association' if they can't check on those they associate with?

It's got to the stage of being ridiculous. Only in the last week, we saw charges against a police officer tossed out of court. Such a pity it took three years to get to that stage. As a result, of course, police name checks are down.

Access to Information enforcement policy: Fail

DISCIPLINE SYSTEM

We currently have a situation where it takes up to four years to resolve discipline matters. This is a real concern, and so is the 'double

jeopardy' that exists. Even minor matters are now taking well over 12 months.

Why is there a need to stand down and suspend officers on what can only be described as trivial matters, where there is not a snowball's chance in hell they will ever lose their jobs?

Why are so many matters being pushed up to the Deputy Commissioner and Assistant Commissioner level for hearings?

Aren't these officers meant to be running the Service? No wonder we are in such a mess. It's apparently all about public perception. What a crock.

We have never had so many police either stood down or suspended. We have never had so many

police waiting to front the Deputy Commissioner on discipline charges.

Are we that bad as a Police Service? Are we sliding that far out of control? I don't think so: in fact, I know so. We simply have a discipline system and mindset that we need to nitpick every situation and find fault.

Perhaps it's even certain 'bodies' and sections simply justifying their existence. I know the discipline system is under review, so let's wait and see. But without sounding too cynical, we have had these hollow promises before.

Discipline System: Fail

POLICE CAR NUMBERS

We still struggle every day with police cars. No-one has enough. And I don't really see why. In real terms, cars have never been cheaper. With

the QPS now going to the likes of the Hyundai Sonata, we should be able to purchase a lot more cars for the same amount of cash.

The facts is, there appears to be no equation to work out how many cars we should have. One would think we would have a system worked out that for every X amount of police, you get one police car.

For example, if it's six police at a station, you have 1 car; if there's 60 police, you have 10 cars. If there is an increase in staff of 10%, then there is an increase by 10% in your cars. How hard can it be?

You may recall a few years back, when over a period of four years we had significant growth in police numbers. But there was no such increase in police car numbers, and the Service has never caught up.

Consequently, we have police sitting around stations because they have no cars to drive, and police riding pushbikes, and police using their own cars (North Tamborine), and rostering being completed with regards to cars available rather than calls for service.

Police Car Numbers: Fail

OVERALL FAIL

You know, I could probably continue for another 10 pages, but you get the picture. The QPS is failing on every front. I think we need an inquiry into mismanagement by the QPS hierarchy.

I know inquiries mean lots of lawyers make a lot of money, and lawyers are not necessarily my favourite people on the planet (except those who work for the QPU). But I don't see there is any choice. The QPS has been mismanaged and it's falling down around us.

The leaders of the organisation have to be held accountable, because we are failing the people of Queensland. I hate to think what it will look like in another 10 years. I have never seen morale as low as it is now,

even through the late '80s and early '90s, during that time of that 'other' inquiry.

Police are frustrated and too scared to do their job. And the criminals are laughing ... all the way to the next crime spree.

All I can say to the people of Queensland is sorry. We at the coal face are doing all we can. We at the Union are doing all we can. But someone needs to be held accountable.

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*for a fair and just outcome
 become a member*

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Workplace Health and Safety Representative

Name

Phone number



QUEENSLAND POLICE UNION

CHANGE OF ADDRESS OR STATION

Please complete this form and return it to the union office.

REGISTERED NUMBER:

TITLE: Mr/Mrs/Ms/Miss:

FULL NAME:

HOME ADDRESS:

POSTCODE:

POSTAL ADDRESS:

POSTCODE:

PHONE NUMBERS: [H] [MB]

[W] [F]

WORK EMAIL:

HOME EMAIL:

RANK:

STATION:

STATION ADDRESS:

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I hereby authorise and direct you to deduct from my fortnightly pay,
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This authority replaces all previous authorities and shall remain valid until cancelled
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**The Secretary/Manager
Queensland Police Legacy Scheme
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PFA WAC in QLD

Queensland hosts the Police Federation of Australia's Women's Advisory Committee meeting.

March is an important month for women right across the globe as the recognition of International Women's Day highlights the inequities that exist in the home, in the workplace, and throughout society.

The Queensland Police Service (QPS) marked the occasion on Wednesday 8 March with the organisation and hosting of the Public Safety International Women's Day event at the RNA showgrounds in Brisbane.

The Queensland Police Union (QPU) proudly supported the event, which saw 721 people gather to recognise the vital role women play within our emergency services, and to celebrate their many achievements.

The QPU also supported and hosted another important women's event in March: the Police Federation of Australia's Women's Advisory Committee meeting. On the evening of Thursday 23 March, representatives from the Unions and Associations of each Australian state and territory, from the Australian Federal Police, and from the PFA all gathered on the rooftop of Brisbane's Union building.

The ladies (and a few supporting men!) watched as storm clouds rolled in; there were jokes about cyclones as some reps recalled the earthquake that coincided with the last PFA WAC meeting in Auckland in November last year.

The ladies re-introduced themselves and caught up on developments in one another's jurisdictions. The Queensland representatives introduced their Regions and pinpointed the particular issues facing their colleagues.

The ladies shared a meal and a delicious, welcoming 'Queensland Cake' with Bundy rum caramel sauce baked by QPU Workplace Health & Safety Officer Rosemary Featherstone (the recipe appears later in the Journal). Queensland's Women & Diversity Committee rep Sergeant Kerrie Haines then led the ladies on a tour of her Metro North Region.

The meeting on Friday 24 March was opened by the Honourable Grace Grace MP (Grace Grace MP), the Queensland Minister for Industrial Relations, Employment, Racing, and

Multicultural Affairs. Grace Grace MP is an inspiring woman who talked of the benefits of being a part of a Government with two female leaders, and the first cabinet in Australia with a majority of female representatives.

She spoke of her experience as the first female General Secretary of the Queensland Council of Unions, and her amazement that there are still so many 'firsts' for women. Grace Grace MP is proud of the Government's efforts to have 50/50 representation on government boards, and encouraged meeting attendees to get involved.

Grace Grace MP offered three pieces of advice to the WAC delegates:

- (1) Take your opportunities**
She noted that many women are reluctant to take on an opportunity unless they are '150,000% sure'





they will succeed. She believes men do not suffer from this self doubt, and benefit from greater confidence. She admitted to some uncertainty throughout her own career, yet encouraged women to 'go for it'; she maintains that even if women are not successful in a particular endeavour, they will have learnt something.

just a few days beforehand she had experienced an older gentleman in a meeting tending to talk to the two men sitting on either side of her, rather than directly to her.

One delegate asked how to respond to allegations of 'jobs for the girls' when women are promoted. Grace Grace MP encouraged delegates to simply

“Grace Grace MP encouraged delegates to ignore ‘jobs for the girls’ allegations, and to ‘prove them wrong’.”

(2) Attack the 80/20 rule

She noted the rough ratio of 80:20 regarding many stereotypical roles for men and women. For example, women do roughly 80% of household chores, and make up roughly 20% of executive positions. She provided the extreme example of nurses being 95% female in a profession presided over by a board that is only comprised of 50% female executives. She encouraged delegates to always question and fight against this ratio.

ignore such allegations, and to 'prove them wrong'.

Grace Grace MP was followed by the equally inspiring Commissioner Katarina Carroll of the Queensland Fire and Emergency Services (QFES), who ensured time to attend the meeting despite Cyclone Debbie gathering force in the north.

Commissioner Carroll is well known to Queensland police officers because she was a Queensland police officer herself, rising to the rank of Assistant Commissioner, until she left for the firies in 2015.

(3) Learn politics

She did not refer to the politics of political parties, but rather the politics of numbers. She reminded delegates that if they face an interview board of five people, they must convince three people that they are the best person for the job. She believes women must learn to recognise when the timing is right, and when they have the numbers on their side to strive for a goal.

Commissioner Carroll outlined the highlights of her career with the Police Service, which also involved a number of 'firsts'. She outlined her drive, determination, and the sacrifices she and her family made to ensure she was able to seize opportunities and successfully progress through the organisation.

She talked about moving around the state to benefit her career, about reluctantly accepting the opportunity to be the Program Executive of the G20 Group ('I felt sick when I said yes'), and about curtailing a planned month-long holiday following the hugely successful G20 Summit in order to take up a position reviewing the culture of the QFES.

Grace Grace MP also encouraged questions from delegates and was inspiring, encouraging, and relatable with her responses and examples from her own experience.

She noted that even as a Minister, she still regularly deals with discrimination; she admitted that





“A critical mass of numbers is reached at around 20-30%, which the QPS has achieved, but which the QFES hasn’t.”

Commissioner Carroll compared the QPS and the QFES, noting the importance of critical mass in the change of perception of female officers. A critical mass of numbers is reached at around 20-30%, which the QPS has achieved, but which the QFES certainly hasn’t.

Commissioner Carroll also touched on the great barrier of work/life balance for women, and noted the obstacles to advancement that women face in reducing their work hours to have children just as their careers are about to take off.

In response to questions from delegates, Commissioner Carroll, too, was encouraging, accessible, and pragmatic. She echoed Grace Grace MP’s sentiments to ignore allegations of tokenism and to get on with the job.

She remembered an occasion when she was promoted, and male officers were promoted alongside her. The male officers complained to the interview panel of tokenism and were told there were Commissioner Carroll’s merits, then daylight (ie. a huge gap), and then the merits of her male colleagues. So that was the end of that.

After the motivating words from both guests, the WAC meeting began with an overview of the PFA’s activities. Two parliamentary submissions were discussed—in relation to the Fairer Paid Parental Leave Bill and regarding Gender Segregation in the Workplace and its Impact on Women’s Economic

“There are obstacles to advancement that women face in reducing their work hours to have children just as their careers are about to take off.”

Equality—and also the draft report on Flexible Working Arrangements for Police in Australia and New Zealand, which has been prepared following a wide-reaching survey of all jurisdictions that was completed by 11,500 officers, or 16% of the combined forces.

There are some interesting numbers coming out of the survey: for example, 1,050 men reported currently using flexible work arrangements, yet





The representatives from each state and territory provided updates regarding women's participation rates in the nation's Unions and Associations, and initiatives that have been undertaken to encourage greater participation.

The delegates resolved to review the PFA WAC's Mission Statement and to consider whether they wish to redefine some of their key objectives. It was discussed that although some Unions and Associations have female representation at the Executive level, there are others that do not, and the delegates believe the lack of such representation leaves those organisations with difficulties in effectively presenting and championing the views of a significant section of their work force.

Still, the delegates recognised that some inroads have been made, and resolved to continue to work to support the women who have dedicated their lives to protecting and serving communities around Australia and New Zealand.

The final item on the agenda for the meeting was a debate devised to generate discussion. The debate questioned the wisdom of setting 50/50 recruitment targets for police officers, with Senior Constable Lauren Turgeon presenting points for 50/50 recruitment, and Sergeant Beth

“It ought not to be thought that women need childcare, but rather that organisations need childcare.”

Hooper presenting points against.

A lively discussion ensued and a vote was eventually cast, with 50/50 recruitment narrowly enjoying majority support of the delegates in attendance.

The meeting closed on this robust note, with delegates planning to continue the debate at one of Brisbane's fine establishments later in the evening.

The weather had remained balmy for the interstate visitors, yet thoughts were with Commissioner Carroll, the Queensland Police Disaster Management teams, and all those in the north of the state who faced the uncertainty of fast-approaching Cyclone Debbie.

The next PFA WAC meeting will be held in Canberra on 6 September, where this group of dedicated officers will again meet to discuss the support, achievements, and empowerment of female police officers.

“1,050 men reported currently using flexible work arrangements, yet 4,750 hoped to be using flexible work arrangements in the next five years.”

4,750 hoped to be using flexible work arrangements in the next five years. The Committee looks forward to the finalisation of this report.

The standing agenda item of childcare was also discussed, and it was noted that the focus of the issue needs to change. It ought not to be thought that women need childcare, but rather that organisations need childcare.



QPS MEMBERSHIP AS AT 31 JANUARY 2017

- **TOTAL:** 11,622
- **Females:** 3,147
- **Males:** 8,475

QPS RECRUIT INTAKES 14 NOVEMBER 2016 – 23 JUNE 2017

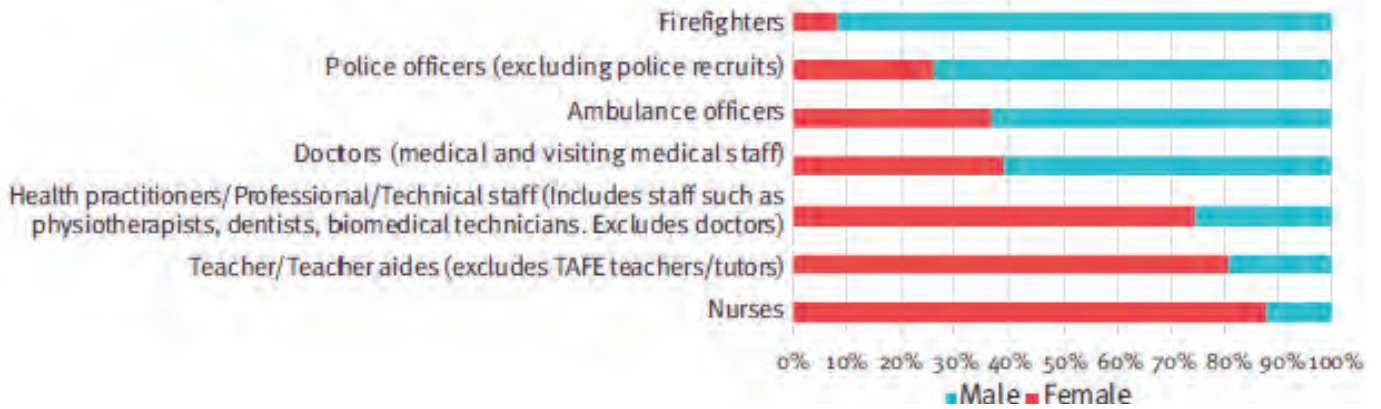
Brisbane	Males	Females
Squad 95	10	11
Squad 96	9	12
Squad 97	12	9
Squad 98	8	13
Squad 99	11	10
Squad 100	10	10





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Gender dominated industries



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Managing intoxicated offenders – a framework to support the development of best practice

By Susan Goldsmid, Georgina Fuller, and Rick Brown of the Australian Institute of Criminology (AIC).

This paper presents an abridged version of the findings presented in National Drug Law Enforcement Research Fund (NDLERF) Report – Managing Intoxicated Offenders: Best practice in responding to individuals affected by drugs and alcohol (Fuller, Goldsmid & Brown 2016).

Intoxication

can be defined as a condition that follows the administration of alcohol or a drug and 'results in disturbances in the level of consciousness, cognition, perception, judgement, affect or behaviour or other psychophysiological functions and responses' (World Health Organization [WHO] 2014).

During interactions with intoxicated persons, police officers are required to balance a number of competing demands, including ensuring the safety and wellbeing of the user and other members of the community, responding to an offence (where an offence has been committed), protecting property, and preventing the continuation of offending (Gray et al. 2006; Spooner et al. 2004).

This paper presents a framework to support police officers in managing intoxicated offenders in the field and in the watchhouse.

Interactions between the police and intoxicated offenders can be represented by four phases of management:

- Establishing control of the situation to minimise risks to the police, the community and the offender/suspect

- Identifying and assessing the presence of intoxication and associated risks
- Liaising with other frontline service personnel to seek guidance and advice to help identify and manage risks and
- Managing intoxication-related risks to an offender/suspect in custody.

These four phases do not progress in a structured order, but are determined by the nature of the incident. A police officer may be required to manage an intoxicated offender through all four phases, or may only be present for certain phases of management.

In some cases, police officers may need to revisit a phase previously considered, such as in incidents where control needs to be re-established after a period of compliance, or when medical advice needs to be sought on multiple occasions.

In 2013, NDLERF commissioned the AIC to undertake research examining police responses to and management of intoxicated offenders. The aims were to:

- (1) Develop a best practice framework for the police, outlining principles to help guide police practice and techniques, and strategies to effectively identify and manage intoxicated offenders in a range of scenarios regularly encountered by operational police

- (2) Enhance understanding of the range of responses used by police and frontline service workers to effectively manage intoxicated offenders in each jurisdiction and facilitate the transfer of knowledge drawn from the practical experiences of police officers and workers from other sectors
- (3) Identify the range of services, delivered by other frontline service personnel, which may be required to better support the police in their response to intoxicated offenders
- (4) Develop a model for the effective transfer of policies, procedures, and strategies adopted by police in each jurisdiction to deal with intoxicated offenders.

This paper outlines findings from the *NDLERF Managing Intoxicated Offenders: Best practice in responding to individuals affected by drugs and alcohol* project as they relate to the first aim (for full details of the project see Fuller, Goldsmid & Brown 2016).

METHODOLOGY

A mix of qualitative and quantitative analysis and consultations with policing personnel were used to gain a well-rounded perspective of the issue, which included:

- (1) Review of existing literature

- (2) Detailed case study analysis using data from the National Deaths in Custody Program
 - o Forty-one deaths in custody cases were included in the sample.
 - o Most offenders in the sample were 25 to 29 years of age, with a median age of 27 years. The youngest was 15 and the oldest was 66 years. Only one case involved a female offender.
- (3) Comparative review of police policies and guidelines for managing intoxicated offenders
- (4) Quantitative data analysis to examine substance use profiles of Australian offenders and factors that influence police assessments of intoxication
- (5) Consultations with police officers, including a number of workshops in metropolitan and regional areas and a national roundtable.

RESULTS

Control

A review of 41 national deaths in custody cases (where the Coroner's report was publicly available, the death occurred between 2002–03 and 2010–11 in police custody, and the offender had alcohol and/or drugs in their system) identified **three groups of offenders**. These groups differentiated based on the level of control police had over the incident.

In the first group, the primary focus of the police officers was on control because almost all offenders were aggressive or hostile and posed an immediate risk to the safety of police or others. Seven out of 13 offenders died during initial contact or interaction, while the six remaining offenders died during arrest.

A higher proportion of offenders in this group were intoxicated by drugs compared with alcohol. Coroners' recommendations supported the actions of police and noted the difficulty associated with controlling aggressive offenders.

In the second group, officers were focused mainly on management. Five of the 10 offenders died during initial interaction, arrest, or transportation and the remaining five offenders died at the watchhouse (four while occupying a cell).

All offenders in this group had alcohol in their system at the time of death, with three of the 10 offenders also having drugs in their system. Unlike the first group (control focus), only one offender in this group displayed hostility or aggression towards the police.

In this case, the offender was aggressive at the watchhouse and the police had control over the situation throughout the incident. Coroners' findings supported the police use of force in these cases. Case details document that the police were able to identify and took actions to respond to risks related to intoxication.

The focus of the police in the third and final group was on both control and management. Eleven of the offenders died during initial interaction or arrest, and the remaining seven offenders died at the watchhouse (six while occupying a cell).

Of those who died during initial interaction/arrest, most were intoxicated by only drugs, while the majority of offenders who died at the watchhouse were intoxicated by alcohol. Risk followed the same progression in all cases.

Offenders were initially aggressive and/or hostile and presented a risk to the police and the community. Once the police had control of the incident, the offender's aggression subsided and risk converted to a personal one related to intoxication.

Eight of the 18 offenders died as a result of complications arising from the interaction between intoxication and physical exertion. The Coroners' findings supported police officers' use of force in these cases, but recommended improvements to police

management of intoxication-related risks.

A review of police policies identified a lack of information to guide police management of risks to offenders during arrest. For example, focus group members spoke about their awareness of positional asphyxia and their management of associated risks.

However, while policies from the four jurisdictions addressed this issue, the level of detail and approach varied considerably between documents.

Assess

Empirical evidence suggests that accurately identifying intoxication and the substance consumed is difficult without objective measures.

Focus groups reported relying on a combination of subjective measures of intoxication in the field, and objective measures in the watchhouse, such as formal questionnaires and breathalysers. Focus groups reported that ability to assess intoxication was learnt 'on-the-job'.

Focus groups expressed greater confidence in detecting alcohol compared with drug intoxication. Police officers reported using the presence of a smell of alcohol, slurred speech, and difficulties standing or walking as indicators of alcohol intoxication.

For drugs, police officers reported detecting intoxication through the presence of aggression, increased strength, erratic thought processes and behaviour, psychosis, and hallucinations. These symptoms are more typical of stimulant drug use, such as methamphetamine, than sedative drug use, such as heroin.

Subjective assessments of intoxication can be hampered by factors that influence or mask alcohol and other drug intoxication, such as substance consumed, an individual's health, gender, weight, age, poly-drug use, food intake, level of intoxication, and dependence on the substance.

The ability of police officers to detect intoxication can also be influenced by their level of training and expertise.

Finally, the presence of injuries to the offender, such as head wounds, can mask or mimic intoxication. This potentially increases the risk that the injury will be misidentified as intoxication.

Based on data collected through the DUMA program, police officers' assessments of intoxication were better than chance at correctly detecting self-reported recent alcohol use, but no better than chance at detecting recent drug use.

That is, an offender who reported having recently consumed alcohol was more likely than not to be identified by the police as intoxicated. This was not the case for drug intoxication. Recent illicit drug users, as determined by urinalysis, were as likely as not to be identified by the police as intoxicated.

Statistical analysis revealed that an offender's level of hostility and stimulation, but not their self-reported level of intoxication, sedation, or psychological distress, predicted police officer assessments of intoxication.

Stimulation and hostility are associated with alcohol and stimulant use, such as methamphetamine.

Assessing intoxication at the watchhouse in all jurisdictions involved completing a formal, structured questionnaire with the offender, discussions with arresting police officers, and considering information held on police systems.

The review of deaths in custody cases identified that in a number of cases a failure to adequately assess intoxication or a failure to follow standard protocols for offender management in the watchhouse created an unacceptable level of risk, which ultimately resulted in deaths in custody.

Coroners' recommendations focused on improving collaborations between the police and health care services in managing intoxicated offenders and in strengthening watchhouse processes.

Focus groups identified two strategies that were being trialled to improve assessment of intoxication in the watchhouse.

These were embedding medical personnel, such as nurses or paramedics, in the watchhouse, and using breathalysers to help identify intoxication. The efficacy of these strategies was not assessed in this study.

Liaise

Police officers who participated in both the focus groups and the national roundtable gave their strong vocal support to the proposition that watchhouses were inappropriate facilities to care for and manage intoxicated offenders.

Police officers stated that risks to the offender from intoxication and withdrawal were difficult to manage in the watchhouse. The police had limited first aid skills, and cells were not appropriately equipped to manage intoxication-related risks.

Police officers expressed a desire to divert intoxicated offenders from police custody.

The National Drug Strategy 2010–2015 advocates a holistic response to managing and responding to alcohol and other drug-affected offenders. Police officers also described a willingness and desire for a close collaboration between the police and healthcare services.

Those health services identified as routinely used by the police were nurses, paramedics, ambulance services, and hospitals. Police officers reported that they were risk-averse and would engage with healthcare services to seek advice on assessing and managing intoxication.

A review of jurisdictional policies identified that types of healthcare services mentioned were restrictive. In addition, policies tended to refer the police to healthcare services when a medical emergency was underway.

This was contrary to police officer reports of contacting services at the first sign of risk. Finally, policies contained little or no reference to a formal collaboration between the police and other frontline services.

Roundtable members recognised a need to improve collaboration between the police and healthcare services, in particular by:

- Collaborating on the ground, supported by strategic collaboration at higher levels of the organisations
- Effectively sharing information between the police and health services
- Developing a closer partnership in managing intoxicated offenders.

Manage

The main foci of the police when managing intoxicated offenders in the field were on controlling the situation, managing any risks from offender or bystander aggression and/or hostility, and safely transporting the offender to the watchhouse.

Effective communication by police officers was viewed as vital during this period as it allowed them to assess intoxication, build rapport, and exert control over the situation.

During arrest and transportation, police officers noted that a sudden change in the offender's level of communication or demeanour, such as a sudden cessation in talking, could indicate deterioration in the offender's wellbeing.

However, the policies that were provided lacked detail around managing risks during arrest and transportation, with only one jurisdiction covering this in detail.

Policies and procedures relating to managing intoxicated offenders in the watchhouse were prescriptive, adopting a structured approach to risk mitigation. Despite this level of policy detail, police officers reported difficulty in managing chronic alcohol and other drug users in the watchhouse.

Chronic users were likely to be at high levels of intoxication and to have a greater likelihood of suffering from withdrawal effects while in custody.

The deaths in custody case review undertaken in this study identified that 12 offenders in groups two and three died from ‘other physical’ causes such as cardiac arrest or respiratory failure due to intoxication or issues related to chronic use.

Police officers stated that risks associated with withdrawal were heightened in rural locations, where services were sometimes scarce, and in locations where offenders could be held for several days awaiting court.

A key component of watchhouse management of offenders was ongoing monitoring. In each jurisdiction, the offender was regularly monitored by closed-circuit television (CCTV) and physical checks. The frequency of monitoring was determined by police assessments of an offender’s level of risk.

All jurisdictions noted a need for offenders to speak, raise a limb, and open their eyes to check for signs of life. However, police officers in some jurisdictions reported that if an offender was asleep they only required observable signs of breathing, such as the rise and fall of the chest.

In other jurisdictions, police officers were adamant that offenders needed to be woken to determine signs of life. The deaths in custody case review noted that in a number of incidents, watchhouse policies and procedures were not adhered to. This had increased risks that had contributed to the offenders’ deaths.

Focus groups noted that determining when an offender was safe to release from custody was difficult, as it relied on a subjective assessment of an offender’s ability to look after their own safety and wellbeing. This judgement is particularly complex when dealing with a chronic user.

Detaining a chronic alcohol and other drug user in custody for an extended period of time carries risks in terms of withdrawal, and these must be weighed against risks related to intoxication. Jurisdictional policies provided little or no detail to help police determine fitness for release from custody.

DISCUSSION

The CALM framework

From this research, a best practice framework was developed, founded in the four phases of intoxicated offender management—Control, Assess, Liaise, and Manage (see Figure 1). Police officer considerations at each stage of management were identified from the literature review, deaths in custody review, quantitative analysis, and consultations.

In the control phase, police officers need to consider:

Bystanders

Bystanders who are themselves intoxicated or unruly divert the officer’s attention away from managing the intoxicated offender and from ensuring the safety of responding police officers and other individuals present at the incident.

Managing risks to the police/ community through de-escalation or use of force techniques

Policies from each jurisdiction identified a range of use of force options that could be employed when managing an intoxicated offender.

Appropriate methods of communication

Communication was also seen as crucial in determining risks associated with intoxication, as information about the substance and quantity consumed could often be identified through conversations with the offender or other individuals present.

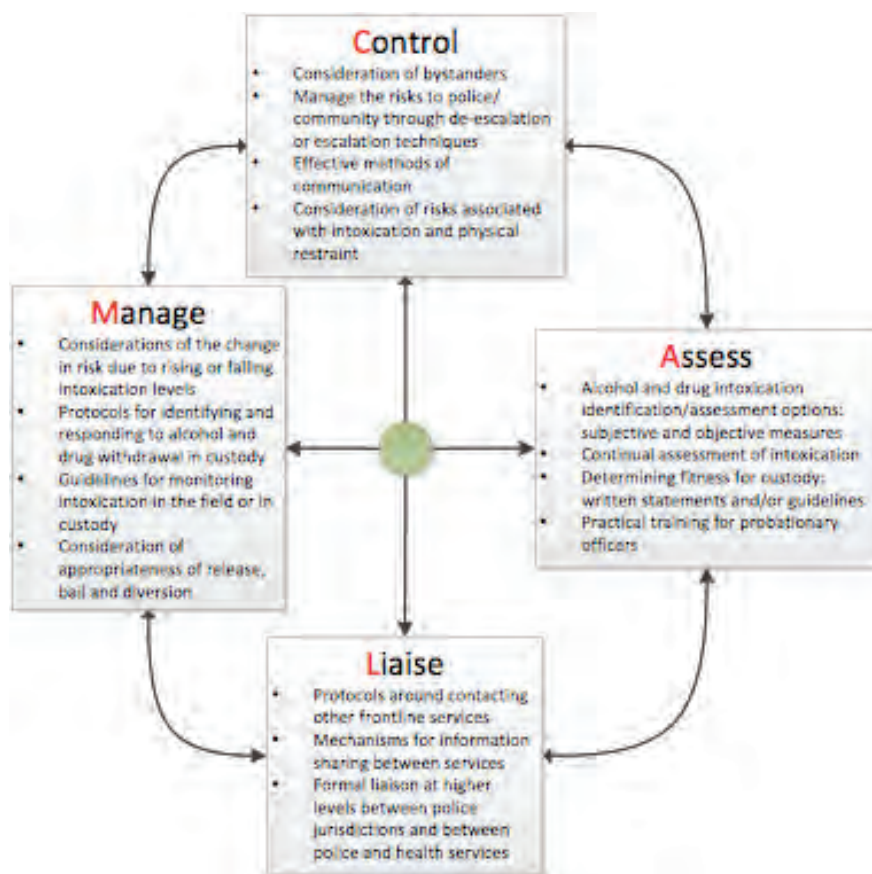


Figure 1. Best practice framework in managing intoxicated offenders.

Considering risks associated with intoxication and physical restraint

All focus groups identified that positional asphyxia was a risk that needed to be managed when physically restraining an intoxicated person. All focus groups could describe this risk and treatment options, such as listening to the offender talking during restraint and sitting the offender up as soon as possible. Findings from the literature review and deaths in custody analysis also highlighted risks to an intoxicated offender associated with physical exertion.

In the assess phase, police officers need to consider:

Alcohol and drug intoxication identification/assessment options

Offender levels of stimulation and hostility predicted police officer assessments of intoxication. Assessments of intoxication tended to be subjective, but were supported in some situations (most commonly the watchhouse) by objective measures, such as breath analysis.

Continual assessment of intoxication

All focus groups mentioned that assessment of intoxication was a continual process from initial interactions through to release from custody.

Determining fitness for custody

Focus group participants noted that any offender who appeared to be highly intoxicated was required to be assessed by a medical professional prior to entering custody. However, the deaths in custody case review identified that this process could be flawed, particularly in terms of police providing accurate and complete offender histories to medical professionals, and the documenting of medical advice.

Practical training for probationary officers

Focus group participants stated that it was only through experience and advice and guidance from senior officers that

police developed the skills required to make subjective assessments of intoxication.

In the liaison phase, police officers need to consider:

Protocols for contacting other frontline services

Focus group participants reported using a range of different services to support their management of intoxicated offenders, including ambulance services, hospitals, sobering up shelters, and jurisdiction-specific services.

Mechanisms for sharing information between services

Focus group and roundtable participants noted that there was a lack of formal mechanisms to support sharing information between services, despite general agreement that this was necessary for the effective management of intoxicated offenders.

Formal liaison at higher levels between police jurisdictions and between police and health services

Roundtable participants noted that formal liaison at senior levels of the police and health services could assist in developing co-management policies and procedures between the two services.

In the management phase, police officers need to consider:

Changing levels of risk resulting from rising or falling intoxication levels

All focus groups were aware of this issue and that it was managed through monitoring at the watchhouse. Monitoring schedules were increased or decreased in response to changes in the offender's intoxication level.

Protocols for identifying and responding to alcohol and drug withdrawal

Focus group participants felt ill-equipped to effectively manage this risk, particularly for chronic alcohol and other drugs users. Officers did note that the presence of medical professionals

in the watchhouse greatly improved the ability of this issue to be managed appropriately in the watchhouse.

Guidelines for monitoring intoxication

Checks for signs of life required officers to ensure the offender could talk, could open their eyes, and could raise a limb. However, the nature of these checks, particularly for offenders who were sleeping, was inconsistent between jurisdictions. The deaths in custody review identified that an offender in a coma can appear to be sleeping.

Consideration of appropriateness of release, bail, and diversion

Focus group participants spoke of their concern in determining fitness for release from custody. Officers relied on subjective assessments to determine an offender's sobriety. Minimal information was supplied in the policies provided to help police assess an offender's suitability for release.

CONCLUSION

The CALM framework is designed to help police identify risks and considerations related to intoxication during each phase of offender management. In particular, it may aid the review and development of policies, practice, and training material.

It may also act as an aide memoire, to help police officers to consider risks associated with each phase of management. The aide memoire aspect of the CALM framework may be of particular use to probationary or junior officers, whom focus group participants identified as requiring help with assessing and managing intoxicated offenders.

Upon identification of a risk to the police, the community, or the offender, the actions of police are determined by the jurisdiction's policies and practices, and the experience of the officer.

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Vale Tobie Wittleton

By Far Northern Regional Representative Marty Bristow

Tobie Wittleton, as those close to her would know, was 'made' in Canada. She spent a significant majority of her childhood growing up there before moving to Melbourne in 1990.

In 1998 she moved to Brisbane where she attended Ormiston College. She then completed a Bachelor of Justice at QUT in 2002 prior to heading to the UK in 2003. Tobie got her first taste of policing with a stint in the Sussex police for a few years before she returned to Australia in 2010.

On her return she spent some time working for probation and parole, however she was starting to get a bit tired of people lying to her, so she decided to join the QPS.

Tobie was a very sporty, outgoing person; she loved her hockey, and played lots of state junior hockey in Victoria. She also played for the Herakles team in Belgium during 2003. She was an accomplished skier at a young age and also a keen cross country runner.

Tobie joined the Queensland Police Service in 2012-2013 and attended the Oxley Academy. She was sworn in as a Constable and completed her first year in Cairns, working at various stations.

She then moved to Thursday Island for a six-month rotation. She fell in love with island life, the fantastic camaraderie of the station, and the wonderful people, and ended up spending 18 months on the island.

Tragically, Tobie was diagnosed with cancer around September last year.



“We were lucky to have had the honour of the short amount of time we had with someone as wonderful as you.”

She was a very positive, altruistic person: I recall that when I visited her with a colleague at Sarah House, it was obvious she was in pain. But when I asked about it and her condition, she replied that she was ok, and that there were a lot of people worse off than her.

Eventually, this terrible disease took her from us. While it was heart wrenching to see her go through the pain she did, what I did see was something that will stay with me, and certainly with Tobie's family, forever: the stream of her colleagues from Thursday Island, Cairns, and elsewhere in the QPS who rallied

around her, showing how much they loved and cared for her.

There are too many to mention, because I am concerned I may miss some names, but you know who you are. The love and friendship you gave to Tobie in her last few days was something I find hard to explain with mere words. A thank you also needs to go out to the staff at the Cairns Base Hospital oncology ward.

I will never forget Tobie's colleagues taking turns sitting next to her in her hospital bed, holding her hand, softly talking to her, and reassuring her that everyone was there for her.

They did this for her family, as well. I recall seeing Tobie's father overwhelmed at the loving camaraderie shown to her by her colleagues. Polly, Judi, and Dan, thank you for allowing us the honour of spending that time with such a wonderful sister and daughter.

“We will always smile and be happy when we think of you.”

Tobie, you will never be forgotten. We were lucky to have had the honour of the short amount of time we had with someone as wonderful as you. We will always smile and be happy when we think of you.

Rest in peace, hasten the dawn.



Book Review Justice Denied

By Andrea Appleton

A sense of justice is one of the reasons many recruits are attracted to a career in policing. Although the hard work of an officer is done long before determination in a court room, most officers remain invested in their investigations, and feel thwarted by an unjust result. Lawyers, too, are attracted to their profession due to a keen sense of propriety, and they are likewise frustrated when it appears the legal system has delivered a miscarriage of justice.

Justice means many different things to many different people, and it is fair to assume the perspectives of police officers and criminal defence lawyers do not always coincide.

In *Justice Denied*, Bill Hosking QC provides a fascinating insight into 'the other side' of the legal process, and encourages a broader view of the vast array of characters who find themselves sitting on that other side, both as lawyers and as the accused.

An illustrious career as a public defender and a District Court judge ensured Bill Hosking QC's involvement in some of Australia's most sensational court cases, and his introspection, humour, and humanity are evident in his discussion of their legal processes and ramifications.

Bill Hosking QC was involved in the Justice Wood enquiry following the 'first terrorist bombing on Australian soil' outside the Hilton during CHOGM in 1978. He represented one of the accused in the 1987 Anita Cobby trial, a random, vicious murder which shocked the whole of Australia.

He was also 'hoodwinked' by professional crim Carl Synnerdahl, who had an alternative medicine doctor

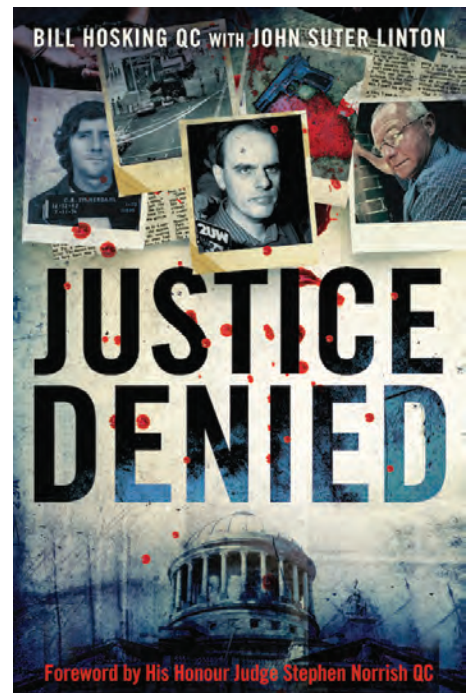
teach him how to temporarily induce blindness.

Synnerdahl's subsequent detention in the minimum security section of Cessnock jail allowed him to escape, and he later enjoyed further notoriety when he wrote a book, which then spawned a movie, following his recapture.

Interspersed with facts about cases and strategies employed, Bill Hosking QC shares his opinions on the limitations of the Australian legal system, and the difficulties faced by those who work within its confines (himself included).

He provides amusing anecdotes and descriptions, such as of another QC whom he believes resembled 'a healthier looking Montgomery Burns from *The Simpsons*', and of the farcical reliance on unsigned police records of interview from days gone by.

His writing is at times educational— whoever knew the saying 'short shrift' had its origins in the few minutes allowed a criminal to make a confession before execution—and his anecdotes are funny, such as when a judge in court asked why a particular gun was loaded and he answered 'I don't f***ing know' ... which was of course read directly from his client's record of interview!



Bill Hosking QC
Harlequin
Sydney, 2017
RRP: \$32.99

Justice Denied provides an unusual, straight-from-the-courtroom perspective on true crime from the defence point of view, and engenders a greater understanding and appreciation of those who devote their lives to ensuring that justice is not denied.

Police Recipes

QUEENSLAND CAKE

To welcome the Police Federation of Australia's Women's Advisory Committee to Queensland, Workplace Health & Safety Officer Rosemary Featherstone and her husband Chris devised a Queensland Cake for delegates to enjoy on their first evening in Brisbane. It is a pineapple, coconut, and macadamia creation which is delicious on its own, but when judiciously drowning it in its accompanying Bundy rum sauce, it's even better! Thanks Rosie!

What do I need?

Cake

- 1 ½ cups sweetened flake coconut
- ½ cup roughly chopped macadamia nuts
- 1 can crushed pineapple, well drained
- 2 cups plain flour
- 1 cup sugar
- 2 tsp baking powder
- ½ tsp salt
- ½ cup butter, melted and cooled
- 3 large eggs, beaten
- 1 cup plain Greek yoghurt
- 1 tsp pure vanilla extract
- 1 tsp Bundy rum (or rum extract)

Bundy rum sauce

- 80g unsalted butter
- ½ cup thickened cream
- ⅓ firmly packed cup brown sugar
- ⅓ cup maple syrup
- 2 tbs Bundaberg rum

What do I do?

Cake

- 1). Preheat oven to 180 degrees.
- 2). Spread 1 cup of flaked coconut and ½ cup of nuts on a baking tray and roast for 7-8 minutes.
- 3). Keep an eye on the roasting as they can brown very quickly but you do want them browned. Set aside to cool.



- 4). Place pineapple into a colander and drain, squeezing out any liquid.
- 5). In a bowl, sift together flour, sugar, baking powder, and salt.
- 6). In a separate bowl, whisk together melted butter, 3 eggs, yoghurt, vanilla, and rum
- 7). By hand, stir the wet ingredients into the dry and fully moisten. The batter will be stiff.
- 8). Add nuts, coconut, and pineapple.
- 9). Use a loaf pan and grease, flour, and line with baking paper (to make it easy to get out of the pan).
- 10). Spread batter evenly into loaf pan.
- 11). Sprinkle remaining ½ cup (unroasted) coconut on top.
- 12). Bake for 40 minutes, and then check the top for over-browning. If it's browning, put some aluminium foil

on top. Either way, continue baking for another 10 minutes.

- 13). Cake is done when you insert a tester into the centre and it comes out clean.

Bundy rum sauce

- 1). Place butter, cream, sugar, and maple syrup in saucepan over medium heat.
- 2). Stir until butter melts.
- 3). Cook for a further 8-10 minutes or until thickened slightly.
- 4). Remove from heat and stir through rum.
- 5). Set aside to cool slightly.
- 6). Drizzle cake with sauce and serve with ice cream.

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

From the Archives

TESTING COMMS, 1971



Constable Margaret Pool in her Holden police car, trying out the built-in, two-way car radio. The 'Premier' brand of radios were the height of communications technology of the day. Note the short skirt and handbag!

Source: The Queensland Police Museum, PM3675.

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.

Police Living

HD HIDDEN 1080P USB SPY CAMERA

This is a little ripper of a camera hidden inside a legitimate-looking phone charger. In actual fact, it *is* a phone charger, but that's its secondary function: its primary function is to record whatever's going on in front of it!

Due to its covert design and pinhole lens, it's very hard to detect. It's extremely easy to use—plug it in to record, unplug it to stop—and it provides a video and audio recording with date and time stamp. The camera operates from the outlet power, so no battery is needed, but as yet it's only available with a US or EU plug. You will be able to use it with an international charger left over from your travels!



Got a picture of you and your police mates on a trip somewhere? We have a BCF voucher up for grabs for our most envy-inducing shot, so send your pictures to us at journal@qpu.asn.au You might just see yourself in the next Journal.



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The Kristy 'Cougs' Cannavan Memorial Fund

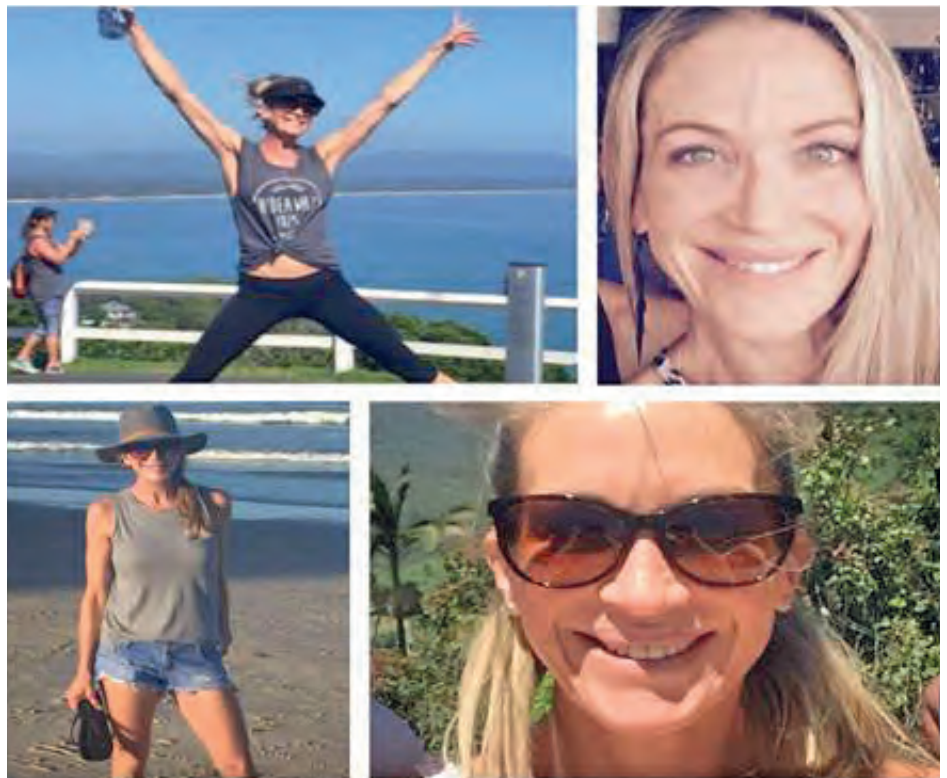
The sudden loss of Kristy Cannavan has had a significant impact on her family, friends, and the police family. While her family, friends, and workmates are trying to deal with her loss in their own ways, the Surveillance Operations Unit ICMC have created a memorial fund for Kristy to try and show Kristy's daughter Lilly just how much she was loved and how much she meant to the whole QPS family.

We are asking you to dig deep either as individuals or as a station/unit to contribute in a positive manner. Anything you can donate will be greatly appreciated.

Lilly is a 14-year-old girl who could really do with some financial help, as well as the knowledge of just how much her Mum meant to us.

All funds donated will be transferred to a formal trust established for Lilly's benefit.

The approval under the *Collections Act 1966* to appeal for donations ends on 31 May.



Donations can be made via electronic transfer to:

Kristy Cannavan Memorial Fund

BSB: 704 052

Account number: 1053618
(S1 for Qbank members)

Reference: Surname or group name making donation



Show Holidays During Leave

The QPS and PSBA payroll system does not automatically deduct show holidays from leave applications through Employee Self Service (ESS). This has significant implications for both future Leave Applications and past Leave Applications that fall or have fallen over the show holiday.

FUTURE LEAVE APPLICATIONS THAT INCLUDE A SHOW HOLIDAY

For future Leave Applications that include a show holiday, members will have to manually adjust their leave application to cover the show holiday.

How do you do this?

“If you are accessing leave before and after the show holiday, manually adjust the hours in your ESS Leave Application to reduce it by one day.”

POLICE OFFICERS

If you are accessing leave before and after the show holiday, manually adjust the hours in your ESS Leave Application to reduce it by one day. When submitting the leave application to your supervisor, include in the comments field *‘Plus one day in lieu for show holiday’*.

May				
Monday 1	Tuesday 2	Wednesday 3	Thursday 4	Friday 5
1 st Recreation Leave Application	Taroom Annual Show Holiday	2 nd Recreation Leave Application	2 nd Recreation Leave Application	2 nd Recreation Leave Application

PAST LEAVE APPLICATIONS THAT INCLUDED A SHOW HOLIDAY

If you have taken leave covering a Show Holiday since 2011 you may be entitled to a re-credit of your show day to your leave balance.

If you have taken leave on the date of your regional show holiday (eg. RNA Show Holiday for greater Brisbane area) and you did not adjust the balance manually as above, you may be entitled to have the show day re-credited to your leave balance. This only applies to the past six years

“If you have taken leave covering a Show Holiday since 2011 you may be entitled to a re-credit of your show day to your leave balance.”

(back to February 2011). The six year limit is guided by the *Industrial Relations Act 1999*, which only provides for a retrospective adjustment of a maximum of six years from when the matter is identified.

Please check your ESS leave history and if you believe you are entitled to have a day re-credited, complete two paper leave forms for approval by the appropriate delegate: one to have the leave reversed and one to apply for the new leave period.

May				
Monday 1	Tuesday 2	Wednesday 3	Thursday 4	Friday 5
Recreation Leave Application	Taroom Annual Show Holiday <i>Adjust ESS leave hours to deduct this day</i>	Recreation Leave Application	Recreation Leave Application	Recreation Leave Application

PUBLIC SERVICE EMPLOYEES (STAFF MEMBERS)

If you are accessing leave before and after the show holiday, submit two separate ESS Leave Applications: one for the days before the show holiday and one for the days after the show holiday, as per the example following.

Available here:

<https://intranet.psba.qld.gov.au/hr/leave/Pages/Annual-Leave.aspx>.

If you require advice about your leave history and the regional show holidays, please contact your QPS HR Representative.

The regional show holidays are available here:

2015 – 2017	https://www.qld.gov.au/recreation/travel/holidays/show/
2014	https://intranet.psba.qld.gov.au/hr/polproc/Documents/2014%20Queensland%20Show%20Holidays.pdf
2013	https://intranet.psba.qld.gov.au/hr/polproc/Documents/2013%20Queensland%20Show%20Holidays.pdf
2012	https://intranet.psba.qld.gov.au/hr/polproc/Documents/2012%20Queensland%20Show%20Holidays.pdf
2011	https://intranet.psba.qld.gov.au/hr/polproc/Documents/2011%20Queensland%20Show%20Holidays.pdf



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Flu Shots Coming Soon!

Influenza or the flu is a highly contagious viral infection that is responsible for major outbreaks of respiratory illness around the world, especially in the winter months. Unlike the common cold, influenza can cause severe illness and life threatening complications such as pneumonia and bronchitis.

Influenza spreads from person to person through the air by coughing or sneezing, or by direct contact with the virus on hard surfaces or people's hands. The flu usually

need to be given each year because flu viruses are always changing.

For the 2017 flu season, the quadrivalent influenza vaccine will be made available. The composition of the

“Most people who get the flu will suffer from mild illness and will recover in less than two weeks. However, some people can develop longer-term health problems.”

differs from a cold because symptoms develop suddenly. It can lead to complications such as chest infections and pneumonia, particularly among the elderly and young children.

Flu symptoms tend to develop abruptly one to three days after infection, and can include: tiredness, high fever, chills, headache, coughing, sneezing, runny noses, poor appetite, and muscle aches. Most people who get the flu will suffer from mild illness and will recover in less than two weeks.

However, some people can develop longer-term health problems, including pneumonia, bronchitis, chest and sinus infections, or heart, blood system, or liver complications, which can lead to hospitalisation and even death.

Vaccination offers effective protection against influenza, although vaccines

influenza vaccines for use in Australia in 2017 contain the following:

- An A/Michigan/45/2015 (H1N1) pdm09—like virus *CHANGE*
- An A/Hong Kong/4801/2014 (H3N2)—like virus
- A B/Brisbane/60/2008—like virus, and
- A B/Phuket/3073/2013—like virus.

“The QPS and PSBA are again providing a free influenza vaccination program to all QPS and PSBA members this year.”

This represents the first change to the A/H1N1 component of seasonal influenza vaccines since 2010.



The QPS and PSBA are again providing a free influenza vaccination program to all QPS and PSBA members this year. The quadrivalent vaccine will be provided to members in approximately 90 locations across Queensland.

The program will commence in mid-March, pending vaccine release dates. Dates for clinics are currently being confirmed. Additional details and online booking links will be available via General Notifications.

For further advice, please contact Lynne Brown, Safety & Wellbeing, People Capability Command on 3015 5926 or Brown.LynneM@police.qld.gov.au



The Plan to Put Our People First

By QPU WHS Committee and QPS Safety & Wellbeing.

The Queensland Police Union of Employees (QPU) in partnership with the Queensland Police Service (QPS) are pleased to announce the planned development of the *Our People Matter Strategy* (the Strategy), the first organisational strategy in the QPS focused on the health, safety, and wellbeing of QPS members and their families. The QPU Executive and the QPS Executive Leadership Team voted unanimously to endorse this initiative.



responsive police service in the future. The QPU is pleased to partner with the QPS on this exciting and innovative initiative,' he said.

The Strategy will involve an extensive development, consultation, and implementation process with a proposed launch date in October aligning with Safe Work Month.

A team has been established within Safety & Wellbeing, People Capability Command, to oversee the process. The team includes QPU representation.

The aim of the Strategy is to enable members to live longer, healthier, and more satisfying lives free of physical and psychological injury and disease.

WHY DEVELOP THE STRATEGY?



Despite the numerous rewards a career in policing offers, there are several job-specific and organisational challenges that have a detrimental impact on

'With over 14,500 employees across the state, the benefits of addressing wellbeing in our organisation are far reaching at the individual, station, workplace, and

QPU President Ian Leavers firmly supports the decision.

'For too long we have accepted that injury, including psychological injury, is part of the job. Investing in the

"Investing in the health, safety, and wellbeing of our people makes good business and operational sense, and will provide the foundation for a stronger and more responsive police service in the future."

community level. Our people are our greatest asset, and a healthy workforce is an important investment for our organisation,' Commissioner Stewart said.

health, safety, and wellbeing of our people makes good business and operational sense, and will provide the foundation for a stronger and more

the wellbeing of police officers. It is recognised that members are:

- Repeatedly exposed to death, violence, and trauma
- Placed in situations that put their personal safety at risk
- Required to perform shift work, work long hours, and work in a range of environments and locations
- Subject to public, judicial, and internal scrutiny (thereby placing extremely high expectations on members).

“The aim of the Strategy is to enable members to live longer, healthier, and more satisfying lives free of physical and psychological injury and disease.”

Delivering a world class policing service to the Queensland community is dependent on the physical and psychological wellbeing of QPS members.

As an organisation, the QPS has good people, programs, and initiatives that assist their employees with health, safety, and wellbeing, but Safety & Wellbeing can do better, along with the QPS and all employees.

The development of the Strategy demonstrates the QPS’s commitment to putting its people first and that ‘Our People Matter’ is the number one goal.

THE PRIORITY AREAS

Four priority areas have been identified to underpin the development of the Strategy:

- Positive Workplaces
- Safer Workplaces
- Healthy Minds
- Healthy Bodies.

Although strong foundations already exist within the QPS in each of these areas, further improvements need to be made to better integrate safety, health, and wellbeing into operational planning and all levels of management across the

board, based on the needs of members and their families.

Members and their families will be invited to share their ideas and needs in relation to these priority areas as part of an extensive state-wide consultation process.

HOW WILL MEMBERS BE CONSULTED?

Unlike the ‘top-down’ approach commonly taken in strategic planning, the needs and opinions of members and their families will be the driving force

behind the development and execution of the Strategy.

‘Never before has the organisation asked our members and their families what they want in relation to their safety, health, and wellbeing,’ Commissioner Stewart said. ‘This is a very exciting opportunity to transform our current work practices to keep our people safe and well at work.’

State-wide consultation with members and their families will occur from April to June via both online and face-to-face mediums.

An interactive online web consultation tool will be made available to members to capture their needs and ideas in relation to safety, health, and wellbeing. A separate tool for family members has also been developed to capture this information from the family perspective.

In addition, Safety & Wellbeing and the QPU will be facilitating face-to-face workshops in each District and Command with identified stakeholder groups that have a vested interest in employee health, safety, and wellbeing.

No identifiable information will be collected from members and their



families as part of the consultation process.

Following the collation of feedback from members and their families, a draft Action Plan will be developed and disseminated back to members and their families for further review in August.

Provided below is the timeline for development, consultation, and launch of the Strategy.

Phase 1: Consultation with members and families (April to June)

Phase 2: Development of draft Action Plan (July)

Phase 3: Second consultation with members and families (August)

Phase 4: Development of final Action Plan (September)

Phase 5: QPS and QPU Executive Approval (September) - Submission of final draft Strategy

Phase 6: Launch of Action Plan (October)

FURTHER INFORMATION

The QPU asks you and your families to participate in this process.

Further information on the consultation process, including how to access the online web consultation tool and where to find the workshop locations, will be communicated via internal General Notifications in March and through the QPU eNews.

If you have any queries regarding the development of this Strategy, please contact the QPU WHS Officer at rfeatherstone@qpu.asn.au or your QPU Regional Executive member. Alternatively, you can contact the Safety & Wellbeing Branch at ourpeoplematter@police.qld.gov.au

COME JOIN THE TEAM




Australasian Police Basketball Championships

8th to 13th October



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Teams from
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Victoria
Northern Territory
Tasmania
New South Wales
South Australia
Western Australia
Aust Federal Police

Police Officers and Staff
Members eligible to play.

Interested – Contact Gillian BROWN
Beenleigh CIB.
Brown.GillianK@police.qld.gov.au




The Queensland Police Basketball Club will be touring to the annual Australasian Police Basketball Championships being held in Sydney from 8 – 13 October.



The Championships cater for players of various levels, ranging from current and past NBL / WNBL players to social players. Although the basketball is the central focus of the Championships, a strong focus is also placed on social events throughout the week.

The tournament is a great place to meet officers from around Australia and New Zealand.

If you are a keen player and would like more information on touring with the team to Sydney, please e-mail:

Gillian Brown (Beenleigh CIB)

or

Kylie Doyle (Acacia Ridge)

Adam Fairhurst
President – QPBC



The new Mental Health Act and its impact on police prosecutions

By Sarah Ford, Solicitor, Gilshenan & Luton Legal Practice

The way in which the Magistrates Court processes defendants with mental health issues has been overhauled, with the long-awaited *Mental Health Act 2016* having finally commenced on 5 March.

This article provides a snapshot of the key changes to the Magistrates Court's mental health practices, and summarises the various matters that police should be familiar with in summary proceedings involving defendants with mental health issues.

PREVIOUS STATE OF THE LAW

Prior to the new Act, Magistrates were unable to determine that a defendant charged with summary offences was of unsound mind at the time of the offending, or unfit to stand trial. Such powers were limited to the Mental Health Court (where only indictable offences could be dealt with).

“The Act gives a Magistrate power to dismiss a complaint on mental health grounds.”

THE NEW ACT

For summary proceedings, the most notable amendments to the legislative scheme under the new Act are those with respect to simple offences:¹

Dismissal of complaint

There are two key provisions in the Act that give a Magistrate power to dismiss a complaint on mental health grounds:

- (1) Section 22 and
- (2) Section 172.

Both of these provisions allow for dismissal if the court is reasonably satisfied, on the balance of probabilities, that the defendant was, or appears to have been of 'unsound mind'² when the offence was allegedly committed, or is unfit for trial.

If a complaint is dismissed under s172, the Magistrate can refer the defendant for future treatment or care.

Furthermore, pursuant to s173, a Magistrate can adjourn the hearing of a complaint in circumstances where they believe the person is unfit for trial, but may become fit for trial within six months.

Mental health assessments

Mental health assessments can be conducted by the Queensland Mental Health Court Liaison Service to assist the Magistrates Court to determine a person's soundness of mind and/or fitness to stand trial.

“The Act rectifies many previous inadequacies within the criminal justice system with respect to handling defendants who have mental health issues.”

Such assessments are intended to be brief in nature, and subsequent to the assessment, a representative from the service can provide advice on those issues to a Magistrate (for example, in the form of a report).



Examination orders and further treatment

A new power for Magistrates to order the medical examination of a person charged with a simple offence is provided for under s177.

The examination is intended to '... *inform clinical decision making about the person's mental health care and treatment.*³ It is not intended to inform the Magistrates Court's decision about a person's criminal responsibility or fitness to stand trial.

If that power is exercised, the medical practitioner who performed the examination must provide the court with a written report setting out their recommendations/decisions and, if

desirable, recommendations for the person's further treatment and care.⁴

IMPLEMENTATION OF THE ACT

Relevantly, a new Practice Direction (PD 2017/1) has been released. That direction outlines the procedure

with respect to 'Mental Health Assessments',⁵ as well as the powers of Magistrates upon receipt of a Mental Health Assessment.⁶

Importantly though, that direction only applies to matters where an originating step for the proceeding is started *after* the Act's commencement (but regardless of when the offence is alleged to have occurred).

CONCLUSION

The Act rectifies many previous inadequacies within the criminal justice system with respect to handling defendants who have (or may have) mental health issues. Those inadequacies previously created difficulties for police and defendants alike.

Now, there exist more options for both police and the Magistrates Courts in dealing with defendants who present with mental illnesses.

- 1 Defined in s4 of the *Justices Act 1886* to include summary or indictable offences punishable before a Magistrate.
- 2 Section 109 of the Act defines the meaning of unsound mind.
- 3 Explanatory notes to the *Mental Health Amendment Bill 2016* at page 3.
- 4 See sections 178 and 179.
- 5 See paragraph 4 of the practice direction for the definition of this term,
- 6 Including: Listing the matter for hearing of the issues of fitness for trial and/or unsoundness of mind, adjourning the complaint and ordering an examination of the defendant or a referral for treatment, and dismissal of the complaint.

Without us, you're on your own

When you need professional help, advice or support we're here for you.

 **QUEENSLAND POLICE UNION OF EMPLOYEES**
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Protection for you and your family

On 1 July 2016 QSuper enhanced the insurance arrangements for sworn police officers with a contributory Accumulation account in Queensland with the introduction of Income Protection cover, tailored to complement the existing QPS Sick Leave Bank arrangements. Here is a quick summary of some important points.

Working on the frontline is a high risk occupation and it goes without saying that a long-term illness or injury could significantly impact your finances.

While the QPS operates the Sick Leave Bank to assist those members who are genuinely unable to discharge their normal duties due to a chronic and/or long term medical condition, the Sick Leave Bank is not designed or intended to be a catch-all for every circumstance.

So on 1 July 2016, QSuper introduced Income Protection cover for sworn police officers with a contributory Accumulation account, to provide financial support if an officer is not able to return to work after Sick Leave Bank benefits cease.

WHY INCOME PROTECTION?

QSuper identified a number of scenarios where police officers could be potentially left without an income stream as a result of a long-term illness or injury. For example:

- A police officer who has been assessed as no longer eligible for Sick Leave Bank support but who is not yet able to return to their job.
- A police officer who is medically retired from the Service but does not meet the definition of Total and Permanent Disability (TPD).
- A police officer who leaves the QPS for another role and who wishes to

retain insurance cover without the need for health and other questions.

Due to the high-risk nature of their role, officers may find it difficult to automatically receive Income protection cover with other insurance providers. QSuper has the ability to negotiate 'group life' cover without the need for health and other questions.

ARE YOU COVERED?

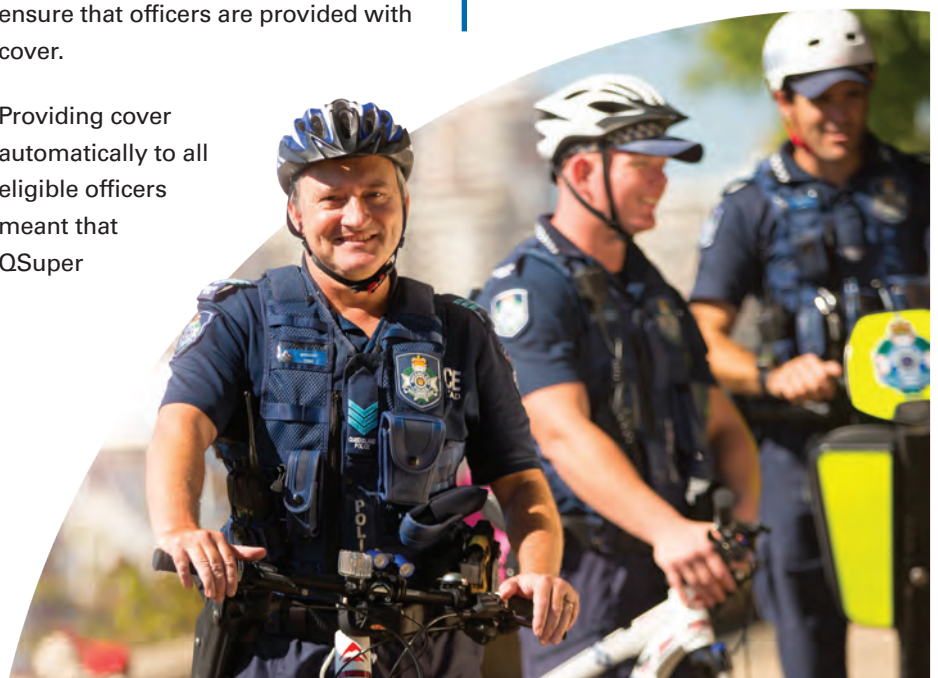
Income protection cover is provided to officers with an Accumulation account that the QPS is contributing to. For existing serving police officers, the income protection cover was automatically applied to Accumulation account members on 1 July 2016, to ensure that officers are provided with cover.

Providing cover automatically to all eligible officers meant that QSuper



could keep costs as low as possible, without underwriting, or the need to take pre-existing medical conditions into account. This also ensures that most officers can have insurance regardless of their individual duties or medical history.

The easiest way to check your current QSuper insurance cover is to head to Member Online at qsuper.qld.gov.au/mofeatures





HOW DOES IT WORK?

Income protection cover is designed to commence an income stream after the waiting period, which is the greater of 180 days or when accrued sick leave + approved QPS Sick Leave Bank ends. The cover can potentially pay an income stream for up to two years for eligible police officers.

If you are eligible, QSuper pays 87.75% of your insured salary, including a gross payment of 75% and a contribution replacement benefit made to your QSuper account of 12.75%. Maximum benefit limits and other eligibility criteria apply.

YOUR INSURANCE OPTIONS

Members were notified of this change via a personalised letter and an Important Notice from the Board of Trustees, which was sent either via post or e-mail (depending on nominated communication preference) to all QSuper members in late May 2016, prior to the insurance being applied.

If you decide income protection is not for you, you can cancel your cover at any time, either by completing an *Application to Cancel Insurance* form or by cancelling through Member Online.

Cancellation is effective from the date QSuper receives your request.

Cancellation cannot be retrospective and because communication to you was personalised, a refund of premiums will not be paid. However, if you can prove you were not aware of the changes and did not receive the communication outlined above, you should contact QSuper to discuss.

We do recommend that members seek independent financial advice before making a decision to change insurance cover.

HOW TO FIND OUT MORE

Insurance can be a complex topic, so QSuper has produced a *QSuper Income Protection for Police* FAQ, which is available on QSuper's website. Your QPS intranet also has a direct link to this information.

You can also find more information about QSuper's insurance cover in general in the *Accumulation Account Insurance Guide* on our website at qsuper.qld.gov.au

Don't hesitate to contact QSuper on 1300 360 750 with any further queries.

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You can get a copy of the PDS by downloading a copy from our website at qsuper.qld.gov.au or call us on 1300 360 750. © QSuper Board of Trustees 2017. 10707 02/17

¹ Some special conditions apply, so please see QSuper's Accumulation Account Insurance Guide for details if you have previously been deemed totally and permanently disabled or if you were absent from work due to ill health on 1 July 2016.

From our wordsmiths

THE END OF THE ROAD – BY SENIOR SERGEANT TIM BEARD

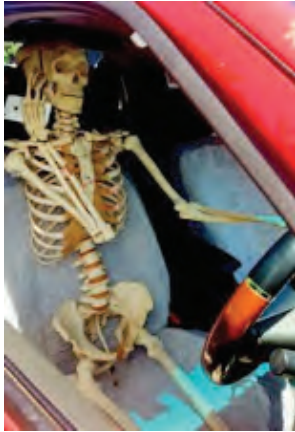
He'd been in the job forever and always done the job
The years flew by in seconds like the time was robbed
He loved the work, he loved the people, he loved to carry
the load
But suddenly he had to go as he neared the end of the road.
It seemed like only yesterday when they swore him in
A long forgotten commissioned officer shook his hand and
grinned
His uniform had changed and he had changed as well
He remembered mates who stood beside him, he
remembered those that fell.
He remembered typing interviews in un-air conditioned
stations
He remembered the exact wording of repealed legislation
He remembered hitting hurdles when things weren't
looking good
He remembered the loyalty and comfort of the police
brotherhood.
He remembered the shame he felt when his mates had
taken the dollar
He remembered broken homes, men with lipstick on their
collar
He regretted nothing, he had always followed his heart
His conscience a clear road that he followed from the start.
He remembered when he first saw her, he'd never forget
her eyes
Smiling at him, but knowing him, her love the bluest of
skies
He remembered the tough nights, when he came home to
her touch
And the anger died, peace returned, he loved her so much.
He remembered the joy his children brought, the joy they
still provide
Grown now, standing proud beside him, near the end of his
ride

He remembers all the characters, the laughs and
adventures
Pompous, left wing Magistrates looking down from their
benches.
He remembers crooks he's put away and some that he
respected
Bad men, hard men, but most just drug affected
He looked back on his nomadic life in this greatest state
The people from all walks of life who were proud to call
him a mate.
The job had changed so much, but coppers were still the
same
Still turning up and doing well, still copping all the blame
Still looking after each other, still sharing our black humour
We used to chase crooks though, or is that just a rumour?
He can't believe he's 60 now, and he has to go
He's still doing the job he's always done, still has his '70s
moe
He listens to the speeches as he holds her hand
He lifts as she smiles at him, he can feel her wedding band.
The AC is speaking now, telling him he's a jet
He wonders how he knows that, as they've never met
He looks at the young faces, smiling in the crowd
He knows he's getting old, because the music is too loud.
But he loves those youngsters as they all love him
He's always there for them, didn't make them sink or swim
They're the future of our job and he knows they'll be alright
Vigilant in the darkness, the guardians of the night.
He's attended all the seminars, but still doesn't know what
he'll do
Once you're gone, you're gone, they'll always replace you
But what a ride it's been, he's left nothing owed
He wipes away a tear, as he nears the end of the road.

DRIVING DEAD – BY SENIOR CONSTABLE SHELLEY MILLNS

I had a cop shout quite clear,
she said that my death was near.
Still I couldn't quite hear,
because I had my phone to my ear.

I was dying to make that call.



The copper told me indeed,
that I was reckless to speed,
but I continued with greed.
At worse, it be a ticket I'd read?

I was dying to get there fast.



The cop said that my body would fly,
cos the seatbelt was not applied.
I thought that I could defy;
gravity, surely I would never die?

I was dying to not belt up.



The copper looked at my tired state,
she said 'I already know your fate.'
I just didn't want to wait,
fatigue wouldn't make me late.

I was dying to go to sleep.



The cop told me not to drive,
I was engaged with the fatal 5.
I thought even with alcohol I'd survive,
but I was gone. My heart they could not revive.

I was dying to have that drink.



I was deceased.

Long before I met with police.
Long before I was zipped in a bag,
and placed in a morgue bound swag.

I was texting and drinking.
Speeding, fatigued and not thinking.

Driving dead all along,
I now know my actions were wrong
This is goodbye. Now I am gone.

I have always been driving dead.



Props on loan from Ingham QAS. Halifax QAS and QFES officers pose for final photo. AO Anita Spencer helped with photographs.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family
by immediately contacting:

The QPU office Ph 3259 1900 (24 hours)
or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au

Police Health



GET TO THE CAUSE OF THE PAIN

Police officers are moving all the time. You don't work traditional office jobs where you sit down all day. You're on your feet, often carrying the load of heavy equipment, and working long hours.

You need to be feeling your best to perform your best. So for all of your muscle and joint issues, it's important to see a physiotherapist.

PHYSIOS ARE MORE THAN A NICE MASSAGE

Physiotherapists get to the root of your pain. They can treat all types of problems, including back and neck pain, headaches, arthritis, sports injuries, on-the-job injuries, postural problems, motor vehicle injuries, and more.

Treatment options vary depending on your individual situation. Here are some of the ways a physiotherapist might help you:

- Assess your condition or injury
- Explain the diagnosis and educate you on what it means (and how it's caused)
- Explain your treatment options, based on your health goals, lifestyle, and work schedule
- Advise about ongoing practical exercise to help you fast-track your recovery
- Outline a treatment plan (including duration)

Whether you're looking for treatment for an injury or you're suffering from pain, a physiotherapist can get you back on your feet.

Do you have a family member who's been complaining about back or neck pain? Why not go see your therapist together? A lot of the time we blame back issues to sleeping awkwardly when, in reality, it's what we're doing during the day that's causing the issue.

Police Health, Australia's only not-for-profit private health fund exclusive to the policing community, pays great benefits towards physio as part of their Extras cover. Give them a call today on 1800 603 603 if you're interested in hearing more about the benefits.

Don't put up with pain any longer.

www.policehealth.com.au

THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family by immediately contacting the QPU office

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

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QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – March/April 2017

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MESSAGE FROM GREG EARLY, STATE PRESIDENT

THE NATIONAL POLICE SERVICE MEDAL

It is pleasing to know that this Medal is still being presented to our members or presented posthumously to loved ones of our deceased members. On 19 October last year at the Morayfield

Community Hall, veteran member Dudley Laird was presented with the NPSM at a QPS ceremony in the presence of the Attorney General Yvette D'ath and the Police Minister Mark Ryan. (Dudley was a Queensland police officer before joining the then Royal Papua and New Guinea Constabulary as a commissioned officer, then later the Commonwealth Police Force, and lastly as a member of the Tasmania Police Force until he resigned in 1978.)



Jim Crooks being presented with the NPSM by State President Greg Early in the presence of members Evan Morgan and Bill Bergin.



Dudley Laird being presented with the NPSM in the presence of the Attorney General Hon Yvette D'ath.

FUTURE LUNCHEONS

23 May – Sunshine Coast – Headland Golf Club – Roly Dargusch 5479 4651

6 June – Hervey Bay – Hervey Bay RSL Club – Grahame Gronow 4128 7541

11 July – Gold Coast – Twin Towns Services Club – Neil Raward 0402 417 584

22 August – Near North Coast – Centenary Lakes Function Centre – Rick Losberg 5496 7743

23 August – Gympie – venue and date to be confirmed

11 September – Brisbane – Geebung RSL Club – Bob Pease 3355 7441 / 0401 399 839

6 December – Bundaberg – Bundaberg RSL Club – Grannie Pearce 4153 3189

NEW MEMBERS

- Former Constable 1/c Donna Maree Dancer, Ipswich branch
- Former Detective Senior Sergeant Gary Michael Dixon, Ipswich branch

NEW ASSOCIATE MEMBERS

- Mary Dare, partner of former police officer, Sunshine Coast
- Muriel Ivy Johnson, spouse of member Barrie Johnson, Sunshine Coast
- Elizabeth Anne Cunningham, long term supporter of Gladstone branch, Gladstone
- John Adrian Cunningham, long term supporter of Gladstone branch, Gladstone

OBITUARIES – MAY THEY REST IN PEACE Members

Life member and former Senior Technical Officer Raymond William Gooch, service 14 December; life member and former Sergeant 1/C Douglas Lewis Hoare, 30 December; life member and former Inspector Ronald Leslie Edington, 2 January; life member and former Sergeant 2/C Lawrie Ballin, 7 January, 92 years; veteran member and former Senior Sergeant Charles Milton Green, 22 January, 83 years; veteran member and former Senior Sergeant Sidney John Fagg, 31 January, 86 years; life member and former Senior Sergeant Ivor Edwin Lane, 1 February, 93 years; and former Inspector Gerald Malcolm Brown, 6 February, 71 years.

Non-Members

Former police officer Bob Goad, service 31 December; former police officer Cecil Arthur Reynolds, service 3 January; former police officer Graham Frederick Palethorpe, 7 January, 80 years; former Senior Sergeant William Charles Elliott, 12 January, 75 years; former Inspector Louis Patrick Rowan,

3 February, 91 years; and former Inspector Raymond Lyle Turner, 4 February, 72 years.

Family

Betty Meskell, wife of life member John Meskell, 8 December.

Serving Officer

Louise Rimon (Mareeba RPU), 26 November, 31 years.

QRPA CERTIFICATES

Veteran (over 75 years and 10 years continuous financial membership)

- Leonard John Reidlinger, Redlands
- Jock Archie MacDonald, Far North Queensland
- Terence Patrick Sharry, Sunshine Coast

Senior (over 65 years and 10 years continuous financial membership)

- Leigh Trevor Gorrie, Redlands
- Patrick Joseph Black, Brisbane
- Ronald Francis Lidgard, Brisbane
- Mark Thomas Tuckwell, Brisbane

90 & over

- Doris Olive Bopf, 93 years on 2 January (Townsville)
- Cecil Arthur Horne, 91 years on 6 January (Ipswich)
- Douglas Richard Levingston, 92 years on 9 January (Brisbane)
- Gordon Robert Schultz, 90 years on 17 January (Townsville)
- Kenneth David Leane, 92 years on 27 January (Darling Downs)
- Graham Adrian Dank, 92 years on 4 February (Gold Coast)
- Albert Crawshaw, 92 years on 9 February (Brisbane)
- Francis Gillick Donaghue, 95 years on 21 February (Brisbane)

AROUND THE BRANCHES

BUNDABERG

The 27 January meeting was held at the Bundaberg RSL Club. Welfare: Bob Hayes is back home in Bundaberg but has been undergoing further assessment of his medical issues. Welfare officers Mary and Ian had been in contact with Gordon Storer, Barry Cope, and Corrice Ballin. Barry is not going too well and his old ailment has returned. Keith Lipp was not well enough to attend the meeting. Tony Olsen was home and was going well at that time. A booking has been made to hold the Annual Luncheon on 6 December. The annual Police Legacy Charity Bowls Day will be held at Bargara Bowls Club on 1 May (Labour Day holiday). Judy O'Connor sent up the PowerPoint presentation used at the funeral service of her father Lawrie Ballin. Secretary Grannie Pearce set up the computer and the presentation was shown to members, who all agreed it was a really excellent overview of Lawrie's life. A message of appreciation was sent via e-mail to Senior Sergeant Ken Farmer, Officer in Charge of the Carsledine police station, expressing the appreciation of the branch for their assistance to Lawrie. On the bowls front: The team has been quiet over the Christmas

period with the last outing at Isis Central Mill where the team skipped by Jack Field with Karl Osterlund, Grannie Pearce, and Alan Edgerton had a convincing win over a QRI team. Nothing much is happening until the Presidents' days for 2017 commence later this year.

GOLD COAST

The Currumbin RSL Club was the venue for the 7 February meeting. Treasurer Neil Raward provided a detailed report and costings for the annual Christmas function held at the Club Talle in December. It was an outstanding success with 49 guests and three police widows attending. An excellent buffet luncheon was served and the branch provided a 'President's shout' throughout the afternoon. Approximately 60 raffle prizes were handed out, along with the lucky door prize which was provided by Raelene Williams of White Lady Funerals. Membership applications by Ronald and Dianne Nunan were recommended. Pat O'Brien has moved into an aged care residence in Brisbane. Don Braithwaite paid tribute to Pat for his dedication to the branch. The tradition of the 'Pat O'Brien table' at the annual and Christmas luncheons will continue in recognition of him. Welfare: Robyn Stokes is receiving treatment for a serious illness. Colin Sullivan has visited Graeme and Elaine Jefferies and also Boyd and Betty Barratt. John Meskell has been admitted to Ozanam Villa in Burleigh Heads and seems a bit confused. Kerry Cullinan has been diagnosed with a serious medical issue and was visited by Russell Robertson. Sandy Burns's mobility and speech have deteriorated and she will no longer be able to attend meetings. She has a positive attitude, gets on with life the best she can, and makes the most of every day. Although she enjoys her visits to respite, she is hoping she won't need to move into permanent care for another 12 months. Guest speaker: David Simons, who talked about getting the most out of life.

GYMPIE

The 7 February meeting was held at the Tin Can Bay Country Club. A minute's silence was observed for Ivor Lane, who passed away on the morning of the meeting aged 93 years. President Laurie Pointing and Secretary Norm Breen had visited him the week before his passing. Welfare Officer Chris Seng reported that he had been in contact with Colin and Mary King who were both recovering from an earlier illness. Bob Hillcoat gives his regards to members but is not well enough to attend meetings. Laurie had contacted Phyllis Vonhoff. Unfortunately Arthur had had a fall and had facial injuries. Rex Allison is well but was not up to making the trip out to Tin Can Bay. Laurie spoke on Bill Elliott, a former member who passed away in Gympie in January. Laurie knew he was in Gympie and encouraged him to join the QRPA but he didn't seem to get around to it. Several members indicated they would attend the Redlands Luncheon on 28 February. It was resolved to donate \$300 to the Queensland Police Legacy Scheme. Keith Bunkum and Leigh Burt volunteered to form a sub-committee to conduct a Police Legacy Bowls Day in Gympie. The 4th of August has been set as a tentative date for the Annual Luncheon.

Laurie is hopeful of getting Senator Barry O'Sullivan to be guest speaker. Secretary Norm introduced two former police officers: Brian Johannssen and Robert Walker. Their applications to join were recommended. Inspector Steve Donnelly and Senior Sergeant Paul Algie were welcomed to the meeting. Chris Seng spoke on his recent cruise of Western Australia around the top end from Perth to Townsville. He and Tina had an enjoyable voyage with Princess Cruises.



Jim and Val Scott and Helen and John Gordon at the Gympie luncheon.



Des Melksham beside Rex and Marion Allison with winnings in the Gympie luncheon raffle.

LOGAN-BEENLEIGH

The 19 January meeting was held at the Beenleigh Sports Club. Guest speaker was Senior Sergeant Axel Puhl from the Beenleigh Watchhouse and as a member of the Queensland Police Union of Employees. Welfare: Bob Sawford indicated that it was good to see John Taylor and reported that over the Christmas break he had sent out six cards to members wishing them well. Following the resignations of Ray Brand and Max Moloney as Welfare Officers and Joy Moloney as Fund/Raffle Co-ordinator, President Judi Newman thanked Ray, Max, and Joy for the work performed over the previous years. Bob Sawford indicated he would continue with welfare alone until the AGM when nominations will be called. Annette Ahearn agreed to take on the role of Fund/Raffle Co-ordinator. Bob Sawford's offer of having the AGM on 20 July at Ruby Gardens was accepted. The February meeting held on 16 February at Club Beenleigh was quiet, with no guest speaker to liven up the pace. A matter which is difficult to discuss but has to be addressed was raised by the Secretary regarding the importance of completing Funeral Request Forms to provide next of kin and the QRPA with the wishes of members. All members were urged to complete and distribute accordingly. *(Terry Ahearn – Secretary)*

SUNSHINE COAST

As usual the Headland Golf Club was the venue for the branch's 24 January meeting. Associate member applications by Muriel Johnson and Mary Dare were considered and recommended for approval. Guest speaker: Detective Superintendent Dan Mahon, who is attached to the Crime and Corruption Commission, gave a very interesting talk on the Commission.

SOUTHERN DOWNS AND GRANITE BELT

On 13 January the branch met at the Warwick Condamine Club. John Maher has edited the second issue of the branch newsletter – *The Southern Downs and Granite Belt Howler* – and that has been circulated state wide. Secretary Monica O'Mara spoke about the fake e-mail from Australia Post that contains Ransomware. John included much information in the newsletter about spam and e-mail etiquette. It was noted that Senior Sergeant Mark Ireland, officer in charge of Stanthorpe, is taking pre-retirement leave and a retirement function will be held on 17 March. Mark has been a great supporter of the branch since its inception. Guest speaker: Inspector Brian Cannon stepped up to the plate for a briefing on the direction of the QPS. He compared QPS to other police departments around the world and noted that the QPS excels at retaining staff compared to the general rule of seven years. QPS also has a goal of having a 50/50 split of male and female officers. Brian also spoke about DNA, and noted the cost of extracting DNA is very high. Like Mark Ireland, Brian continues to be a great supporter of the branch. An application to join by Ian Ramma, who worked in Tenterfield in traffic before retiring, was recommended for approval. Next meeting will be a combined one with the New England branch of the NSW RPA at the Tenterfield Golf Club.

ROCKHAMPTON

The branch last met on 1 February at the Frenchville Sports Club. It was noted that the next BBQ at the beach will be held on 19 March. A certificate of appreciation was presented by President Barry to Kaitlyn Graham, the functions co-ordinator for the Frenchville Club, for the great assistance given in organising last year's Annual Dinner. A letter of appreciation was received from Andrew Gough, the Secretary/Manager of the Queensland Police Legacy Scheme, for the branch's donation. The branch received an acknowledgement of its letter to the local member of Parliament, Bill Byrne, thanking him for his support last year. Peter Tyson-Donoley spoke briefly on his recent trip to 'the bush' and Tom Young spoke briefly on how he was instrumental in recruiting the late Doug Hoare, Bundaberg branch, into the Queensland Police Force. Tom was stationed in Mt Morgan, where Doug lived at that time. Welfare: Gloria Meyers advised she has another appointment soon in Brisbane for on-going treatment for the problem with her eyes. She also advised she has now been referred to a specialist in Rockhampton meaning she will not have to travel so far for further treatment. Kev Cocks had a reconstruction of his right knee. During recovery (soon after the operation) he had a fall and broke his pelvis.

He had similar problems that delayed his recovery from his operation on his left knee. Gloria Meyers advised she had a fall in the carpark at Shopping Fair and cracked a few ribs and her wrist. Graham Weeks, a branch Welfare Officer, has been assisting her while her daughter was away. Gloria is currently in Brisbane receiving further treatment to her eyes. President Barry had an excision of something on his left shoulder and advises the result of the biopsy indicates all is in the clear.



President Barry Self presenting a certificate of appreciation to Kaitlyn Graham, the Functions Co-ordinator for the Frenchville Club, for the great assistance given in organising last year's Annual Dinner.

TOWNSVILLE

The 1 February meeting was held at the Townsville RSL Club. Welfare: Welfare Officer Gordon Thomas mentioned he had been advised by the Welfare Officer from the Mackay-Whitsunday branch, Barry Downs, that Les Campbell and Kevin Hill would be in hospitals in Townsville and that he and Treasurer John Cran would be visiting them; that Bill and Dulcie Green are in the process of moving into a retirement village; that Brian Hooper cannot attend meetings as he is still having operations on his legs; and that Ian and Norma Palin were in Brisbane where Norma was having an operation on her jaw.

MACKAY-WHITSUNDAY

The branch met at Souths Suburban Bowls Club on 18 February. In the absence of President Merv Fisher, Col Duncan chaired the meeting. Welfare: Barry Downs indicated that since the last meeting Dawn Hodgson had been hospitalised for a short time for medical procedures. A branch sponsor, Kenny Coombs, was still in hospital at the time of the meeting. Margie Kussrow reported that Les Campbell was out of hospital following heart surgery and was recuperating, but has to keep a low profile for some time. Col gave a report on his Boxing Day visit to the branch's oldest member, Tom Butcher. He presented him with a card on behalf of the branch. Tom was in good spirits and indicated his health was improving. However, he is still unable to make it to meetings. Social report: Margie reported on the successful luncheon held at Sorbellos Restaurant on 21 January, where a good number of members attended. Barry Downs took a flagpole to the meeting which had been made by Dave Gray. It is to be commemorated in memory of former deceased officer Roy Doyle. Bev Houley presented a calendar which includes dates of meetings/functions for

this year. Margie Kussrow tendered a letter of resignation from her positions of Welfare Officer, Social Director, and Raffles Co-ordinator on the grounds of health issues and her imminent relocation to Brisbane to be with family. In the letter she thanked those members who had assisted her in those positions over the years. Naturally, her resignation was accepted with regret. Guest speaker: Mike Fry of Relationships Australia. His main role at this stage is in the area of problem gambling. However, as well as speaking on this subject, he gave an interesting talk on the handling of and problems associated with domestic violence. Mike is an Ambassador for White Ribbon Day. Members appreciated his information and actively responded to his questions.

IPSWICH

The 9 February meeting was held at the usual venue – Brothers Leagues Club at Raceview. Special guests: Assistant Commissioner Tracy Linford, Inspector Melissa Adams, and Senior Sergeant Karen Stanke. President John McCrae also extended a special welcome to members Mal and Maxine Renouf and visitors Murray Cavanough and Bob Beirstow. Welfare: John Hawklins reported that he had visited Vince Beutel. Both he and Mrs Buetel are coping well and Mrs Beutel is still attending to her wonderful garden, despite the heat. Cec Horne is adapting to wearing a hearing aid that he has had for ten years but has only recently started to wear. Ken Farquharson is still battling along. Greg Polzin recently spent some time in hospital following a fall. Noelene Ladlay is still recuperating from skin cancer treatment. Although new member Donna Dancer resides at Moffatt Beach, she will attend meetings when possible. She and her husband are doing the grey nomad trip at the moment. Trevor Eltherington's application to join has been recommended. He has attended several meetings in the past. Guest speaker: Assistant Commissioner Tracy Linford was sworn into the QPS on 6 November 2015 and now leads the Intelligence, Counter Terrorism, and Major Events Command. Prior to joining the QPS, Assistant Commissioner Linford was a member of the Victoria Police for over 31 years. Her policing career has involved an array of roles including general duties, Analyst, Detective, Law Instructor, Intelligence Unit Manager, Project Manager, Crime Command Inspector, Detective Training School Manager, District Commander, and Commander in the Southern Metro Region. Tracy provided an excellent presentation on the workings of our anti-terrorist agencies and of the possible threats to the safety of the community. Inspector Mel Adams is a recent appointment to the Ipswich District and is responsible for the southern part of the district in the Goodna and Springwood areas. Mel provided an overview of the area of her responsibility and the gathering wished her well in the known trouble spots of the area.



Beth Suhr (on behalf of her late husband Ron), Trevor Eltherington, and John Raatz receiving the NPSM from Assistant Commissioner Tony Wright.



Geoff Holloway being presented with the QPSM by Acting Superintendent Mick Trezise.



Trevor Albury receiving his Senior Member Certificate from Acting Superintendent Mick Trezise.

GLADSTONE

Gladstone members met at the Queens Hotel, Gladstone, on 1 February. The meeting calendar for 2017 was presented and approved. The March meeting will be held at McDonalds, Kin Kora, instead of Mount Larcom sub branch, and the May meeting will be held at Cafe Spinnaker, Spinnaker Park,

instead of Tannum Sands Surf Life Saving Club. President Darryl Saw advised that Frank and Karen Winn and he attended the memorial service for Associate Member Jopie Fox's son Daniel Johnson at the Gladstone Army Reserve Depot on 17 December. Acting Welfare Officer Darryl Saw reported that Senior Vice President Doug Jones was undergoing day surgery that day and expected that all will be well. Judith Saw's knee is progressing well with better than expected angulation of the knee achieved. Glenn Josefski is still doing well and Val Caterson's condition remains unchanged. Darryl Saw, Keith Allan, and Denis Connolly recently visited retired police officer Alan Zerner at his daughter's Beecher property. Alan, who was visiting, at one time served at Gladstone and his family members reside in the local area. Alan will be 80 years old later in February and is not as fit as he used to be. However, his memory and sense of humour are still sharp. President Darryl presented Associate Member Zoe Mortimer with her late husband Allan Mortimer's posthumously awarded National Police Service Medal, witnessed by Zoe and Allan's daughter and son-in-law Karyn and David Brown. Zoe expressed her sincere thanks for receiving the medal and said that Allan would have been very honoured to receive same. Allan had 34 years sworn service and was twice stationed at Gladstone, retiring from Gladstone in 1989 as Senior Sergeant in charge.



Presentation of the NPSM to Zoe Mortimer: Karyn Brown, Zoe Mortimer, President Darryl Saw, and David Brown.

DARLING DOWNS

The 9 February meeting was held at the West Toowoomba Bowls Club. Welfare: Neil Hooper mentioned he had his knee replacement done, that it was successful, and that all is going well at this stage. President Boyd Wilson and Bob Scarff mentioned the situation of Bob Beckman and particularly that medications required for his illness are having some detrimental side effects. Secretary-Treasurer Roger Deshon advised the meeting of the death of overseas member Alan Ogden, aged 85 years, whose cremation service was conducted in Aberdeen, Scotland. The April meeting will be at the police complex in Hume Street and will include a talk by a representative of the QPS on police Qlite technology. An application to have the name of Eugene Murphy placed on the Memorial Wall was approved. It was resolved to donate \$500 to the Queensland Police Legacy Scheme.

NEAR NORTH COAST

The 20 February meeting was held at Humpybong, Woody Point. President Allan Hawkins extended a special welcome to new member Neil Campbell and guests Ken Benjamin and Albert Riccardi. A tentative booking has been made for the Annual Luncheon to be held at the Centenary Lakes Function Centre on 22 August. Welfare: Allan Hawkins advised that while Jack Gibbison had tendered an apology for non-attendance, he was okay.



Lou Hartwig receiving from President Allan Hawkins the NPSM awarded posthumously to her late husband Roy.

REDLANDS

The 24 January meeting was held at the Redlands Sporting Club. President Paul Fitzpatrick thanked Rosie Nicol and Jenny Hall and everyone else who assisted with the annual Christmas lunch at Adrian and Jenny Hall's home at Sheldon. The food was excellent as always and everyone enjoyed the day immensely. Rosie Nicol provided the meeting with an update on arrangements for the Annual Luncheon to be held on 28 February. Jenny Hall is co-ordinating the raffles again. President Paul welcomed Eric Anglès, Editor of *Suburban Living Magazine*, who was presented with a Certificate of Appreciation from the branch for recent editorial coverage in recognition of National Police Remembrance Day. Eric had previously purchased two NPRD flags. One is retained by the Redlands branch and the other is held by the State Management Committee. Eric and Paul are continuing to put finishing touches to an article about NPRD.

FAR NORTH QUEENSLAND

Dunwoody's Tavern at Cairns was the venue for the 24 February meeting. Vice President John Hartwell chaired the meeting and welcomed special guests: Acting Superintendent Rolf Straatemeier, Sergeant Andrew Pool (Yarrabah), retired Tasmanian Detective Sergeant Andrew Bates and his wife Tani Bates, retired Inspector Ian Seiber, retired Sergeant Allan Dredge, and retired Cairns CIB Administration Officer Joe Glendon. Acting Superintendent Straatemeier presented Andrew Bates with the National Police Service Medal. Vice President John Hartwell presented Jock Macdonald with his Veteran Member Certificate. Jock was commended for his loyalty and dedication to the branch, for being instrumental in resurrecting the branch, and for his untiring efforts as the branch's Welfare Officer. Guest speaker: Sergeant Andrew Pool provided an overview of his service history and his extensive experience at remote Aboriginal communities in Cape York. He gave an insight into the complexities facing police in their day-to-day interaction with the Yarrabah community. Andrew presented the branch

with a cheque for \$300 as a donation from the Yarrabah Social Club. Welfare: Jock Macdonald reported that Viv Finter had a heart issue and was responding to treatment; Beryl Pocock had been admitted to hospital suffering a heart issue; and Danute Jackson has a serious health issue and was undergoing treatment. Jock, together with Joe Moran, John Thomson, and Maureen Bickhoff attended the funeral service of Police Chaplain Father John Newman in Atherton.



Acting Superintendent Rolf Straatemeier presenting the NPSM to former Tasmania Detective Sergeant Andrew Bates.



Vice President John Hartwell presenting Jock Macdonald with his Veteran Member Certificate.



Sergeant Andrew Pool presenting a cheque to Vice President John Hartwell.

HERVEY BAY

The branch met at the Hervey Bay RSL Club on 17 January. President Grahame Gronow thanked all those who attended the Christmas BBQ, Greg and Ros Morrow for the organisation, and Russ Smith who assisted in the cooking. He also thanked all those who brought the extras to make for an excellent feast. Traveller: Russell Lewis is currently mentoring in Cambodia under the banner of Australian Business Volunteers. Welfare: Norm Sprenger has had a cancerous lymph node removed from the side of his neck and had been receiving chemotherapy in Brisbane. Bevan Bradshaw has had heart issues which included a stint in Buderim Hospital. Margaret Bradshaw has had a blocked artery in her leg. Guest speaker: Hervey Bay member Ted

Plant gave an interesting talk on his time in country policing, including a story about the disposal of a 44 gallon drum of leaking cyanide from a local sugar mill. This included the steps he had to take for the disposal and the dangers involved.

VAN DIEMEN'S LAND

President-Secretary Andy Beasant's January-February newsletter: Not a lot has been happening down here in the Apple Isle. We will have our next gathering in the north of the state on Tuesday 7 March at Stonestrow Restaurant, Norwood. We will have a meeting at 11am followed by lunch at 12pm. We had a great turn out here last year so we hope as many as possible can make it. While helping a friend move in December, we found ourselves in Stanley in the north-west. A great place to visit. Our friends had booked us into Touchwood Cottages for the night. These are now owned and run by Chris and Gretta Blom. Touchwood is situated right in the heart of town, within easy walking distance to everything: shops, restaurants, and the beach. The accommodation has been refurbished by Chris and Gretta and I can guarantee that it is great. It is worthwhile for members who travel with their caravans (and there are many) to note that Phil and Coleen Sharpe at the Gretna Green have a large cleared grassed area behind the hotel for caravans (no charge). Gretna is only 40 minutes from Hobart and has some great places to visit in the locality. So if you need a

place to stay with your van, please consider it. Of course, the beer in the pub is cold and the meals are first rate. We also welcome home Ian and Jenny Johnston from their trip to the UK and return by boat. It is good to have them home and also to see Jenny recovering from her stroke. Our annual general meeting this year will be on Saturday 24 and Sunday 25 June. We are going back to Tamar Valley Resort, where we were looked after last year. Remember, when down this way, look us up or get in touch if you require any assistance. If travelling in Tasmania and looking for accommodation, please support our members:

Gretna Green Hotel, Lyall Highway, Gretna, Phil and Colleen Sharpe 036286 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; and Touchwood Cottages, 31 Church Street, Stanley, Chris and Gretta Blom, 03 6458 1348, enquiries@touchwoodstanley.com.au.

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