

POLICE

MAY/JUNE 2017

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



COAL FIELD COPPERS

Next edition honours
Senior Constable Brett Forte.
Please send tributes for publication.

Win FREE insurance for a year.*



**PLUS BECOME COVERED TODAY AND GET CASHBACK
FOR ONE MONTH'S HOME OR MOTOR PREMIUM.^**

- Easy to arrange and multi-policy discounts
- Simple to make a claim over the phone or online
- Competitively priced with flexible payment options

Talk to us today about cover you can rely on.

13 77 28 | qbank.com.au

QBANK 
POLICE • FIRE • HEALTH • PUBLIC SERVICE • JUSTICE

*Competition closes 31 May 2017. Competition conditions are available at qbank.com.au/insurance
^The offer is available to Queensland residents aged 18 years or older who purchase a new Home or Motor insurance policy with QBANK. Full term and conditions are available at qbank.com.au/insurance. You should ensure you obtain and consider the Product Disclosure Statement for the policy before you make any decision to acquire it. QPCU Limited T/A QBANK. ABN 79 087 651 036.
AFSL/Australian Credit Licence 241413. Insurance issued by QBE Insurance (Australia) Limited ABN 78 003 191 035 AFSL No.239545.



COVER STORY

Page 23

**COAL FIELD COPPERS
Moranbah's CIB detectives**

Plain clothes Senior Constable Eddy Rogers on a job next to one of the small drag lines near Moranbah.

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

The Editor of the Police Journal reserves the right to grant permission to reproduce articles from this magazine. Such permission is hereby granted to any Police Association or Police Union in Australia and to the Police Association of New Zealand. Permission is also granted to any Police Association, Police Union or organisation representing police employees in any other country.

Acknowledgement of the source must be contained in any reprint. Where an article indicates that copyright is claimed by the author, then permission to reproduce is withdrawn unless permission from the author is granted.

also in this issue...

Contents	Page
General President & CEO	2
General Secretary	4
North Coast Region Roundup	6
Far Northern Region Roundup	8
Northern Region Roundup	10
Central Region Roundup	12
Southern Region Roundup	14
Metro South Region Roundup	16
Headquarters & Support Region Roundup	17
South East Region Roundup	19
Coal Field Coppers – Moranbah's CIB detectives	23
Police Recipes	30
Book Review - Blame Changer	31
From the Archives	33
Police Living	34
White Ribbon Accreditation and the QPS	36
Leading the charge on police health	38
Government ditches plans to change PPL thanks to PFA lobbying	40
An Update on Criminal Law Changes	44
Motor Vehicle Accidents & CTP Claims	46
Union Dues	49
Police Health	50
QRPA	52

Journal Contact

Queensland Police Union Journal
PO Box 13008 George Street Brisbane QLD 4003
TEL: (07) 3259 1900 FAX: (07) 3259 1950
journal@qpu.asn.au www.qpu.asn.au

MEDIA ENQUIRIES: TEL: 0459 241 291 media@qpu.asn.au

ADVERTISING: TEL: (07) 3259 1989

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

QUEENSLAND POLICE UNION



General President & CEO Ian Leavers
General Secretary Mick Barnes
Asst General Secretary Denis Sycz
Vice President Shayne Maxwell
Treasurer Grant Wilcox

EXECUTIVE MEMBERS
Far North Region Marty Bristow
Northern Region Peter Thomas
Central Region Bill Feldman
North Coast Region Grant Wilcox
Metro North Region Shayne Maxwell
Metro South Region Tony Collins
HQ & Support Region Michael Kelly
Southern Region Chris Proudlock
South Eastern Region Phil Notaro

UNION STAFF

MEMBERSHIP SERVICES

Membership Kaye Ellis
Carly Beutel
Melissa Lindner
Reception Monika Bailey

INDUSTRIAL RELATIONS SERVICES

Senior Industrial Officer Stephen Mahoney
Industrial Officer Chris Stephens
Workplace Health & Safety Rosemary Featherstone

EXECUTIVE SERVICES

Corporate Affairs & Journal Coordinator Simon Tutt
Journal & Media Andrea Appleton
Systems Specialist & Journal Sub Editor James Johnston
Finance Officer Alex Kulakowski
Executive Secretary Emma Macfarlane

LEGAL SERVICES

Legal Support Officer Larissa Lea

Queensland Police Union Legal Group

Principal Solicitor Calvin Gnech
Barrister (retained) Troy Schmidt

EXECUTIVE COMMITTEES

Finance, Audit & Risk Management: I. Leavers (Chair)
S. Maxwell
G. Wilcox

Legal: S. Maxwell (Chair)
C. Proudlock
M. Bristow
P. Thomas

Member Services Committee: M. Kelly (Chair)
B. Feldman
S. Maxwell
P. Notaro

Rules Committee: T. Collins (Chair)
B. Feldman
M. Kelly
P. Notaro

Workplace Health & Safety Committee: P. Thomas (Chair)
T. Collins
M. Bristow
C. Proudlock

Women's Consultative Committee: T. Collins (Chair)
K. Haines
B. Hooper

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



IAN LEAVERS

COMPUTER HACKING?

If we listen to the hierarchy, apparently we're in the middle of an 'epidemic' of computer hacking. Now I am not for a moment suggesting police should look up people on the computer without a good reason, however we are now seeing police who are performing good police work being charged and taken to court for the bizarre charge of 'computer hacking'. We the Union have defended them and they have been found not guilty.

Doing your job should not be a crime. However, looking up an ex-girlfriend, someone you met online through a smart phone app, or people in your neighbourhood should not be done. If there is any nexus with you personally, do not do the check.

To reiterate: the hierarchy does not care what you think your duty is.

obtained that information from the police computer system.

More detailed advice will be coming in the next Journal.

POLICE MORALE

The comments made by our South Eastern Regional Rep Phil Notaro in our last Journal mirror what we as

what we can do about it once and for all.

PURSUIITS AND EVADES

It's no surprise to any of us that evade police offences (where you fail to stop) have gone through the roof and now exceed 5,000 a year. More worrying is that less than 20% of offenders who evade police are ever charged! Think about that.

We have a dismal failure of a 'no pursuits policy' that means we cannot pursue offenders, and we are told we don't need to worry about pursuing offenders because, 'You'll catch them eventually'. Well, the reality is that we won't. Offenders know they have a less than one in five chance of being caught by police if they don't stop, so they risk it.

The QPS's no pursuits policy is a green light for offenders to break the law and get off scot free. The no pursuits policy needs to be confined to the wastepaper bin of history, and police need to have the hands they've had tied behind their backs finally released. Police need to do the job the community expect of them and take back the streets.

No need to review the policy. No more drawn out reviews by pseudo-academics. We need the policy scrapped and police need to be given discretion to pursue. The criminals are laughing at us and the community are dumbfounded: they ask me daily why police are not allowed to pursue offenders.

"The hierarchy does not care what you think your duty is. If they assess that you are using information systems inappropriately, they will not hesitate to charge you."

If they assess that you are using information systems inappropriately, they will not hesitate to charge you.

It should also be clearly emphasised that the bar for what they deem inappropriate is not very high. Such things as checking a suspect car in your street could be regarded as computer hacking.

Unfortunately, to ensure you are not charged we suggest the following:

- 1) Make a notebook entry for every computer check you conduct – who, what, and why. Clearly explain why the check is in the execution of your duty.
- 2) DO NOT perform any check whatsoever that is even remotely connected with your personal life.
- 3) Do not release ANY INFORMATION at all to any person if you have

a Union, and what we individually as Regional Representatives, have reiterated on many occasions in the last couple of years.

It is clear we present a united front on the issues of police morale and

"Less than 20% of offenders who evade police are ever charged!"

lack of support from our hierarchy, and we have now commissioned a comprehensive workplace analysis to clearly articulate what we know to be the specific causes of our current police culture, and more importantly

Police on the frontline know the police department's no pursuits policy is quite simply bad policy and the only people it aids are the offenders, not police.

“No need to review the no pursuits policy. No more drawn out reviews by pseudo-academics. We need the policy scrapped.”

We trust police to carry firearms and use their discretion, so it is high time we trusted police to also use their discretion when it comes to whether or not they decide to pursue an offender.

WEAPON MOUNTED LIGHTS

Great news on weapon mounted lights for our members: they are on the way. This is a significant win for all our members and it's been a long time coming. I have long talked of the difficulties our members face without such weapon mounted lights, and it has really always seemed such an obvious deficiency in our general kit.

I'm sure we'd always choose to be chasing offenders in the clear light of

day if given a choice, but more often than not we are facing our foe in a nighttime or low-light situation.

The initial rollout of the weapon mounted lights will be to frontline operational officers who are typically first responders to calls for service, and from there the distribution will continue. I am very pleased this piece of important equipment will soon become standard for all members.

STAND DOWNS

I understand why police have to be stood down from time to time, and I know the QPS always make a big song and dance by sending out a press release when this occurs. What is more sporadic, however, is when matters have been finalised and police have been cleared.

Luckily, thanks to our lobbying, we are now seeing QPS media putting out press releases when police are cleared or found not guilty, so this is a start.

However, more concerning is that we had a recent case where a police officer was charged, subsequently found not guilty, cleared ... and then it took almost a month for his 'stand down' to be revoked!

We need to support our people when a traumatic event is over and a favourable result is attained. We need

to help them get back on with their lives.

Once police are cleared they should be immediately reinstated into their positions and any and all stand downs should be revoked. Justice delayed is justice denied.

Ian LEAVERS

General President & CEO
0419 786 381
ileavers@qpu.asn.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

www.qpu.asn.au



MICK BARNES

MANAGING OR LEADING?

What is the better workplace trait? Is it being a good manager or being a good leader? This has long been a conundrum within the business world, when it comes to productivity and efficiency, but also within military organisations when successful outcomes are paramount, with little regard to fiscal considerations.

While certainly not claiming to be an expert, it has been prominent in my studies and experience that the better results from a range of different professions comes from a good leader rather than someone just managing the workplace and those in it.

Self-discipline and motivation go a long way in achieving results (without the added burden of close supervision), and these traits also contribute to achieving goals, including individual, team, and organisational goals.

Goals and statistics have featured heavily in the analysis and subsequent performance rating of the Queensland Police Service for generations. Some might even give the origin of the term 'Lies, damn lies, and statistics' as the QPS following recent revelations of an audit of the QPS's data by the Queensland Audit Office. Apologies to Mark Twain.

While the audit speaks for itself, it unfortunately poses questions of a number of workplace practices by some QPS managers, and draws into question the over-reliance on the QPS's internal objectives. One police district is reported as having gone that one extra step in creating 'Aspirational Goals'.

It was the action taken to reach these 'Aspirational Goals' that has caused a revisit of the services and investigations of all matters reported to the QPS.

But why should the success of an individual officer or cohort—either geographical or organisational—be driven by the analysis of the QPS data in the first place?

Now, I know that England is literally the other side of the world, but surely the job there and here in Queensland have similarities that are undeniable.

In April 2014, the Metropolitan Police Federation based in the UK published their research report titled *The consequences of a target-driven culture within policing*. This research was completed in response to the over-reliance by managers on the statistical data of police reporting in their jurisdiction.

Figures, figures, figures may have been the call, but what the Met and their Government got was far from their desired outcome. Instead, research showed that this unrealistic target created nine major impacts on policing cohorts, as well as individual officers.

- Disguise and denial
- Poor use of resources and officers' time
- Contradictions of key policing strategies
- Low morale
- Unethical behaviour

Do any of these factors look familiar to you?

The UK research is critical of and names a number of practices that are widespread within the QPS. Unfortunately, some crime classes will never have a 100% clear-up rate, but surely quality is more important than quantity?

The failures identified in the UK report have some striking resemblance to this state, and in particular, one police district in recent times. One could almost just change the location of this research and it would read true here.

So, is it better to be a manager or a leader? I subscribe to the theory that it

“The QPS have had their Management Development Program (MDP) for a while now. Perhaps it's time to refocus on leadership, something that is clearly lacking in some quarters.”

The outcomes were (sic):

- Culture of fear
- Lack of ownership
- Irrelevant and meaningless
- Unrealistic and unachievable

is always better to have a good leader who motivates their officers, who in turn will be driven to do the right thing for their respective communities and any victims of crime. Unfortunately, managers appear to just set unrealistic 'Aspirational Goals'.

I would suggest that many managers in the QPS are the causal factor for many of the same nine outcomes as experienced by our UK colleagues. The QPS have had their Management Development Program (MDP) for a

QPU STALWART CALLS IT A DAY

June 30 sees Central Queensland's QPU Executive Member Bill Feldman retiring from decades of advocating on behalf of his colleagues, in all types of forums.

who is filling the big shoes left by Bill. All's good.

Stay Safe.

Mick BARNES

General Secretary
0411 453 335
mbarnes@qpu.asn.au

“I find it rather ironic that MDP is required for progression through the NCO ranks, yet for commissioned officers’ progression, there’s ... oh yes ... a history of results based on statistics.”

while now. Perhaps it's time to refocus on leadership, something that is clearly lacking in some quarters.

I find it rather ironic that MDP is required for progression through the NCO ranks, yet for commissioned officers’ progression, there’s ... oh yes ... a history of results based on statistics. Enough said.

I have worked with Bill for many of his years and thank him for his mentoring and his approach to the many scenarios we face as Union officials, to advocate a positive outcome for members.

Bill, I wish you and your lovely wife Gail all the very best post QPU. Welcome Kev Groth of Rockhampton,

Sometimes our protectors need protecting...

for a fair and just outcome become a member

QUEENSLAND POLICE UNION OF EMPLOYEES
Telephone: 07 3259 1900 • Fax: 07 3259 1950



GRANT WILCOX

OUR PEOPLE MATTER

I visited my colleagues in the west (Dalby District) and discovered that in their attempts to do work-arounds to fill rostering shortfalls and cover other officers when they are ill, they are themselves left vulnerable in the working environment.

The country copper is a unique copper. It's still very much a community police response when they attend work, and they are always willing to go the extra yard. Much of this is expected rather than paid for, of course.

And therein lies the problem: it's gone from going the extra yard whenever possible, to the extra yard being expected all day, every day.

For example, did you realise that the policy so far as staffing Cherbourg station is to maintain a full staffing compliment for their two-tier roster? The problem is that the station shortages are covered by Murgon, and they are short already.

“For a country copper, it's gone from going the extra yard whenever possible to the extra yard being expected all day, every day.”

After 2am, Murgon cover Cherbourg as well. They cover a District watchhouse, prisoner transport, and they are often asked to cover the shortages of the nearby one and two officer stations where the QPS has not replaced officers who are on leave.

From the OIC down, all are giving to the QPS and the community, and they are often going unrewarded.

What is not being recognised is that if the proverbial hits the fan and a member pays the ultimate sacrifice, the QPS will have questions to answer regarding the maintenance of a minimal staffing model for this District.

Sometimes there is only one crew left working, with the nearest back-up being at Kingaroy. This is not good enough. You say 'Our People Matter', but where's the proof?

The QPS needs to maintain a minimal staffing area out here no matter the cost, and then our people will know they matter.

DO THEY WANT TO BE PART OF THE SOLUTION?

I have been policing for 30 years now and have seen us go from typewriters and note books to computers and Body Worn Video. I have watched as we have responded to DV over these years, from locking perpetrators up for drunk in the early days to undertaking DV applications from 1989 onwards.

I am now watching members undertaking full briefs of evidence for DV applications and thinking to myself, 'How did it get so complicated?' and, 'When did we go from undertaking criminal investigations to undertaking civil procedures?'

It seems strange that there is all this hoo-ha about us getting it right now, when we are still giving most of these recipients a free hit before the courts even get involved.

Have we reduced DV? Does the impact of the new legislation reduce DV? Have we increased reporting? I suppose we have because it is a lot easier to report and there are a lot more aggrieved persons by definition.

I would still like the free hit taken away, and would like this state to recognise that all domestic relationships should be peaceable, with all those in them to be of good behaviour.

“I'd rather arrest someone than give them the 'get out of jail free' card in the form of an application.”

Remove the necessity of the application, and let us act on the violence right from the get-go. No more free hits. No more wasting time and resources completing an application.

Who is finally going to stand and deliver on stopping DV? 'Do they want to be part of the solution?' Well, Commissioner Stewart, this is one I will continue to talk about until DV applications are a thing of the past.

Let's support our police by removing the DV processes that create the biggest time constraint impacting on an effective policing response. I'd rather arrest someone than give them the 'get out of jail free' card in the form of an application.

THE QPS GRIEVANCE POLICY IS A FARCE FOR MEMBERS

I will shortly be attending the QPU Conference where I hope to convince the delegates that the QPS grievance policy is in need of change.

I recently assisted a member in lodging a Stage 3 Grievance with the OIC of his station.

The report's final recommendation was that the matter be progressed to the Deputy Commissioner for the allocation of an independent reviewer.

All I can say is that the QPS and HR didn't disappoint and the responses that come to mind can't be printed here.

As usual, there was no compliance with timeframes, and management and HR had no idea of the policy and the manner in which it was to be handled. It has even been taken to PSBA HR by our QPU Industrial team

to facilitate the Stage 3 Grievance. Unfortunately for the member, I don't have great faith this will assist.

Stage 3 is supposed to have a 14 day turnaround. As at the time of writing this article, we are still awaiting confirmation of our Stage 3 Grievance at about the three month mark. So much for the 14 days. 'Our People Matter', of course, but our necessity to comply with policy and these timeframes is an absolute farce.

This is a major reason why we need to take this away from the QPS and PSBA HR: having no interest in ensuring time compliance or fairness with their own policy shows they do not value their people.

The alleged independent investigator is employed by the QPS, and is just as complicit in the failure to adhere to the requirements of this policy. There is no sanction for their failures, and these failures hurt members.

To say I am disappointed does not do it justice. Do they want to be part of the solution? If they aren't, then maybe they should remind themselves that 'Our People Matter'.

I will now push for an external independent Stage 3 investigator: it's the only fair process for our members.

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

Grant WILCOX
Regional Representative
North Coast Region
QPU Treasurer
0411 359 555
gwilcox@qpu.asn.au

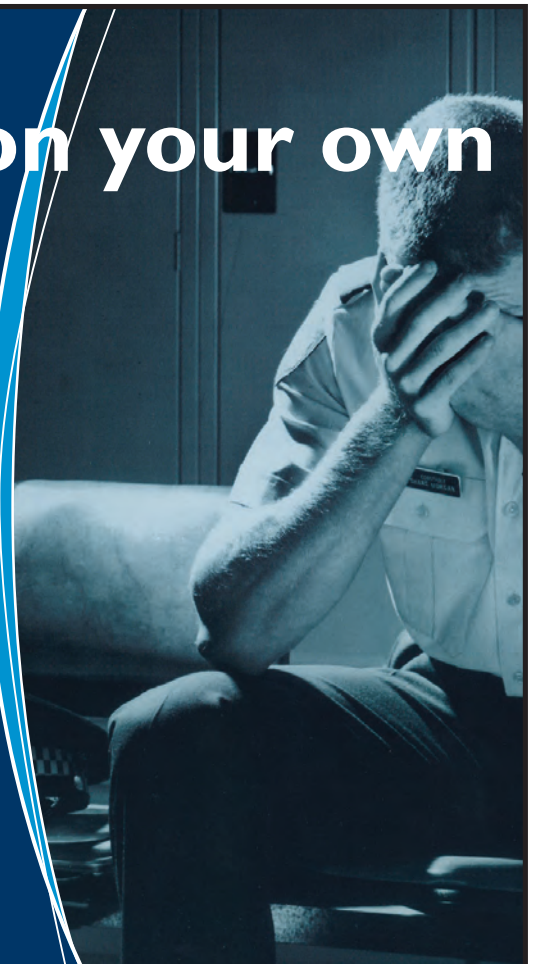
Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950





MARTY BRISTOW

BORDERLESS POLICING

We have all heard a lot of stories and comments in the media from the QPS in relation to borderless policing. While this seems like a good idea, there needs to be a few more details regarding how borderless policing will be managed by the QPS.

I believe it is very easy to come up with ideas, but when it comes to putting them in place, and putting them in place effectively and efficiently: well, that's a different matter. The concern is that if we have borderless policing, what occurs in relation to station budgeting for overtime and other expenses? Maybe we need to have budgetless policing?

As most of us know, every OIC of a station and division has a budget they must maintain. If their staff are requested, instructed, or directed to attend incidents in other police divisions, who ends up paying for overtime, callouts, and court-related costs when they are incurred?

As soon as it's a public holiday and there is mention of the word overtime, alarm bells sound, warning sirens wail, and the robot from *Lost in Space* runs around with its arms flailing, saying 'Danger, Will Robinson, danger!'

Perhaps the prior mention of policing divisions is why the Service is pushing for the introduction of more Rapid Action Patrols (RAPs), the latest of which is apparently planned for the Cairns area.

I do recall we had Mobile Patrols in Brisbane many years ago, which seemed to work quite well, however Mobiles were not limited in what duties they could perform. They were

There has been some criticism of the QPU in relation to comments made against the Service and the Commissioner. There has been comment made that we should be part of the solution and not part of the problem, and also that we need to provide facts and not just assumptions in relation to issues going on.

Well, I would like to provide this fact: I have previously tried to RTI or FOI information in relation to certain incidents with the QPS, and doing so has been an extremely lengthy, difficult process which is significantly frustrating when trying to obtain information that the QPS do not want the general public to be privy to.

“As soon as it's a public holiday and there is mention of the word overtime, alarm bells sound, warning sirens wail, and the robot from *Lost in Space* runs around with its arms flailing.”

I can see a few heated arguments occurring if an OIC gets stung with a hefty overtime claim for officers outside of their division. I can also see the OIC of the staff attending a matter outside of their division getting cranky when they have to roster them to court, creating a staffing shortage for a matter that was not in their area.

Add into this the issue of trying to get approval for overtime on a public holiday ... why is it any different to any other day? Do the public deserve less of a response because they're all having a day off?

there to back up general duties officers and never knocked back an arrest.

Let's have a look at how the RAPs are being run on the Gold Coast and in Townsville. I would put in an RTI (Right To Information) for the review that is being performed by Griffith University, however I have submitted RTIs before and let's just say the QPS are not very timely in providing requested information ... or actually providing any information at all. I wanted to complete this article before the end of the year, so an RTI is useless.

I have even been refused information that was quite pertinent; it was very critical of the QPS and showed that things were not being run correctly.

This seems to be a common occurrence with the QPS: dodging, ducking, diving, and weaving when it comes to their failings. (They do seem very quick to point the finger at members when they are stood down, though. Perhaps we actually need to have 'blameless' policing?)

So how difficult would it be to obtain statistics or information about how well the other RAPs are run around the state? I believe it'd be near impossible.

I have nonetheless made some enquiries and the RAP at the Gold Coast has suffered some serious issues. There is significant animosity between other stations and sections

and the RAP, because the RAP seems to be classified as responders but not arresters or action-takers.

I have also been advised that the Gold Coast RAP is not controlled by Gold Coast management, so how they respond or what incidents they respond to is decided by someone outside of the area.

stations. A RAP does not create any extra positions, but rather removes them from other areas.

It seems many of the suggestions of the past 20 – 30 years haven't worked, but no-one has the intestinal fortitude to admit it. It appears crime does pay, and not for the good guys.

“Equipment, vehicles, and staff are being taken from suburban stations to staff RAPs, which eventually just places more strain on these suburban stations.”

Others have voiced their concerns in relation to the RAP concept, and it appears the Townsville RAP suffers similar issues.

Equipment, vehicles, and staff are being taken from suburban stations to staff a unit that eventually just places more strain on these suburban

Hopefully I'm available 24/7, if I am still around after the election ...!

Marty BRISTOW

Regional Representative
Far Northern Region
0438 767 839
mbristow@qpu.asn.au



Sometimes our protectors need protecting...

for a fair and just outcome become a member

QUEENSLAND POLICE UNION OF EMPLOYEES
Telephone: 07 3259 1900 • Fax: 07 3259 1950



PETER THOMAS

With all of the media hype, allegations, investigations, complaints, mismanagement, bullying, negative work place behaviours, and poor leadership (gladly we are quite insulated from a lot of this by living 1200kms away from Police HQ), it is easy to lose sight of the excellent work that our officers are doing on a daily basis.

I imagine we will see a lot more of the above negativity in the coming months, so my article this month is going to be a variation from 'The good', 'The bad', and 'The downright ugly' format and is going to be 'The good', 'The good', and 'The not so good', just so we can have a break from the negativity.

THE GOOD 1

The continued motivation, dedication, and professionalism of our members who go to work every day and lock up baddies is an absolute credit to them.

Their fortitude is especially commendable seeing as they regularly experience groundhog day; they regularly lock up offenders time and again because our judiciary has released these scourges on society on bail, ready to reoffend.

“Recognition must also go to our watchhouse officers who have occupancy rates that are the envy of every motel in Australia, and our prosecutors who have court workloads that are some of the highest in the state.”

Our current arrest rates are nothing short of amazing. Not only is it property crime, but it's also our DV teams, CPIUs, CIBs, RAP, TAC Crime, RPU, and Drug Squads that are having massive results.

Recognition must also go to our watchhouse officers who have occupancy rates that are the envy of every motel in Australia, and our prosecutors who have court workloads that are some of the highest in the state.

It is unfortunate that the judiciary is letting you down on a regular basis and it is only due to your dedication

and professionalism that clear-ups and arrests are occurring on a daily basis and our community is being kept safe.

I was speaking with a colleague in a specialist division in metro Brisbane recently and he said, 'If we ever get applicants from the Townsville or Mt Isa areas, we know we are looking at quality'.

Managers, supervisors, and FTOs in the Northern Region should be very proud of their quality training and supervision that is developing highly skilled officers who are sought after across Queensland.

THE GOOD 2

Currently the 'Our People Matter' team is travelling the state conducting workshops.

A number of areas have recently had the team visit and the feedback has

been very constructive in further developing this product.

This is *your* product that is being developed to assist you and your family.

The QPU and QPS are dedicated to the development and implementation of this strategy that will see our peoples' health and wellbeing as the primary

focus in all facets of work life. We will also develop strategies to assist you and your family in home life.

I strongly urge you to participate in the workshops when they are in your areas.

THE NOT SO GOOD

I have recently heard of someone in our ranks who is more than happy to make disparaging comments about our Union, branch officials, and Executive members to anyone who will listen.

He has been very vocal with his derogatory remarks about the poor performance of a few of our branch officials, and also me.

I did a check of the local branch Minutes for the past two years and surprise, surprise he has not been to a single meeting. Yet he will freely

spruik to anyone who will listen that we all do 'a shit job'. Not surprisingly, he has not taken or returned my telephone calls.

Your branch officials and Union Executive have full time QPS positions and families, and we perform these Union roles voluntarily. Not everything we do is publicised, because the biggest part of what we do is confidential, to protect our members who require assistance.

The branch officials within the Mt Isa and Townsville Districts do an amazing job, and if you knew the hours they put in on a regular basis, you would be surprised.

For those who are unaware, the QPU Northern Region covers Birdsville to Mornington Island including Mt Isa, and Ingham to Home Hill including Townsville. If your branch official is on leave, a branch official from another

area will jump in and help, and if they are unable to assist, I will attend.

It is my goal to visit each station in this area at least once a year, and considering I have one day per month allocated by the QPS to attend our Executive meeting in Brisbane, most station visits are conducted on recreation leave, rest days, or PDOs.

So if I don't see you when I visit your stations due to you being on leave or on a course, it does not mean that I don't care.

I find it a little disappointing that our officials and Executive members across the state are targeted negatively when they do such a great job, often missing many family and social events due to their commitment to supporting members.

If you can do it better, please put your hand up when the next round of

branch official and Executive elections come up.

Give me a call if you want to discuss any of my comments.

Until next month, take care of yourselves and each other, attend your next branch meeting, ask your partner 'R U OK?', and remember, no Union rep = no interview.

Peter THOMAS (Thommo)

Regional Representative
Northern Region
0409 591 270
pthomas@qpu.asn.au

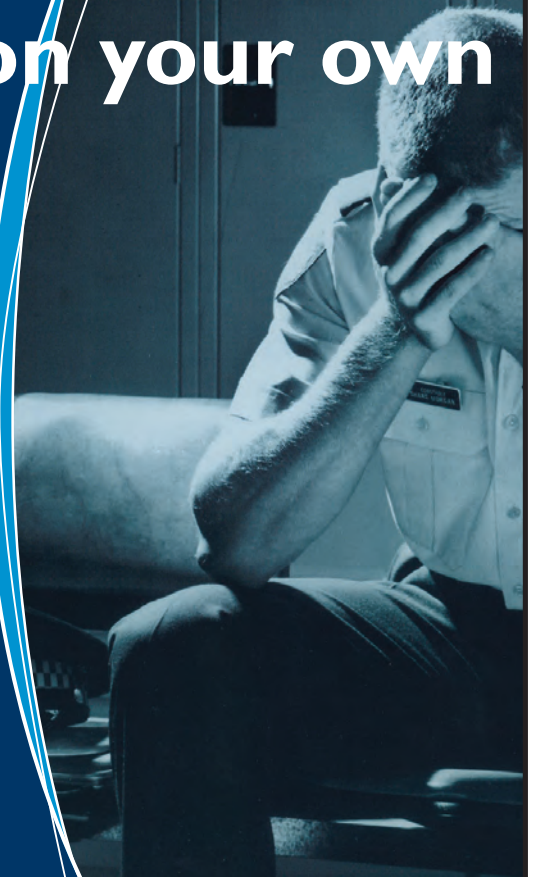
Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950





BILL FELDMAN

ZEALOTS, MARTYRS, PHARISEES, HYPOCRITES, AND THE ROAD TO DAMASCUS: THE ROUTE OF THE QPS
Many of us have read of the life-changing trek of the apostle Paul on the road to Damascus as he went from a feared Roman, Jewish citizen and notorious Christian assassin to a great man of God. This seems to be the experience of many of our QPS hierarchy as they trek from the rank of Senior Sergeant to Inspector and beyond. They expect their former sins to be forgotten, or at least overlooked.

They forget that Paul took years to live down the sins of his past and was still feared by many Christians right up to his death. Although Paul knew he had been forgiven, he himself was still at great pains to forget his own sins and forgive himself. He also knew how great his forgiveness was, and that he should forgive with the same measure that he was forgiven.

Our fearless hierarchy also forget Shakespeare's writing in Mark Anthony's famous soliloquy over the body of Caesar: 'The evil that men do lives after them; the good oft interred with their bones'.

Having experienced all that has been thrown at us and before us, we tend to be more forgiving of some of the failings we see in our younger and less experienced officers than those who have not been in the trenches and got dirty with the rest of us. When your blood is up and seconds seem like hours, we tend not to make the best decisions.

However, these instances should be treated as training issues and the subject of sound re-education and managerial advice rather than in fact resulting in whatever harsh discipline charge and sanction some bullying

expectations for those below them that they could not fulfil themselves in their own time on the dirty streets of the city.

They have forgotten that God measures the heart, and that theirs too will be measured. The promise here is that it will be measured by the same mercy they have shown.

This is the real crux of the problem at the very heart of our discipline system at the QPS: we prefer to punish and crucify than educate and redeem.

Don't get me wrong: there are certainly times to punish when the error is severe enough. But at the moment the QPS hierarchy are making every simple offence a crime punishable with termination of your employment.

Stand downs, suspensions with and without pay, hearings before the Deputy Commissioner, and forced transfers (managerial and re-deployment), as well as psychological despair (PTSD) and sick leave (due to bullying) are at an all time high.

This just belies the problems with the QPS management style and the clones passing through the mentor system of selection. This is something that is the responsibility of the Commissioner.

What was his response to Phil Notaro's concerns? A negative, overbearing, and threatening response from a bully – "If he does not like the job as it is – get out – resign" – I paraphrase of

"This is the real crux of the problem at the very heart of our discipline system at the QPS: we prefer to punish and crucify than educate and redeem."

This may indeed be the last Union Journal article I write because my time on the QPU Executive will end with my retirement, so I am conscious of my final words.

Right here and now, I have to fully agree with my esteemed counterpart in the South Eastern Region, Phil Notaro. I have known Phil his whole service; as I have, he has worked at the coalface his entire career. We have worked in some of the most volatile and diverse communities in Queensland, unlike some who are above us.

zealot with pips on their shoulders can think of at the time.

Our QPS management have forgotten what it is like at the coalface, or are basing their belief on their own limited experience (or on no experience at all). Some have never met an angry, drunk, or crazed drug-affected loon at 2am in a darkened street or at a traffic stop.

There are some who believe they have risen above the rest of us; they have shaken loose the dirt that once bound them and are now purer than the driven snow. They have unreal

course – but the belligerent tone of his response came through loud and clear to all those under him.

Can you just imagine what a bully like that would do with the power to sack at will, which he wants and was seeking from Government with Commissioner’s confidence powers?

I can just see him as the next Donald Trump on *Celebrity Apprentice*: ‘Phil Notaro, you are fired! Get out!’

I have been advocating a change to our gut wrenching, overbearing, onerously lengthy, and personally debilitating discipline system for over eight years. Please let’s fix it before we have more deaths on our conscience, and that road to Damascus is littered with more casualties.

With the threat of dismissal from the Service hanging over your head for every decision you make in a day, is it any wonder why no-one wants to make that call any more?

Crime is on the rise (so we hide a few figures), unlawful use of motor vehicles is on the rise (so we hide behind the infamous no pursuit policy and create a minor offence of fail to stop for police, which we can also write off every 12 months), drug offences are on the rise (for this we can just blame society’s acceptance,

“If you are not prepared to back your police, be prepared to negotiate with your criminals.”

for soon we will have medicinal marijuana and shooting galleries for ice and meth addicts).

After all, we did it as a society for prostitution and gambling; when it gets too hard to police we just legalise it. Problem solved.

The old adage is certainly ringing true: if you are not prepared to back your police, be prepared to negotiate with

your criminals. This is certainly going to put us down the road of Mad Max, not the road to Damascus.

For me, however, the road (to Damascus and Mad Max) has come to an end. As I hit the 60 wall, I will take my final ride off into the sunset like all old cowboys, and I leave the Service and Union to continue their struggles.

“Remember to fight for those less fortunate beside you, and hold them up when they fall. Be a brother, not a bother.”

To all those I have been able to help, I am pleased that you survived the trauma of the discipline system and came out the other side stronger than when you went in. Remember to fight for those less fortunate beside you, and hold them up when they fall. Be a brother, not a bother.

To all my branch officials, I say a big thank you for your generous support to me over the past eight years. I could not have survived without your shoulders to lean on.

To the incoming Central Region Representative, Kev Groth, himself a strong Union advocate, long time official, and winner of Branch Official of the Year, I say: keep up the good fight. Stay resolute in adversity and don’t take any criticism in the heat of a battle for members’ rights to heart. You are now the glue that binds.

I also thank all my old sparring partners in the QPS hierarchy: we have often given as good as we got, and you have maintained the integrity and candour of our sometimes volatile and sometimes conciliatory meetings. I do still believe we are all trying to make the QPS the best organisation we can, albeit from different sides of the equation.

Please afford Kevin the same respect and dignity.

I also offer thanks to my Marian station 2IC, Senior Constable Marshall Roper, and my Admin Officer Kim O’Riely. They have taken many a call and maintained the home fires while I have attended to the many Union matters that have taken me away. I would not have been able to do what I have done without your strong support.

Finally, to my long suffering wife Gail, I say thanks for your support over

41 years of the QPS, QPU, and state politics. You have been the rock that has sustained our long marriage and supported our family.

You have provided meals and coffee for many struggling police officers going through personal tragedy and conflict over the years, and assisted their wives and partners as they struggled with the depression and fear that you too experienced through our times of pain.

To my Union Executive colleagues and my friends Mick Barnes and Ian Leavers, I also say thanks. I pray I have left the Union and the QPS a little better off after my service.

So, one final time: stay safe, work smart, and make it home.

Bill FELDMAN
Regional Representative
Central Region
0419 659 105
bfeldman@qpu.asn.au



CHRIS PROUDLOCK

During my current overseas break I have had the opportunity to speak at length with a member of a British police service and (on a different continent) a serving member of the Royal Canadian Mounted Police.

The English officer spoke willingly about the issues facing the organisation in which she works and the fears she has for the future of policing in the United Kingdom.

A national election campaign is currently underway in this jurisdiction and so law and order is a hot topic. The current Prime Minister has promised an extra 300 police across the country.

In the United Kingdom it is now the position of the police services that while real police increases are most desirable, any increase in any form is welcomed. Your Union will remain resolute against any attempts to civilianise our core duties.

My discussion with the member of the Royal Canadian Mounted Police came in a very social setting. While I always support leaving the job at home when

He has now been informed that his executive leadership team would be wary of the power of a Union body.

With no representation, the Mounties are currently the lowest paid policing organisation in Canada. He states that local police service pay scales are much better: sometimes up to 30% better. He indicated that welfare and equipment in the small town-based forces are also considerably better.

As a result, there is a talent drain from the Mounties into the small forces, so much so that recruitment and training cannot keep up with resignation rates.

How does this happen to a federal police service, whose brief is to police alongside the town police services and in rural areas where no such services are present? What are their leaders doing? Supporting the establishment of their Union is a must for their staff if they want decent conditions in the future.

At home I urge all our members to do the same because 'without us, you're on your own'.

At the end of May our Annual Conference will be held in Brisbane. Significant savings have been achieved by changing the venue to Brisbane and I applaud the decision by the Union officials to make those savings.

Following the Conference, our delegates will report back to the branches about issues raised. I urge all of you to get to a meeting and familiarise yourself with the efforts your Union is making on your behalf.

“While I always support leaving the job at home when on holidays, such is the nature of policing that as soon as you become aware of another officer’s existence, a bond automatically forms.”

Our colleague was quick to state that the police numbers may in fact be unsworn policing positions—civilians—who address reporting issues and have no actual policing powers. At the time of writing this article, that had not been clarified.

If you are wondering why I have brought this up, it is because of the stated preference of the previous LNP Government in Queensland to civilianise our Police Service as much as possible. It could be argued that part of that drive was the establishment of the PSBA.

While the current Government has rolled PSBA back considerably, and our members have returned en masse to the QPS where they belong, the spectre of civilianisation still exists. I for one am very wary of it.

on holidays, such is the nature of policing that as soon as you become aware of another officer’s existence, a bond automatically forms. At least, that is the way I have found it to be.

So it soon became clear that the Mounties are doing it tough. He indicated that they do not have a Union and have realised themselves that they need representation of some kind. An organisation is being established, albeit slowly and against considerable opposition from their managers.

He was surprised to hear that our managers are also less than supportive across a range of issues. He was thinking that what was good for the troops would be good for the organisation. A very noble thought that I agree with, but that managers seem to think is far from the truth.

Similarly, a Union election will have been held for a number of Regional Representatives. This is democracy at its base level and I hope a great number of you took the time to vote.

by the discipline investigation that follows a critical incident.

Our 'leader' is out of touch and I was disgusted by his suggestion that our

So, troops, while you are out and about performing the duties that you have sworn to perform, and that you do with pride every day, the Union has your back, but always ...

Be Careful Out There.

Chris PROUDLOCK
Regional Representative
Southern Region
0402 312 691
cproudlock@qpu.asn.au

"Our 'leader' is out of touch and I was disgusted by his suggestion that our members who are not happy with the administration should just leave."

I have referred previously to our columns receiving national media coverage. While this doesn't happen every month, from time to time it does, and the results can be significant. My South Eastern counterpart recently received significant airplay regarding his column.

I support Phil in his comments. Morale across the board is in the toilet. Mental health issues abound, often caused

members who are not happy with the administration should just leave. That is not the kind of response a leader should produce.

The other idea I was amused by was reference to being part of the solution. If the problems have been identified, let's get to that solution in a timely fashion. If the problems remain then they will continue to be focused on by the community.

Sometimes our protectors need protecting...

for a fair and just outcome become a member

 **QUEENSLAND POLICE UNION OF EMPLOYEES**
Telephone: 07 3259 1900 • Fax: 07 3259 1950



TONY COLLINS

KEYBOARD WARRIORS

The keyboard warriors and Monday morning quarterbacks are the not-so-silent minority that need to get a grip when it comes to policing and the judicial system. These types have no idea what it takes to be a police officer in Queensland, and will probably never have the capacity to understand. Here's betting none of them have ever faced down an angry person who absolutely will not comply with any lawful direction, and who thereby requires force to be used on them to gain compliance.

After 30 years in this job, I know that the only use of force that does not look messy is when the offender is compliant. When the offender is not compliant, then it is on like Donkey Kong. I have had a 70kg wringing wet meth-head drag me and another 100kg officer into a creek as we were losing the fight.

“We don't need nor seek the comment of the ill-informed, agenda-driven, attention-seeking, loud-mouth minority.”

My firearm had come out of its holster during the struggle and was lying nearby, and no form of pain compliance would work because all of the meth-head's nerve receptors were overloaded. Nothing would get through.

If you have never been to the brink of losing a fight when the outcome could mean the end of your existence, then what right do you have to judge? The not-so-silent minority don't have any right whatsoever.

You find that members of this minority group are system players, and they work the system to their advantage. The system allows this to occur, so therefore the system is the problem.

Further, the oversight of police officers is incredible. All of the following have a role in ensuring not only the integrity but also the acceptance of the QPS by the public of Queensland:

- 1) The Ethical Standards Command.
- 2) The Crime and Corruption Commission.

- 3) The Coroner.
- 4) The Judicial System.

The above does not include the day-to-day supervision of officers by highly professional Sergeants, Senior Sergeants, and Inspectors.

Basically, we don't need nor seek the comment of the ill-informed, agenda-driven, attention-seeking, loud-mouth minority, because they don't have a clue, and because nothing we do would ever be good enough, anyway.

All that being said, it is the squeaky wheel that gets the oil, and the media want you to buy their newspaper or watch their news. The trend for sensational journalism is ever-present. The media play a huge role in perceptions.

“The hierarchy of the QPS need to shove *The Courier-Mail* test to the back of the closet, grow a set, and back their staff.”

Unfortunately, these days there are people who actually read a newspaper like it is the gospel truth. This is their only source of information, so the media need to be extremely careful in how

they present their stories. PS. Fitzgerald was 30 years ago: time to get over it.

Quite frankly, the hierarchy of the QPS need to shove *The Courier-Mail* test to the back of the closet, grow a set, and back their staff. You need to walk a mile in the shoes of first response police, and get back in touch with the trackers.

You have trained your staff to a high standard; it's time to start backing the decisions they have to make in two seconds, and to accept the fact these decisions were made without the benefit of hindsight.

You need to back them when they take the risk in accordance with their training. This does not mean turning a blind eye to any wrongdoing, but creating a robust policy that will stand the test of frontline policing in this dynamic new environment we find ourselves policing in.

I leave the naysayers with this thought. The QPS currently has over two million interactions with the Queensland public every year. You need to compare the number of interactions with the QPS and the number of complaints made. Unfortunately for your agenda, you will be sadly disappointed with the resulting percentage.

Tony COLLINS
Regional Representative
Metropolitan South Region
0414 804 472
tcollins@qpu.asn.au



MICHAEL KELLY

WORKPLACE BULLYING

In researching this Roundup I have accessed many Health and Safety and Safe Work sites. From www.safeworkaustralia.gov.au, this statement sums up the best guidance I have found:

‘Workplace bullying is a risk to health and safety. It can occur wherever people work together in all types of workplaces. It is best dealt with by taking steps to prevent it from occurring and responding quickly if it does occur. The longer the bullying behaviour continues, the more difficult it is to address and the harder it becomes to repair working relationships.’

The points made regarding timeliness of reporting and addressing workplace bullying are correct in my view, so the QPS needs better and more efficient ways to address any members’ concerns on workplace bullying.

- o Speak to the other person
- o Seek advice
- o Report it
- For those accused of workplace bullying
 - o Give the complaint serious consideration
 - o Seek an objective opinion about behaviour
 - o Adjust unreasonable behaviour

It’s really common sense advice. Members: get online, familiarise

members, commissioned officers, and members of the public.

The Commissioner’s comments were not supportive and were less than what is needed from a modern workplace leader. So much for supportive leadership.

In order to provide evidence of the state of play within the Queensland Police Service, and the level of members’ morale, your Union will instigate a survey of you, the members.

It is hoped a survey will gather real data and extensive examples of the QPS workplace and what members are experiencing. The survey results will be held by your Union and any information gathered will be de-identified if used publicly.

I ask members to think about how they are going at work. What effect is your job having on you, your family, and your colleagues? Look out for the survey when it arrives, and please address the survey to make a contribution.

ACCESS TO INFORMATION

At the QPU Conference held in Brisbane on 25-26 May, delegates heard from Commissioner Stewart, CCC Chair Alan MacSporran QC, and Deputy Commissioner Golleschewski.

All three leaders were questioned on where we are at with access to information matters. The common question was regarding police fulfilling their duty without concerns they are doing the wrong thing. Unfortunately,

“The QPS needs better and more efficient ways to address any members’ concerns on workplace bullying. The discipline system is not going to cut it.”

The discipline system is not going to cut it. Drawing on the information in a number of guides, I suggest we all have the ability to deal with workplace bullying in our workplaces.

Those suffering, witnessing, or being accused of workplace bullying can act. I draw your attention again to Safe Work Australia and the published online guide *Dealing With Workplace Bullying – A Worker’s Guide*. Some of the simple headings from this guide direct us on appropriate action. They include:

- For those experiencing or witnessing workplace bullying

yourself with some of this great stuff, and apply it in to your actions and interactions in the workplace.

OUR COMMISSIONER – YOUR WORKPLACE

On Friday 19 May our Commissioner held a press conference at Police Headquarters. He made announcements in response to matters raised in this Journal.

I have replayed the Commissioner’s press conference several times to try and understand what was said, but I will not repeat his words. I have received many comments from

it seems there is no clear direction for members.

Some of the impressions I picked up from statements at Conference include:

- The CCC sees this as a growing area of concern and will actively pursue police accused of breaches with criminal charges of computer hacking and misuse (s408E of the *Criminal Code*).

to themselves, their private matters, or family.

- Members should not disclose information gained as part of their duties or access of QPS systems to anyone.
- If in doubt, members should consult with supervisors, who in turn should make note of any checks done or advice or decisions made.

information, and look after yourself and your colleagues on these matters.

HQ & SUPPORT REGIONAL MEMBER
About the time this Journal article will be published, we should have a result in the election for your representative.

As always, I encourage members to consider the material put forward as part of the election, and please vote to show the interest and support your Union has from members.

Regardless of the result, I have very much enjoyed being your Rep and helping members. We have had some successes and continue the fight on other matters.

So should the votes not fall my way, I wish any replacement well, or if I am re-elected I will be honoured to continue to represent you the best I can.

Remember, YOU are the Union.

Michael KELLY
Regional Representative
HQ & Support Region
0418 848 956
mkelly@qpu.asn.au

“The CCC sees access to information as a growing area of concern and will actively pursue police accused of breaches with criminal charges of computer hacking and misuse.”

- The CCC has obtained legal advice that supports its view that ‘gain a benefit’ under s408E subsection 2 is held to be that the benefit could be simply the information gained through access to a system.
- When doing checks, members should make notes of the reasons for the check on the system in a notebook or diary (more on this from our legal officers in the next Journal).
- Members should not do any check where there is a likely relationship

- We will have to see how officers are treated by the courts before we get real guidance on these issues.

As I have said before, many members at HQ & Support Region are reliant on QPS systems including QPRIME to do their work. I wish we could get certainty on these issues.

I just ask that members be cautious: record your work, have a clear operational reason for access to

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



PHIL NOTARO

My last Journal article caught the attention of the media, and as a result I have received feedback and encouragement from many officers, all of whom have had a gutful of the current state of the QPS.

At the time of writing this present article, the only response from our Commissioner was for him to simply dismiss the claims as having no substance, and to state that the Union should stop 'bitching' and be part of the solution.

I am not sure what planet the Commissioner is on, or who is giving him advice, but this Union continually brings these matters up, whether it be in this Journal or through regular meetings and correspondence

officers who backed you. Workmates who stuck with you, and great mates both men and women who knew how to work hard, get the job/s done, but also how to play afterwards. What a shame it has deteriorated to this.

• (on the COP's press conference) How is the lack of support for his own?! Disgusting. He is definitely not part of a team and the one who needs to reconsider his career. Laughing and smirking. He should be supporting his, officers, aka family (so they say). Disappointing.

How often do I see members wearing old, faded, navy blue caps that must be 10 years old? Or old, faded, navy blue pants? Or old blue epaulettes,

“Three years after the introduction of the ink blue uniforms, the QPS still looks like a Dad’s Army.”

or a combination of old and new epaulettes when wearing an LBV? It simply looks unprofessional, and as I have said before, we look more like a third world militia that a 21st century professional Police Service.

After my Journal article on this very subject mid-2016, I was reliably informed by the QPS that as from a set date in January 2017, old uniform items would be outlawed.

So you can imagine my surprise when I attended the West End uniform supply on 12 April to obtain issue of ink blue items for winter, only to be issued with a navy blue polo fleece.

I understand they are running out old stock, but enough is enough. If they are issuing navy blue uniform items now, they will still be in service in two years' time, and this uniform debacle will continue. Draw a line in the sand and write the old stock off. Move on.

WEAPON MOUNTED LIGHTS

On a positive note, I am reliably informed that the Service has purchased in excess of 5,000 weapon

“The only response to my last Journal article from our Commissioner was for him to simply dismiss the claims as having no substance, and to state that the Union should stop 'bitching' and be part of the solution.”

between the Union President and the Commissioner.

The matters I raised are genuine concerns that are very real. To prove it, I have included just a few of the many hundreds of comments that have reached me, whether via e-mail or Facebook:

• For what it's worth I thought your comments were spot on! You're probably copping plenty of flack but all the staff here at completely agree with your comments. Thanks for standing up and making it known to the public. This is my 20th year in the job and I've seen the decline to our current climate. Hopefully something changes soon!

• Really is so sad. It used to be such a great job. Used to be. You had senior

The fact is, everyone who is or has been in the job knows that the QPS has been on a slippery slope for many years. Everyone except the Senior Executive, it seems.

You would be hard pressed finding anyone employed by the QPS who is satisfied with how things are going.

INK V NAVY – THE UNIFORM DEBACLE

Well, three years after the introduction of the ink blue uniforms, the QPS still looks like a Dad's Army. We are still seeing police wearing a combination of the old navy blue and ink blue uniform items.

mounted torches and new holsters, which are expected to be rolled out early next year.

The new holsters, while not a tactical thigh holster, will sit lower than the existing holsters: on the leg rather than the hip. They will make it easier getting in and out of vehicles, and sitting in them. The weapon mounted lights are something our specialised units have had for a while, and will be a big plus for our general duties police.

There is also a new breathable cap coming (which I have been wearing for several months), which is made a similar material to the operational pants. I can personally vouch for the new cap; it is a vast improvement to the cardboard-like caps we have been issued in the past.

I congratulate all those involved at Organisational Capability Command and the Uniform Committee for their

hard work to see these improvements come to fruition.

Phil NOTARO

Regional Representative
South East Region

0403 655 885

pnotaro@qpu.asn.au



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

Telephone: 07 3259 1900 • Fax: 07 3259 1950



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:

.....

.....



QUEENSLAND POLICE LEGACY

in our care



QUEENSLAND POLICE LEGACY SCHEME

Suite 75, Level 11, Northpoint
231 North Quay, Brisbane, 4000
Telephone: (07) 3236 2276
Fax: (07) 3236 4219
Email: qplegacy@bigpond.com

AUTHORITY TO DEDUCT

Manager
Payroll Services
Partner One – QPS Payroll
Level 6, GPO Box 1395
BRISBANE 4001

I hereby authorise and direct you to deduct from my fortnightly pay,
the sum of \$ _____ :

This authority replaces all previous authorities and shall remain valid until cancelled
by me in writing to the Queensland Police Legacy Scheme.

FULL NAME: _____

RANK: _____ **REG NO.** _____

REGION: _____ **STATION:** _____

SIGNATURE: _____

Please forward this authority directly to the following address:

**The Secretary/Manager
Queensland Police Legacy Scheme
P O Box 13003
GEORGE STREET Qld 4003**

Coal Field Coppers Moranbah's CIB detectives

By Detective Sergeant Marty Ziebarth and Andrea Appleton. Select photographs courtesy of Constable Nic Gallo.

When Emma Walpole told her friends she and husband Detective Senior Constable Bruce Walpole had decided to move to Moranbah, she received one of two replies: it was either, 'Where's that?' or, 'Oh dear'. Her friends in Mackay, where Bruce worked in the CIB, were usually the latter, because Moranbah is really only a two hour drive inland and thus on their radar. For other friends, Moranbah may as well have been an outpost on Mars, and it was felt the fact they hadn't heard of it could only be a bad thing.

Emma, too, was a little sceptical when Bruce first mentioned a spot in the Moranbah CIB had become vacant. She wondered if Moranbah would be a good town for their two young kids, and their third on the way.

She worried about leaving her job as a phlebotomist (the person who takes your blood) and the safety net of Bruce's family network in Mackay ... for what? For black coal dust and a whole lot of big trucks?

"Moranbah may as well have been an outpost on Mars."

But Emma had grown up in a small town just outside Toowoomba, and remembered the lifestyle of such a town. Bruce explained they would have access to police housing, and they knew the ability to live close to work would cut out time wasted on the daily commute. Emma and Bruce decided to give Moranbah a go, and couldn't be happier.



Detective Senior Constable Bruce Walpole, Detective Sergeant Martin Ziebarth, and Plain Clothes Senior Constable Eddy Rogers.

'We are more than happy with our decision to head out here,' Bruce says. 'It's one of the most friendly places I've ever been, and from a policing perspective, too.'

'I thought I'd feel lonely out here, but I really don't,' Emma says. 'I have made a lot of friends really quickly, without really trying. Being a small town, everyone is sort of friends with everyone.'

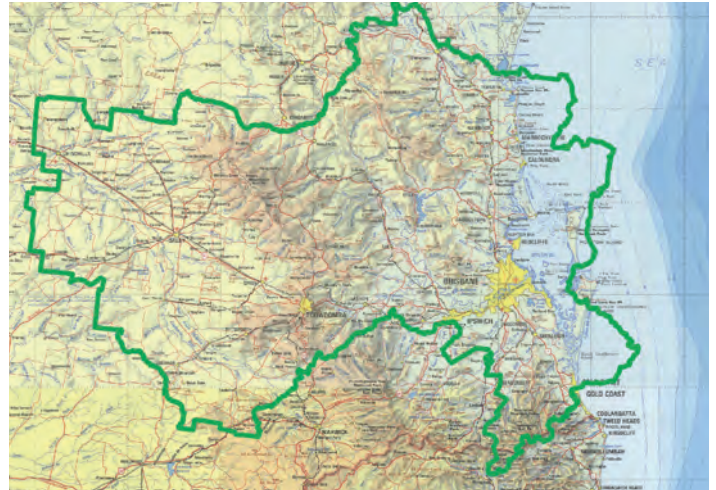
Bruce, Emma, and their family were welcomed to town by Detective

Sergeant Marty Ziebarth, his wife Detective Senior Constable Kellie Fittkau, and their two small children in June last year.

Just four months later these two young families then welcomed Plain Clothes Senior Constable Eddy Rogers, his wife Catherine, and their two little boys to town. The three men make up the tightknit office of the Moranbah CIB, ably supported by their three wives and seven children.



Moranbah CIB's six divisions.



Relative size of six divisions superimposed over south east Queensland.

The decision of all three couples to move to Moranbah, their similar family circumstances, and the positivity they all exhibit towards their lifestyles and work opportunities has led to a very supportive and productive structure in the Moranbah CIB.

The Moranbah CIB is definitely not a place where officers can expect to have a holiday. The workload and distance the officers have to contend with means working days are consistent.

“On arrival in Moranbah, the first two big things investigators learn to manage is distance and time.”

The Moranbah police station is situated in the Central Highlands/ Coalfields Region. The population is approximately 9,000 people, which does not include the transient population associated with the mining industry.

Moranbah CIB is responsible for six divisions including Clermont, Dysart, Middlemount, Glenden, Nebo (that all have their own police stations), and of course Moranbah itself.

On arrival in Moranbah, the first two big things investigators learn

to manage is distance and time. Clermont is one hour and 15 minutes away, Dysart 50 minutes, Glenden two hours 10 minutes (depending on the weather), Middlemount two hours, Nebo one hour, and the nearest 24 hour watchhouse is Mackay, upwards of two hours away.

Once factoring in travel, crime scenes, search warrants, statements, interviews, arrests, and transport of prisoners to Mackay, it can at times make for a long day (or night).

The Moranbah investigators also have to manage working with officers from the outlying stations when a major job comes in.

‘We have to start making initial enquiries while we travel to the job to commence an investigation,’ Marty says. ‘It is important for us as investigators to know what level of experience a first response officer has, because at times they are working on

“You learn to work with what you have out here.”

their own. We often seek and relay information and provide guidance over the phone while on route.

‘You learn to work with what you have out here,’ he continues. ‘As an investigator you rely heavily on all units. We have good working

relationships with our support services, including Scenes of Crime who travel from Emerald. We communicate often with them at all hours of the day and night, and have worked out when we are talking to each other in our sleep.’

“You can’t pick and choose your work out here. We don’t have a CPIU so we do both jobs.”

Because there are only the three officers in the CIB, Marty, Bruce, and Eddy also have to rely on one another.

‘You can’t pick and choose your work out here,’ Marty says. ‘We do everything, and it’s important that everyone makes a solid contribution.’

A part of the ‘everything’ Marty refers to is child protection.

‘We’re a bit different for a CIB,’ Eddy says. ‘We don’t have a CPIU out here so we do both jobs. We get all that extra training to interview kids, and about methodologies. When it comes time to progress, our resumes are going to have a bigger variety of skills.’

‘We do have much more variety,’ Bruce agrees, ‘so these are good spots [in smaller CIBs] to come out and progress yourself.

'You also work more autonomously, so there is more responsibility on the individual,' Bruce says. 'In bigger stations you rarely go to a job by yourself. To me, CIB is all about doing stuff from start to finish, and this is sort of taking it to that next level. For example, I recently got a callout for a job at Clermont.'

"CIB is all about doing stuff from start to finish, and this is taking it to that next level."

'I had to drive an hour to get there for starters, then do all the initial investigation, and identify the suspects and crime scene. You do all this on your own, with the one or two general duties officers that are in the town.'

'You definitely take on a bit more, because in a bigger centre you have Sergeants, Senior Sergeants, and DDOs organising a lot of that stuff for you in the background.'

"You definitely take on a bit more, because in a bigger centre you have Sergeants, Senior Sergeants, and DDOs organising stuff for you in the background."

Due to the autonomy that comes from there being only three CIB officers in such a large area, Marty believes the development opportunities for staff are endless, regardless of the stage in a particular officer's investigative career.

Plain clothes officers have no problem meeting their requirements during detective training because the team covers all crime classes, with plenty of jobs in both CIB and CPIU.



The three families gathered for a photo op.



Looking over Dad's shoulder at Police Remembrance Day last year.



Laying flowers at Police Remembrance Day.



Catherine Rogers, Emma Walpole, and Kellie Fittkau.



'We use conventional policing methods and also have had the opportunity for investigators to regularly develop their skills in unconventional policing methods, regardless of their rank and level of service,' Marty says. 'It all comes down to the investigator and their drive.'

For example, while still undertaking his detective training, Bruce ran a major protracted drug operation that closed last year. The operation started with the targeting of a local

high volume, low level drug trafficker, and ended in the identification of the head of an large scale interstate drug syndicate that was trafficking kilograms of ice into two Regions. Due to jobs such as this, Marty believes investigators may be surprised at what they can achieve in remote towns.

And although the workload is consistent, and at times demanding, Eddy notes there is definitely a different pace in Moranbah compared to other larger CIBs.

'We still have a lot of work, and right now we are flat out: we have files everywhere,' he says. 'But it's a different type of workload. Sometimes we are able to devote a decent amount of time to a particular file we're working on, and get a lot of the investigation done without being constantly interrupted as you might be in a regional CIB.'

Bruce agrees the pace in the office is different compared to other CIBs, and puts it down to the lifestyle in Moranbah in general.



'The whole pace of your life is different out here, and your outside life of course influences your work life,' he says.

"The whole pace of your life is different out here, and your outside life of course influences your work life."

'Not being stressed outside your work carries on into your work. But you've still got to do the jobs you've got to do. Marty's a part of that: he's a very out-there, proactive boss, and he only knows one speed. He never sits around and does nothing and in an office as small as ours, that's really motivating.'

The clear camaraderie between the three investigators helps to get the job done, and the similarities in their life situations is also telling: the young families, the big decision to make the move to a remote town, the support they and their wives offer one another, and the determination to make the most of their time in the town.



'The three of us are in the same sort of situation,' Bruce says, 'with young families and everything that goes with it, so we all understand each other's situation. Because of that, we are all flexible for each other, and that obviously helps.'

Kellie, Catherine, and Emma are similarly supportive of one another.

'We are living the same lifestyle,' Emma says. 'A lot of the Mums are here in Moranbah because their husbands are miners. They don't quite understand the police lifestyle, so it's nice to have two others here who understand exactly what goes on.'

Catherine is grateful for Kellie's and Emma's help on occasion when she is booked on to work as a dental nurse but doesn't have her kids in daycare. The three families willingly look after one another's children, get together for a spit roast, and share many other day-to-day experiences in the absence of extended family nearby.

Kellie admits the lack of family support was one of the considerations she and

Marty contended with when deciding whether to move to Moranbah. As a police investigator herself, Kellie has done a lot of service in remote locations, and believes she and Marty half knew what to expect in Moranbah.

'We were weighing it up,' she admits. 'Financially it's a good decision to come out here, but I had just found out I was pregnant before we moved. Emotionally, it was a bit of a harder decision because you've got no family to help you out here.'

The three families all went through the same decision-making process and shared the same concerns about moving to Moranbah.

'I often hear from people who say they would love to come and work in a place like Moranbah,' Marty says, 'but their partner is reluctant due to the perceived lack of support. I think this is one of the main reasons some officers don't have the opportunity to live and work in these types of places.'

'But we have found there are plenty of support networks for police officers'



“Moranbah and small towns like it are very family-friendly. There are plenty of support networks for police officers’ partners, both in the QPS and outside of the QPS.”

partners, both in the QPS and outside of the QPS. Moranbah and small towns like it are very family-friendly.

‘Everyone is in the same position out here in that they are living away from their extended family and friends, so everyone is willing to make friends and meet new people. A large percentage of Moranbah is young families and people trying to get ahead financially, and there are women having babies all the time!’

‘The community is so open and friendly,’ Catherine agrees. ‘They almost become family.’

She took her two-year-old for swimming lessons on her second day in town, and swapped phone numbers with another mother there. She goes for a walk to the park with her boys every morning, and catches up with other mothers on similar outings; they all let one another know about activities organised for the kids in the community, and more often than not catch up again at these same activities.

Emma, too, was amazed at how easily she met people; when she arrived in

the middle of last year, she expected to be lonely, but has instead settled in so well that she doesn’t mind how long she and Bruce end up staying.

Kellie had a similar experience settling in; she met a lady on her second trip to the library who introduced her to all her friends. Before she knew it, she had a large network of friends with similarly-aged kids to catch up with.

She is also touched by the genuine feel of community around town. When her son was young, she used to carry him in a baby carrier at her front. She was doing the shopping one day and was trying to bend to put items from her trolley onto the conveyor belt. Someone saw her difficulty, and asked her if she wanted a hand. They unloaded her trolley for her.

‘It’s just that sort of town,’ she says, ‘where people see if you’re struggling and jump in to help.’

Besides the friendliness of the town as a whole, all families also appreciate the time they save in not having to commute to work and to all the other child-related activities parents end up

going to. Due to the ease of getting around town, they are able to involve their children in a myriad of activities, and ultimately spend more time with one another.

Another unexpected benefit of life in Moranbah is the great extent of these activities available; the facilities, groups and clubs, and community events in Moranbah are surprisingly extensive.

There’s a golf course, a race track, a pony club, a go-kart track, a BMX track, a remote control car club, and a huge sporting complex that has league, AFL, netball, hockey, and boxing. Then there’s martial arts, Zumba, soccer, Scouts, two dance academies, performing arts, a skate park, a swimming pool, a library ... the list goes on.

Really, the investigators and their families in Moranbah are spoilt for choice, and they all make the most of what the town has to offer.

‘There are a lot of misconceptions about living and working in the bush,’ Marty says. ‘People often ask me, “How is it going in Moranbah?” and I can tell they expect me to respond in a negative way.’

‘Actually, it is the complete opposite.’

A transaction account that supports the community. Just like you.



For each Everyday Plus Account, we'll make a monthly donation to support your community.



13 77 28 | qbank.com.au/everydayplus

You'll also enjoy:

1. Free standard transactions⁶
2. Free access to Australia's largest ATM network⁴
3. No monthly account fees when you deposit at least \$1500 a month
4. 24/7 banking via internet, app and SMS

⁴Everyday Plus Transaction account holders receive free ATM transactions using rediATM, Westpac, NAB, St George, Bank of Queensland or Bank SA ATMs. However, please note some of these ATMs are privately owned and direct charging fees may apply. An ATM direct charge is a fee that the ATM owner will charge a cardholder at the time of transaction to use their ATM if they are not their customer. ⁶Please see the Fees and Charges for a list of Standard Transaction Fees. Terms and conditions, rates and fees apply. More information is available at www.qbank.com.au/everydayplus and are subject to change at any time. QPCU Limited T/A QBANK. ABN 79 087 651 036. AFSL/Australian Credit Licence 241413.

Police Recipes

HOMEMADE SAUSAGE ROLLS

Sausage rolls are a staple when mates come around to watch the footy, or the Oscars, or (ahem) The Bachelorette. Sure, it's easy enough to grab a bag of frozen sauso rolls from the supermarket, but why not fancy it up a bit and make your own?

They're really easy to make and you don't have to worry about fussy side dishes: tomato and BBQ sauce are all you require as trusty accompaniments. Give it a roll ... you will no doubt impress all and sundry.

What do I need?

- 1 kilo sausage mince
- 2 cloves garlic
- 1 onion, very finely chopped
- 1 carrot, grated
- 2 eggs
- ½ cup packet breadcrumbs
- 6 sheets frozen puff pastry
- BBQ sauce (preferably squirt bottle)
- milk for pastry edges

What do I do?

- 1). In a mixing bowl, add sausage mince, garlic, onion, carrot, egg, and breadcrumbs. Mix thoroughly with a fork.
- 2). Separate sheets of puff pastry, leaving plastic sheet face down, and cut in half while still frozen.
- 3). With a teaspoon, lay mixture lengthways on each half sheet.
- 4). Using a squirt bottle of BBQ sauce, add at least 2 squirts along each length of mince.
- 5). Using your fingertips, rub one edge of pastry with milk, and roll pastry so the edges overlap.
- 6). With a fork, press pastry edges together, creating a ribbed effect.
- 7). Again using your fingertips, rub a small amount of milk on top of pastry (to help brown the rolls).
- 8). Cut each roll into 6 pieces for bite-sized rolls.
- 9). Bake at 180 degrees on a tray lined with baking paper for approximately 35 minutes.
- 10). They are ready when they look golden on top and when you can no longer resist eating them!



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

Book Review - Blame Changer Understanding domestic violence

By Andrea Appleton

Every now and then, a book is published that is so simple, clear, and no-nonsense that it adds an important layer to the discussion on a particular issue. *Blame Changer* is such a book on the issue of domestic violence.

Sadly, domestic violence is an issue many police officers deal with daily. It is recognised as one of the most frequent call outs, yet also one of the most dangerous, because officers never know quite what to expect due to the heightened emotions that exist in troubled relationships.

Because of frequent exposure to domestic violence, and its unpredictability, any literature that provides some insight into domestic and family violence is helpful for officers.

In *Blame Changer*, counselling psychologist Carmel O'Brien covers the expected topics—causes of violence, warning signs, aspects of violence, physical vs psychological abuse—and succinctly quashes many long-held beliefs about domestic violence that are untrue and therefore unhelpful.

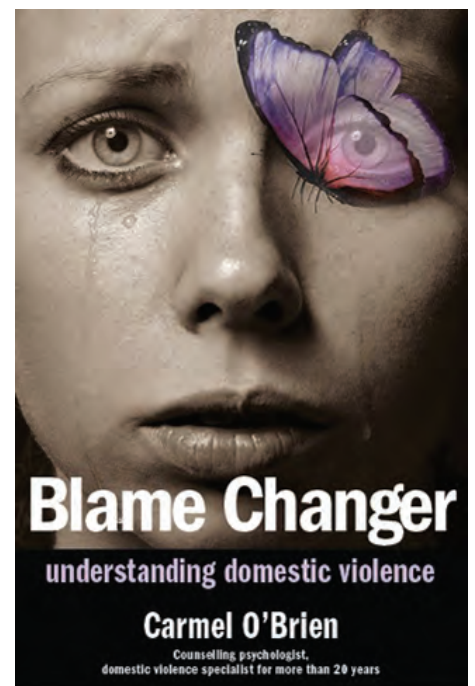
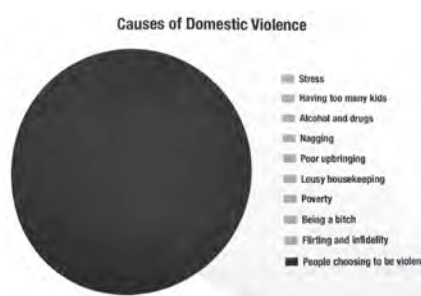
After working as a domestic violence specialist for over 20 years, Ms O'Brien believes perpetrators have a choice: that they make a decision to use violence. She provides a telling graph of the causes of domestic violence.

Ms O'Brien relays interesting insights and anecdotes she has heard over the years: about a woman who wishes she'd recognised the warning sign of her partner telling her to order chicken instead of fish on their first date, and another woman who knew an assault was imminent whenever her partner took her phone from her.

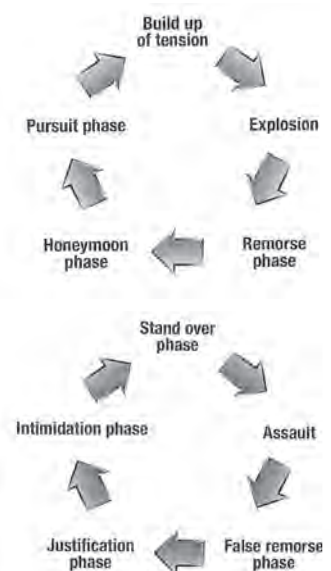
She addresses the common question of, 'Why doesn't she leave him?' with one of the reasons being the statistics that show most women murdered by their partners are planning to leave them or have just left them. She describes victims as living in a hostage-type situation.

Blame Changer also challenges the language and concepts used in many domestic violence situations by replacing words in well known diagrams, and in creating scenarios such as the following: *'Harry's behaviour seems to have improved since he has been attending a program called "Making Change, Not Stealing It." He said he does not understand why he is still banned from going to his local liquor store where he threatened the manager with a knife last Christmas, before breaking a bottle of beer over his head and robbing him. He wants the manager to attend a Trust and Reconciliation Program with him as he feels it will help them both get closure about the incident and renew their relationship.'*

Blame Changer is a practical, thought-provoking book that encourages an understanding of the realities of domestic violence and what we can do to stop it.



Blame Changer
Threekookaburras
Melbourne, 2016
RRP: \$24.95





For Cops. By Cops.

If policing was an ordinary job, all you'd need is an ordinary health fund. But it's not, and that's why you have us.

For more than 80 years, we've been run by police for police and their families, so we understand everything you need in a health fund - including great customer service.

It's why over 50,000 members of the policing community Australia-wide trust their health insurance needs to us. At Police Health, we've got your back.

Police Health



For more information call us on 1800 603 603 or visit policehealth.com.au

From the Archives

THE CENTRAL HIGHLANDS REGION



Moranbah police station and residence ca 1979.



Nebo station 1979.



Clermont police staff in 1895.*



Nebo station lockup and garage 1979.

*Standing L to R: Unknown officer, Constable Patrick Welsh, Constable Michael Bergin, Constable Edward Reilly and Constable Adam Loch. Sitting L to R: Constable Martin Mooney, Sergeant John White, Senior Constable James O'Neill, Constable John Walsh, and Doctor Kent.

Source: Queensland Police Museum, PM4068 Moranbah police station and residence, PM3818a Nebo station, PM3818b Nebo station lockup and garage, PM1973 Clermont police staff.

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

HAPPYBAKES FLOWER NOZZLES

One for the bakers out there who want to take their cakes to the next level. Can you imagine how popular you'll be turning up to the station with a tray of gorgeous cupcakes? Or how your friends will all think you're a master baker at your kid's next birthday party? There's really no end to the tasty floral arrangements you can whip up out of icing. Decorate your cakes like a true pro!



FEATURES

- Select from either 13 or 40 nozzle set
- 100% food grade materials
- Polished chrome finish
- Eco-friendly
- Easy to clean
- Dishwasher safe
- Optional reusable piping bag add-on

Got a picture of a culinary feat you're particularly proud of? We have a BCF voucher up for grabs for our favourite Masterchef shot, so send your pictures to us at journal@qpu.asn.au and you might see your creation in the next Journal.

Police Living Pictures from our Members

In early March, officers from the Major and Organised Crime Squad (Rural) (formerly SARCIS) attended a property outside of Charleville in an attempt to locate a number of stolen cattle.

A muster took place over eight days in extreme heat, and in very dusty conditions. Officers used motorbikes and a helicopter to muster over 1,500 head of cattle, which resulted in a number of stolen cattle located.

Despite the harsh conditions and long days put in by Senior Constable Michael Lynch (or Lindsay, as he is better known), he always had time for a photo opportunity.



Thanks to PC Constable Clay Warskitt for always being there to capture the opportunity! In lieu of the BCF voucher we send to contributors, he has asked that we contribute to the Brett Forte Remembrance Fund on his behalf.

White Ribbon Accreditation and the QPS

DID YOU KNOW THAT DURING 2015 - 2016:

- **More than 87,000 incidents of domestic and family violence were reported to police**
- **Police attended almost 250 domestic and family violence matters each day**
- **Police assisted more than 18,000 domestic and family violence victims**
 - **There were almost 30,000 domestic violence applications in Queensland (an 18% increase from the previous year)**
- **There was a 38% increase in breaches of domestic and family violence protection orders**
 - **And almost 23,000 breach offences reported to police?**

So, these are just some of the facts and figures regarding domestic and family violence in Queensland.

We work hard to assist victims and communities to address this issue. But have you considered what is happening in your workplace?

“More than 87,000 incidents of domestic and family violence were reported to police last year.”

Do you know what policies and procedures are in place to deal with violence against women if a colleague is affected? Are you confident that you could assist someone who is experiencing violence?

Did you know that one in five women experience harassment in the workplace? Whether it's happening in a person's private or professional life, violence against women impacts on

a person's health, safety, productivity, and capacity to do their work.

- On average over a 12 month period, one woman is killed every week as a result of intimate partner violence.
- Violence against women is estimated to cost the Australian economy more than \$14 billion per year.
- Intimate partner violence is the leading contributor to death, disability, and ill health in Australian women aged 15 – 44.

The Queensland Police Service is working to end violence against women both inside and outside the workplace. We've joined 12 other State Government agencies in undertaking the White Ribbon Accreditation program.

The QPS Champion for Domestic and Family Violence, Deputy Commissioner Brett Pointing, recently said, 'We have inducted a number of White Ribbon Ambassadors, Champions, and



“In 2015 – 2016, there were almost 30,000 domestic violence applications in Queensland, an 18% increase from the previous year.”

pledges at the executive level, and we're progressing measures for the Queensland Police Service to become an accredited White Ribbon Workplace'.



“Have you considered what is happening in your workplace? Do you know what policies and procedures are in place to deal with violence against women if a colleague is affected?”

The accreditation program recognises workplaces that take active steps to prevent and respond to violence against women.

Alongside the recommendations from the ‘Not Now, Not Ever’ Bryce Report, the accreditation program will help the Service adapt organisational cultural, practical, and procedural changes to promote safe workplaces for women. This will allow the complex issue to be addressed in a structured and safe way.

You can be part of this change, too. If you’re passionate about reducing violence against women and want to make a difference, you can visit White Ribbon at: www.whiteribbon.org.au and ‘take the oath’, become a White



Ribbon ‘advocate’ or ‘ambassador’, and ‘stand up, speak out and act’.

For further information on what the QPS is doing in this space, please

contact us at:

DomesticFamilyViolence.

AndVulnerablePersonsUnit@police.qld.gov.au

Leading the charge on police health

By Ashley Walton, Safety & Wellbeing

Prioritising the health and wellbeing of members is becoming an increasing trend in many stations and workplaces within the QPS.

Despite the numerous rewards a career in policing offers, the nature of the job presents many risks to the physical health, safety, and psychological wellbeing of members.

The sedentary nature of many administration and support roles within the QPS can also increase employee risk of poor health outcomes.

“Prioritising the health and wellbeing of members is becoming an increasing trend.”

Two workplaces leading the charge on the health of their employees are Policelink and Cloncurry station.

Inspector Trevor Gould of Policelink said that health and wellbeing has become a business priority over the past 12 months.

‘In a contact centre environment, our employees spend long periods of time on the phone and sitting in front of a computer.

‘Having engaged and healthy people provides improved business productivity gains, enhanced service delivery, a positive workplace culture, and greater team morale,’ Inspector Trevor Gould said.



Push ups in Cloncurry.

Policelink are pursuing a range of health and wellbeing activities for their staff to balance the sedentary nature of their working environment. They include:

- Out of hours boot camps and physical activity challenges
- Implementation of an onsite gymnasium
- Healthy smoothie breakfast mornings
- Information sessions on nutrition, sleep, physical activity, and psychological wellbeing
- Relaxation session days
- Celebrating wellbeing and health activities (eg. Australia’s Healthy Weight Week).

To oversee these activities, Policelink established their own Health & Wellbeing Committee comprised of both sworn and unsworn employees.

Cloncurry station have also continued this trend by offering similar activities to employees and the wider community.

‘Every Monday and Friday afternoon we run a boot camp session open to all station employees, family members, other emergency service personnel, and teachers at the local school,’ Officer in Charge Senior Sergeant Bradley Rix said.

The station also enters teams into most sporting competitions in town including netball, soccer, tennis, and cricket.

‘As the station OIC, I encourage members to get involved competitively in local sporting groups such as soccer, rugby league, boxing, and triathlon clubs. Wherever possible, I adjust our roster to give them the best opportunity to get involved in their chosen sport,’ Senior Sergeant Rix said.

Following the announcement of the draft *Our People Matter Strategy* by the Commissioner in March, the Safety & Wellbeing Branch is actively seeking health focused stations and workplaces to profile within the Service.

“Wherever possible, I adjust our roster to give officers the best opportunity to get involved in their chosen sport.”

‘We hope that by sharing these good news stories it will inspire more stations to offer health and wellbeing activities to their employees,’ the Director of Safety & Wellbeing, Colin Anderson, said.

For more information about the development of the draft *Our People Matter Strategy*, contact your Union Regional Representative or the Safety & Wellbeing Branch at: ourpeoplematter@police.qld.gov.au



Policelink boot camp.



Smoothies for breakfast at Policelink.



Medicine ball slams with Policelink.



Cloncurry cardio.

Government ditches plans to change PPL thanks to PFA lobbying

By Fiona Wade, Senior Adviser, PFA

A fair and equitable Paid Parental Leave (PPL) scheme is essential if employers are serious about supporting parents and encouraging greater female workforce participation within policing.

This is why the Police Federation of Australia (PFA) has been a strong supporter of the *Paid Parental Leave Act 2010*.

And now—after some political argy bargy—it appears the Government has abandoned plans for change to the PPL scheme.

Speaking to the ABC, Social Services Minister Christian Porter said the policy change was off the table, and that it was disappointing the Senate refused to pass the ‘fair and reasonable’ changes.

‘For the present, it doesn’t seem like anyone is willing to countenance any form of savings in that system at all, so that leaves us with not a whole lot of room to manoeuvre,’ he said.

The PFA has advocated hard for the Bill to remain as it is.

The original passing of the Bill in 2010 established a government-funded PPL scheme providing 18 weeks’ leave paid at the minimum wage (\$11,826) to new parents earning less than \$150,000. This comes on top of any leave provided by their employers.

But, as is often the case, PPL became a political hot potato, especially after the then opposition leader Tony Abbott made one of his ‘captain picks’ and proposed his own ‘Rolls Royce’ scheme that would have given



Victoria Police Association representatives Sergeants Kelly Merlo and Alex Griffith.

mothers six months’ leave at their current wage.

Abbott billed the PPL as his defining moment in politics while critics slammed the proposed changes as simply being a cost to the country that it could not afford.

But as ever is the case with politics, there was a sharp about-face when then Treasurer Joe Hockey accused mothers of ‘double dipping’, and it was he who first put forward amendments aimed at stopping mothers claiming the government money on top of any arrangement made by their employer.

While these changes were unable to get through the Parliament, they were

still part of the Coalition’s election platform under Prime Minister Turnbull.

“Advocating for a fair PPL scheme became one of the PFA’s priorities.”

A ministerial reshuffle in late 2015 landed Mr Porter in the social services portfolio, and while he quickly ditched the phrase ‘double-dipping’, he embarked upon another attempt at winding back the PPL scheme.

His PPL plan was to prevent new parents accessing the full taxpayer

entitlement if their employer also offered PPL; he offered to top up a person's leave to a maximum of 18 weeks.

That was later extended to 20 weeks under a compromise deal with the Senate crossbench, particularly the Nick Xenophon party. However, it still meant that it was an either/or scheme, with families unable to access both the Government and the employer schemes.

“It was recognised by the PFA Executive and its Women’s Advisory Committee (WAC) that any reduction to the PPL scheme would be detrimental to police officers and their families.”

The amendments to the PPL were all neatly sewn up in a mega ‘omnibus’ welfare Bill that included increases to childcare and cuts to family tax benefits, as the Government attempted to force nearly \$4 billion in savings through the Parliament before the 2017 May budget.

“The PFA’s principle argument rested on how crucial it was to our members to have access to the 18 weeks parental leave pay as determined by the Act, on top of the respective entitlements under the various state, territory, and federal police enterprise bargaining agreements or award entitlements.”

It was recognised by the PFA Executive and its Women’s Advisory Committee (WAC) that any reduction to the PPL scheme would be detrimental to police officers and their families. Therefore, advocating for a fair PPL scheme became one of the PFA’s priorities.

The PFA’s principle argument rested on how crucial it was to our members to have access to the 18 weeks parental leave pay as determined by the Act, on top of the respective entitlements under the various state, territory, and federal police enterprise bargaining agreements or award entitlements.

The PFA’s presence at numerous committee hearings on PPL is testament to our veracity in making sure that our members were heard.

In August 2015, the PFA made a submission to the Senate Inquiry for the *Fairer Paid Parental Leave Amendment Bill 2015* and again in December 2016 to the Senate Inquiry for the *Fairer Paid Parental Leave Bill 2016*, urging the Committee to not support the measures in the proposed Bill.

As a result of this last submission, the PFA accepted an invitation to provide further evidence to the Legislation Committee at a public hearing on 1 February this year, held in Melbourne.

The PFA was represented at the hearing by CEO Mark Burgess and Victoria Police Association representatives Sergeants Alex Griffith and Kelly Merlo, and Assistant Manager Industrial Relations, Emma Rili.

Alex and Kelly, both operational police officers and mothers of young children, provided strong and compelling firsthand accounts of how the PPL changes would negatively impact on their and their police colleagues’ lives.

In parallel with committee appearances and submissions, PFA staff also had meetings with members of the crossbench to prosecute the concerns of our members. Thanks must also go to PFA project officer Kath Potts who worked to put the PFA’s arguments to Government.

And so finally, unable to find any compromise, the Government has scrapped any proposed changes to the Bill.

For the PFA, who have monitored, argued, and prosecuted for no change for many years, this is a welcome result for our members.



Fund of the Year two years running.

Another great reason to be a QSuper member.



Product issued by QSuper Board (ABN 32 125 059 006) as trustee for the QSuper Fund (ABN 60 905 115 063). Consider the PDS on our website to see if it's right for you. SuperRatings does not issue, sell, guarantee or underwrite this product. Go to www.superratings.com.au for details of its rating criteria. Past performance is not a reliable indicator of future performance. © QSuper Board of Trustees 2017

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

Telephone: 07 3259 1900 • Fax: 07 3259 1950

TRIPLEZERO

PROPERTY GROUP



providing tailored and specialised property solutions **for police and their families**



Contact us now for a free consultation to see how we can help you invest in property and build a better future.

call **07 5444 4311** or email **invest@triplezeroproperty.com.au**
www.triplezeroproperty.com.au

TRIPLEZERO is a division of
PROPERTY GROUP



An Update on Criminal Law Changes

By Natalie Smith, Solicitor, Gilshenan & Luton Legal Practice

The past few months have seen much legislative activity by the Queensland Parliament.

In March, Parliament passed the following bills which have changed the criminal law in ways that will be relevant to many QPU members:

- *Criminal Law Amendment Act 2017*
- *Mental Health Amendment Act 2017*
- *Liquor and Other Legislation Amendment Act 2017*
- *Victims of Crime Assistance and Other Legislation Amendment Act 2017*, and
- *Bail (Domestic Violence) and Another Act Amendment Act 2017*.

“If a prescribed police officer is satisfied that it isn’t practicable to bring a person promptly before a court, they must investigate whether or not the person may be granted bail under the Bail Act, and if satisfied that they may be granted bail, they must grant bail or issue and serve the person with an NTA.”

CRIMINAL LAW AMENDMENT ACT

The *Criminal Law Amendment Act* was passed on 21 March and came into force on 30 March.

This Act amends the *Justices Act* to allow a Magistrate to order the joinder of trials and to allow for admissions of fact in summary trials for simple offences or breaches of duty. It also changes the law in regards to killing on provocation and increases the penalty for various offences.

It also clarifies the law in relation to an OIC or watchhouse manager granting a defendant bail.

In short, it emphasises that if a prescribed police officer is satisfied that it isn’t practicable to bring the person promptly before a court, they must investigate whether or not the person may be granted bail under the *Bail Act*, and if satisfied that they may be granted bail, they must grant bail or issue and serve the person with an NTA.

MENTAL HEALTH AMENDMENT ACT

The *Mental Health Act 2016* commenced on 5 March and most

of the accompanying *Mental Health Amendment Act* is now also in force.

This Act clarifies some parts of the new mental health framework which started on 5 March.

Under the *Mental Health Act*, if a person is charged with a simple offence and a Magistrates Court is reasonably satisfied the person was of unsound mind at the time of the offence, or is unfit to stand trial, the Magistrates Court may now dismiss the charge or adjourn the hearing of the charge.



GILSHENAN & LUTON
LEGAL PRACTICE

In deciding issues relating to the person’s mental state, the Magistrates Court will be supported by the Court Liaison Service in Queensland Health. There are also changes to how long a person can be detained for the purposes of a mental health examination.

LIQUOR AND OTHER LEGISLATION AMENDMENT ACT

The *Liquor and Other Legislation Amendment Act* is currently in force, and some of the provisions have been backdated to 1 February.

This Act came about after the review of the laws surrounding serving alcohol in the Safe Night Precincts, and government efforts to reduce alcohol-fuelled violence. It repeals the introduction of a 1am lockout for the Safe Night Precincts, however venues that permanently trade past midnight within the Safe Night Precincts will be required to install networked ID scanners by 1 July.

The sale or supply of high alcohol content drinks is prohibited from midnight, and venues can only apply for six extended trading hour permits per year, down from 12.

Courts can now impose a banning order on defendants convicted of a trafficking or supply drug offence when the offence was committed in or near a licensed premises.

The banning order can also apply for offences that involved the threatened, attempted, or actual use of unlawful violence to a person or property in or near licensed premises.

VICTIMS OF CRIME ASSISTANCE AND OTHER LEGISLATION AMENDMENT ACT

The *Victims of Crime Assistance and Other Legislation Amendment Act* was assented to on 30 March but

at sentence, including sentences for breach of a DVO.

BAIL (DOMESTIC VIOLENCE) AND ANOTHER ACT AMENDMENT ACT

At the time of writing, this Act is not in force and does not yet have a start date, but has implications for granting bail to defendants who are charged with Breach of a Domestic Violence Order (DVO).

It also means that if a respondent to a DVO is charged with a Breach of DVO involving actual or threatened violence, or is also charged with another relevant offence—such as suffocation, arson, or assault—they have to prove to a Magistrate or Judge that they should be granted bail.

If they are granted bail and the prosecutor applies for a review of that decision, the bail decision is stayed for up to three days.

The Act also amends the *Corrective Services Act* to include that a victim or other relevant person can apply to be put on a register where they are notified if the offender is released from prison.

“If a respondent to a DVO is charged with a Breach of DVO involving actual or threatened violence, or is also charged with another relevant offence—such as suffocation, arson, or assault—they have to prove to a Magistrate or Judge that they should be granted bail.”

commences by proclamation. It is unknown when it will be proclaimed.

This Act creates ‘Sexual Assault Counselling Privilege’ which means that notes from discussions between a victim of a sexual assault and their counsellor cannot be disclosed or used at the committal stage.

After committal, the defendant must convince a Judge that they ought to be able to see the notes. It also automatically recognises victims of sexual assault as special witnesses.

This Act also:

- increases the maximum amount of funeral assistance payable to a victim under the *Victims of Crime Act*
- removes the requirements for statutory declaration and medical certificates to claim financial assistance
- expands the definition of ‘act of violence’ to ensure that all DV victims can access financial assistance, including those who have suffered emotional or economic abuse, and
- ensures DV victims are also able to provide a victim impact statement

It makes it possible for a Court to order that a defendant on bail wear a tracking device.



PROFESSIONAL CAR BUYING SERVICE

TAKE THE HASSLE OUT OF BUYING A CAR

KEVIN TILEY IS STILL AN INDEPENDENT CAR BROKER THAT CAN HELP YOU THROUGH THE CAR BUYING PROCESS

KEVIN CAN HELP WITH SALARY PACKAGING

IF YOU WANT A NEW OR USED CAR BUT DON'T HAVE THE TIME TO SPEND ON LENGTHY TRIPS TO ALL THE CAR YARD OR WANT A PROFESSIONAL OPINION

M: 0418 785 040
E: kevin@professionalcarbuyingservice.com.au

I HAVE BEEN A BROKER SINCE 1988

Motor Vehicle Accidents & CTP Claims

By Ryan Heath, Sciaccas Lawyers

We have recently advised an increasing number of police officers who have sustained personal injuries arising from their involvement in motor vehicle accidents. A number of those have resulted from officers being struck by motor vehicles in the course of avoiding random breath testing.

Officers will be aware that if they suffer injuries arising from a motor vehicle accident in the course of their employment, they are entitled to lodge a claim with WorkCover Queensland for statutory benefits pursuant to the provisions of the *Workers Compensation and Rehabilitation Act 2003*.

overtime, or specials—those losses would not be funded by WorkCover.

Accordingly, it is very important that when an officer suffers personal injuries in a motor vehicle accident, they seek appropriate legal advice about a potential claim against the CTP insurer as well as notifying WorkCover Queensland.



“It is very important that when an officer suffers personal injuries in a motor vehicle accident, they seek appropriate legal advice about a potential claim against the CTP insurer as well as notifying WorkCover Queensland.”

What officers may not be aware of is that they are also entitled to lodge a claim against the compulsory third party (CTP) insurer of the at fault vehicle.

While WorkCover Queensland will fund the injured officer in terms of medical expenses and time off work, once the officer’s injuries are determined to be stable and stationary, the WorkCover benefits will cease.

If at that time the officer is suffering ongoing losses—be that a requirement for ongoing medical treatment, or an inability to return to the former employment, or a loss of OSA,

The benefits of initiating a claim against the CTP insurer is that an officer is entitled to claim compensation over and above that offered through the WorkCover scheme.

Specifically, the CTP insurer will be required to put the officer in the same position they would have been in financially if the motor vehicle accident had not occurred.

It is common for officers who have suffered injuries from motor vehicle accidents to return to work after a short period of time.

However, invariably they do so with ongoing injuries and symptoms requiring ongoing treatment or pain relieving medication. It is the extent of those symptoms and how they may affect the officer in the future while undertaking first response policing that is an ongoing concern.

The damages recoverable from a CTP insurer include:

- (a) General damages including pain and suffering and loss of amenities of life
- (b) Past economic loss
- (c) Loss of superannuation benefits on past economic loss
- (d) Future economic loss
- (e) Loss of superannuation benefits on future economic loss
- (f) Out of pocket expenses including medical expenses and medication
- (g) Future medical expenses.

The amount awarded for pain and suffering will depend on a number

of factors including the age of the injured officer, the injuries suffered, the extent of those injuries on workplace participation, and the percentage of permanent impairment assessed by independent medical practitioners.

In terms of economic loss, although the WorkCover scheme will cover an injured officer for economic loss while the WorkCover claim remains current, once it has ceased any entitlement to ongoing economic loss will also cease.

Accordingly, an injured officer will only be able to obtain economic loss which flows beyond the date of a WorkCover claim through a CTP claim.

In this regard, officers should be aware that if the injuries are significant enough to result in their medical retirement, they can make an application to QSuper for a TPD payment.

A TPD payment will be made where the officer is able to provide medical evidence that they are unlikely to work again in a field for which they are reasonably qualified by education, training, or experience.

Accordingly, it is very important in circumstances where a medical retirement process commences that the officer is in the position to provide

no ongoing benefits are recoverable once an injury is stable and stationary. It is only through accessing a compensation award against a CTP insurer that an injured officer is placed in the same position they would have been financially had the accident not occurred.

Should any officer have any queries with respect to a potential claim against a CTP insurer arising from a motor vehicle accident, or a possible TPD application based upon a medical retirement, they should not hesitate to contact the QPU, or telephone the writer directly.

Ryan Heath – 3867 8839

“The benefits of initiating a claim against the CTP insurer is that an officer is entitled to claim compensation over and above that offered through the WorkCover scheme.”

Any amount recoverable by the injured officer representing economic loss either past or future also allows the officer to recover an amount for loss of superannuation.

Very often, the injuries suffered by an officer can affect their ability to receive the operational service allowance or their ability to take advantage of specials and overtime. Though not recoverable from WorkCover, these losses will be recoverable against a CTP insurer.

Similarly, if an officer suffers significant injuries which results in their medical retirement, the losses flowing from that would also be recoverable from a CTP insurer.

A further issue to consider in circumstances where injuries have resulted in a medical retirement is whether there is an entitlement by the officer to make an application to QSuper for a total and permanent disablement payment (TPD).

the appropriate medical evidence to satisfy the QSuper TPD definition.

SUMMARY

Given the above, it is very important that an injured officer seeks timely legal advice at the earliest available opportunity with respect to their prospects of success in a claim for personal injuries against a CTP insurer of an at fault vehicle.

It is important to remember that even if the at fault vehicle leaves the scene of an accident and cannot be identified, a claim will remain against the Nominal Defendant.

There are very strict timeframes which operate with respect to notification to be provided to a CTP insurer and the date by which a claim must be lodged. If these time periods are missed, an officer may be precluded from proceeding with an otherwise worthwhile claim.

While the WorkCover scheme seeks to provide some initial assistance,

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

Union Dues

UNION DUES FOR 2017 - 2018 TICKET YEAR

Rank	Yearly	Yearly Discount 10%	Half Yearly	Half Yearly Discount 5%	Quarter	Quarter Discount 5%	Direct Debit, Credit Card QBank
Sworn	\$941.85	\$847.65	\$470.95	\$447.40	\$234.45	\$223.70	\$36.10
Recruits	\$470.95	\$447.40	\$235.45	\$223.70	\$117.75	\$111.85	\$18.05
PLOs/ Pipe Band, Watchhouse Officers, TSIPSO	\$658.70	\$592.80	\$329.35	\$312.90	\$164.70	\$156.50	\$25.25
PLOs/ Pipe Band, Watchhouse Officers, TSIPSO P/Time	\$474.80	\$427.30	\$237.40	\$225.50	\$118.70	\$112.80	\$18.20
Part Time 2 – 64	\$678.30	\$610.50	\$339.20	\$323.25	\$169.60	\$161.15	\$26.00

The 2017 - 2018 Membership year runs from 1 July 2017 to 30 June 2018.

- Union dues are GST inclusive.
- To receive the Yearly Discount (10%), the dues must be paid in full by 1 July 2017.
- To receive the Half Yearly Discount (5%), the dues are paid prior to 1 July 2017 and 1 January 2018.
- To receive the Quarter Discount (5%), the dues are to be paid in advance before the start of the Quarter - 1 July 2017, 29 September 2017, 20 December 2017, and 1 April 2018.

If you wish to change your payment method to take advantage of one of the discounts, please contact Kaye, Carly, or Melissa at the Union office prior to 30 June, or e-mail membership@qpu.asn.au



Police Health



COPING WITH PAIN IN THE POLICE SERVICE

Physical pain occasionally comes with the job of a police officer through injury sustained when tackling a suspect.

If the injury is not serious, it usually heals without any long-term impact and the pain soon disappears.

However, that's not always the case with the other most common cause of injury to officers: wear and tear on joints and muscles caused by repetitive stress on the body.

While this type of damage occurs over time – sometimes years – the pain can be long-term and the impact more debilitating.

Climbing in and out of a patrol car and carrying a duty belt, for example, are known causes of repetitive strain injury. Left untreated, annoying twinges in the back, shoulders, hips, and knees can eventually translate into acute pain.

If the condition persists beyond the normal maximum healing period of about three months, the condition becomes known as persistent or chronic pain.

This is a potentially serious health condition which can lead to psychological distress and reduced quality of life.

If not managed correctly, such pain can become intolerable and lead to sleepless nights, exhaustion, depression, and associated problems at work and home.

SEEK MEDICAL HELP EARLY

Worldwide, chronic pain brings misery to the lives of millions of people. It is the fourth most common

health complaint – an estimated one in five Australian adults suffer from the condition – and it has the single biggest impact on society.

Often the source of chronic pain is highly complex and occasionally impossible to pinpoint.

Sometimes it's straightforward ageing, when bones and joints become worn, or it may be nerve damage caused by injuries that fail to heal properly.

Other times, an injury heals but the pain mysteriously persists because of changes to the nervous system, which keeps the nerves reacting and signalling pain.

Another reason put forward by researchers at the University of Adelaide blames misfiring immune cells which support the brain's nervous system.

This finding helps explain why traditional drugs, such as morphine and codeine, are often ineffective and may even make the condition worse.

Whatever the cause, chronic pain can be intense and unrelenting, and can lead to various degrees of disability if not managed well.

Too often people are guilty of being slow in seeking initial treatment. They take the stoic approach, believing that by ignoring the pain it will eventually disappear.

This delay in seeing a doctor, combined with self-medication, can exacerbate the problem and lead to further complications.

It is much harder to resolve a chronic condition than treat pain that is relatively recent. The key is to have

the pain assessed early so that preventative measures can be taken.

Treatment options for chronic pain vary greatly from case to case and your GP will evaluate whether you need to see a specialist to examine the underlying causes.

MANAGING CHRONIC PAIN

Of course, if possible, the preferred option is to prevent the initial cause of the pain.

Core strengthening and regular stretching programs such as yoga and pilates can help prevent repetitive stress injuries.

You may also be able to directly link a body pain with a repetitive motion and modify the way you move.

For example, some officers complain of knee pain, which may stem from repeatedly exiting a patrol car and pivoting on the joint.

Back and hip pain may be caused by carrying a duty belt and this can be alleviated by better loading of the belt and keeping hard objects away from the lower back.

Unfortunately, because chronic pain is so complex, it's not always easy to identify the cause or find a suitable treatment.

In this case, the condition needs to be managed so that you can live as normal a life as possible. Here are some proven ways of alleviating chronic pain:

Keep exercising – While exercise may be the last thing on your mind, keeping fit strengthens the muscles and helps control your weight to prevent re-injury. Exercise also releases endorphins in the brain that can block pain signals while

improving your mood. Ask your doctor for an exercise routine that's suitable for your condition.

Chill out – Deep breathing and meditation techniques help relax your body and ease the tension. While you can learn meditation on your own, it might be helpful to join a class. Listening to calming music can also help remove anxiety and stress, which increase the body's sensitivity to pain. Mental imagery relaxation is another technique worth considering.

Quit smoking and cut down on alcohol – Some people smoke and drink to reduce their suffering, but the chances are it's not helping. Constant pain makes sleeping difficult and alcohol can make it even harder. Likewise, don't smoke: studies have shown that smoking makes chronic pain worse.

Eat well – Researchers have found that a well-balanced, anti-inflammatory diet can ease chronic pain symptoms. This involves a diet full of vegetables, particularly broccoli, sprouts, cabbage, and cauliflower; limited quantities of

dairy and grains; and fish and chicken rather than red meat.

Have a massage – A massage helps reduce stress and relieves tension. Massages have been shown to make life easier for people living with all types of chronic pain.

Enjoy life – Focusing on pain makes it worse, so when you're not working, find an activity that provides a distraction and helps you take control of your life.

POLICE HEALTH SUPPORT

Police Health offers an online health portal *healthbeat*, for eligible members aged 18 and over who have hospital cover.

After you have completed an online assessment, the portal provides up-to-date information relative to your status and allows you to track your health and progress.

Anyone identified as at risk of a chronic condition can then join an appropriate chronic disease management program (CDMP).

For more information about *healthbeat* visit www.policehealth.com.au

Also remember that Police Health offers generous benefits towards exercise physiology and physiotherapy treatment under our SureCover Extras, Platinum Health, and Platinum Plus policies.

PAIN HELPLINE

The Australian Pain Management Association operates a pain helpline.

**1300 340 357 – from 7am to 7pm
Monday to Friday.**

OFFICIAL LAWYERS

FOR THE QUEENSLAND POLICE UNION OF EMPLOYEES

INJURY COMPENSATION EXPERTS COVERING

- Workplace Injuries – physical and psychological
- Workers Compensation Reviews and Appeals
- Motor Vehicle Accidents
- Superannuation and TPD Claims
- Income Protection Claims



Sciaccas
LAWYERS
ABN: 74 126 179 084

Call Toll Free 1800 658 525
for your first free consultation

Contact: Ryan Heath on 07 3867 8839
or email r.heath@sciaccas.com.au

Icon Place – Level 4, 270 Adelaide Street,
Brisbane City
www.sciaccas.com.au



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – May/June 2017

State President:

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

State Secretary:

Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com



MESSAGE FROM GREG EARLY, STATE PRESIDENT

THE NATIONAL POLICE SERVICE MEDAL

It is pleasing to know that this Medal is still being presented around the state. On 22 March Commissioner Ian Stewart presented former Senior Constable Melissa Pierce with the Medal at her home in the presence of her family, carers, and friends. At that stage she was not a member of the QRPA but Past State President Mick O'Brien signed her up and on 3 April her application was approved. Since 2005, the Queensland Police Legacy Scheme has supported Melissa and her two boys Callum and Brayden, and this support is ongoing.



Norm Dwyer is presented with his Veteran Member Certificate by State President Greg Early.



Former Senior Constable and new QRPA member Melissa Pearce being presented with the NPSM by Commissioner Ian Stewart.



Melissa Pearce, former Senior Constable and new QRPA member, after being presented with the National Police Service Medal in the presence of mother Diane Cree and Past State President Mick O'Brien.

FUTURE LUNCHEONS/DINNER

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

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

24 June – Van Diemen's Land – Tamar Valley Resort – Andy Beasant 0409 030 142

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

26 July – Southern Downs and Granite Belt – Warwick TAFE – Monica O'Mara 0438 154 834

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

23 August – Gympie – Albert Park Bowls Club – Norm Breen 5482 6270

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

20 November – Rockhampton (dinner) – Frenchville Club – Dennis Smith 4928 3245

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

NEW MEMBERS

- Former Senior Sergeant Stephen Frank Jenkins (Brisbane)
- Former Inspector William John Knowles (Redlands)
- Former Senior Sergeant Dennis Peters (Brisbane)
- Former Senior Constable Melissa Pierce (Brisbane)
- Former Detective Sergeant Keith Charles Stafford (Brisbane)

- Former Senior Sergeant (Tasmania) Robert Roy Webb (Van Diemen's Land)

NEW ASSOCIATE MEMBERS

- Jennifer Anne Johnstone, partner of new member Robert Webb (Van Diemen's Land)
- Donna Maree Knowles, spouse of new member Bill Knowles (Redlands)

OBITUARIES – MAY THEY REST IN PEACE

Member

- Life member and former Superintendent James Hedley Crooks, 12 March, 88 years.

Non-Member

- Former Detective Senior Sergeant Victor Robert Minns, service 10 March, 85 years, and former Sergeant 1/C Kevin James Enders, 18 March.

Family

- Brenda McMahan, wife of veteran member Terence McMahan (former Senior Sergeant), service 3 March.

Serving Officer

- Acting Sergeant Bradley Bowser, Biggenden police station, 11 March.

QRPA CERTIFICATE

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

- Carol Mary Majella Flanagan (Logan-Beenleigh)

90 & over

- Vince Beutel, 93 years on 5 April (Ipswich)
- Alma Cecilia Edwards, 95 years on 14 April (Redlands)
- Herbert William Butcher, 94 years on 23 April (Mackay-Whitsunday)

WELLBEING SUPPORT FOR RETIRED QUEENSLAND POLICE OFFICERS. PHONE 1800 277 478

As a result of three branches requesting the State Management Committee to endeavour to have health privileges enjoyed by former members of the armed services extended to retired Queensland police officers, the State Management Committee has inquired about this possibility with negative results. However, with the knowledge that the QPS has done a lot in recent times in regard to the wellbeing of current Queensland police employees, deliberations with the Executive Director, Safety and Recruiting, and the Director of Safety and Wellbeing have resulted in external confidential psychological support/advice being made available from 6 March to retired Queensland police officers. This support is available 24/7 on 1800 277 478. Also, retired police officers (like all people in the Australian community) are entitled to mental health care via the Federal Government through their General Practitioner for ten free visits with psychologists and psychiatrists, although there may be a small gap payment which is dependent on the specialist.

AROUND THE BRANCHES BUNDABERG

The Bundaberg Services Club was the venue for the 31 March meeting. Vice President Bob Materna chaired the meeting. Welfare: Bob Hayes was back at home in Bundaberg after undergoing further assessment of his medical issues. Bob does not have to return to Brisbane until late April, so this gives him a spell from travelling. Welfare Officer Mary Waugh has been in contact with Gordon Storer. He is still going much the same. Ken Strohfeltd still has medical issues but is as well as can be expected. John Read has been having treatment for skin cancers which have caused him some concern. Mary also spoke with Corrice Ballin in Brisbane and she sends her regards to branch members. She was really pleased that the branch members saw part of the funeral service (on computer) for Lawrie courtesy of her daughter Judy. Tony Olsen has been having some difficult medical problems but he is now on the mend and has been able to return to his home. Basil Courts is now in care at the Palm Lakes high care facility in Bargara. He is going as well as can be expected. Bob Hayes has spoken with Adam, Mal Churchill's son, and he advises that Mal has some serious medical problems. Members were advised that items are needed for the monster raffle to be held on the Police Legacy Charity Bowls Day on 1 May. Vice President Bob presented Senior Member Certificates to Mick Harvey and Russell Crook. On the bowls front: The retired police team was in action again at the President's Day at Bundaberg Bowls Club on 26 March. The team was Jack Field (Skip), Bill Druce (substitute), Karl Osterlund, and Grannie Pearce. They had a very close game and lost by the smallest of margins.

GOLD COAST

The Southport RSL Club was the venue for the 7 March meeting. Mention was made of the social get together held at the Tallebudgera Surf Club on 23 February. Secretary David McNamara has been profiling a number of Gold Coast members but has run out of participants. The profiles of Pat O'Brien and Graeme Jefferies appeared in the branch's March newsletter. Acting Assistant Commissioner of Ethical Standards Command, Mick Niland, was guest speaker at this meeting. Mick's permanent position is Detective Superintendent in charge of Operation Maxima, which was formed to combat outlaw bikie gangs. Welfare: Col Sullivan recently visited Pat O'Brien at his new residence in Brisbane and reported that he is in good spirits. The 4 April meeting was held at the Currumbin RSL Club. A donation of \$100 has been made to the Queensland Police Legacy Scheme. A membership application was received from Dick Metcalfe and it was recommended for approval. Transferred members: John Rockley has transferred to the Southern Downs & Granite Belt branch and Arch McDonald will transfer to Bundaberg branch once he has settled in. The postponed March BBQ to be hosted by Kev and Wendy Sauer was rescheduled for 6 April. A representative of the branch will once again lay a wreath at the Currumbin dawn service on Anzac Day. The next social meeting will be held at Tally Surf Club on 27 April. Welfare: Robyn Stokes is receiving treatment and is hoping to attend the next BBQ. John Meskell received a recent visit from Russell Robertson. Kerry Cullinan is receiving chemotherapy treatment. Ian Morris is experiencing a few health issues but remains in good spirits. Wayne Doss

is receiving treatment at the Belmont Hospital. Guest speaker: Kerry Goodsell from Centrelink discussed recent changes to pensions and self-managed superannuation funds.

GYMPIE

The Victory Hotel was the venue for the 5 April meeting. Welfare: President Laurie Pointing advised that Arthur Vonhoff has now gone into the Noosa Nursing Centre at Tewantin. Phyllis hopes that she can move him to a nursing home closer to home in the near future. President's report: Laurie spoke on Mal Churchill who has recently undergone surgery and has significant health problems. Unfortunately, we did not hear of any of these difficulties until they filtered down the grapevine, because Mal is not a member of QRPA. Laurie stressed the importance of membership so former members can receive support. The 5 April meeting was held at Victory Hotel in Gympie. In-house speaker: Ken Salmon spoke of his time during the anti-logging protests on Fraser Island in the early 1990s. It was an interesting talk on tactics and communication with protesters. Ken was the officer in charge of the police contingent during the year-long protest, which was handled with tact and avoided violent confrontation.

LOGAN-BEENLEIGH

The 15 March meeting was held at Club Beenleigh. A special welcome was given to the guest speaker Doctor Ian Kirkwood, the Associate Dean of James Cook University and President of the Ulysses Motorcycle Club. A card and letter were received from the family of member Ned Darcy thanking members for their attendance at Ned's funeral and special thanks to Secretary Terry Ahearn for his help with funeral arrangements. It was pleasing that there were no welfare reports. There have been no reports from members of any damage from the floods caused by Cyclone Debbie in the Logan and Beenleigh areas, and our thoughts and good wishes go to those affected.

SUNSHINE COAST

The Headland Golf Club was the venue for the 28 March meeting. Guest speaker: Police Chaplain and Honorary Member Matt Govan gave an interesting talk on how he became a Police Chaplain and the range of duties he performs. State President Greg Early mentioned the confidential psychological support service available to retired Queensland police officers 24/7, the value of being a member of the QRPA, and the importance of the funeral request forms.



Terry Sharry being presented with his Senior Member Certificate by President John Walker.

SOUTHERN DOWNS AND GRANITE BELT

On 3 March the second joint meeting between the SDGB branch and the New England branch of NSW Retired Police Association was held at the Tenterfield Golf Club. Sixteen Queensland members attended. President Laurie Bell welcomed everyone including Malcolm Suthers and new member Ian Ramma. Welfare: An update was given on Col Elsdon's health, and that of Eric Mark's, and mention was made of the passing of Lou Rowan and attendance at his funeral service. Some members attended the farewell function for Senior Sergeant Mark Ireland, officer in charge of Stanthorpe station, on 17 March. Mark had been a strong supporter of the branch since its inception in July 2014. The AGM and Annual Luncheon will be held at Warwick TAFE on 26 July.

ROCKHAMPTON

Vice President Bob Moore welcomed all members and associates to the 1 March meeting. A special welcome was given to guest speaker Dr Ray Boyle Ph.D. Ray is an engineer and has spent most of his working life involved in the mining industry, especially at Mt Morgan when it was in its heyday. He spoke of triumphs and disappointments relating to Mt Morgan's history as a major gold producer and the possibility that someday it will again produce gold. He also answered questions from the floor. Another meeting was held on 5 April. Bereavement: The branch held a minute's silence in memory of the late Merle Coxon who died recently in Mackay (she was the widow of the late Inspector Doug Coxon). President Barry gave feedback on the BBQ at the beach on 26 March. Fifteen members and associates attended. Cavill and Gloria Heywood did their usual top job and the desert spread was impressive. The next BBQ at the beach will be held on 17 September. The Annual Dinner will be held on 20 November at the Frenchville Club. Mention was made at the meeting of the peaking of the Fitzroy River on 6 April. No-one at the meeting indicated they would have problems and an e-mail circulated to all members generated a similar response. Welfare: President Barry has an appointment in Brisbane on 20 April for eye treatment.

TOWNSVILLE

The 1 March meeting was held at the Townsville RSL Club. Welfare Officer Gordon Thomas mentioned that he and Treasurer John Cran had visited Les Campbell in hospital before he went back to Mackay. Another meeting was held on 5 April. President Trevor Errington welcomed all to the meeting which was held in the main restaurant as the other rooms were still being refurbished. A special welcome was given to Quentin Barter, the son of Pam and Don Barter, who was the guest speaker for the day. Gordon Thomas mentioned that he had visited Bill Green who has had numerous sun spots removed from his legs and he is currently trying to organise other accommodation. He has also visited Brian and Margaret Hooper who are still having health problems, and he had spoken to Graham Robson who hasn't been able to attend meetings due to health problems. Fred Angus spoke on the annual trip to Ingham, which will be held on 7 June. He has booked the Royal Hotel in Ingham for 12 midday for a 12.30pm start. As usual, Barbara Zupp will be supplying morning tea. Guest speaker: Quentin Barter gave an

interesting address on his work as a registered nurse. He did his training in Townsville and moved to London in 2006 (for the third time). He then explained what he has been doing in his field over this time. He answered questions on a wide variety of topics including the health system currently being used in the UK and the UK leaving the European Union.

MACKAY-WHITSUNDAY

The 18 March meeting was held at the Souths Suburban Bowls Club. Doug Sologinkin chaired the meeting in the absence of President Merv Fisher. Welfare: Margie Kussrow mentioned that associate member Sue Bray's grandson was tragically killed in a work accident in Sydney on 21 February. Doug Sologinkin's mother passed away recently. Les Campbell is still recuperating at his daughter's place and was progressing well. Col Duncan visited Tom Butcher on 17 March at Kerrisdale Gardens. On his arrival he found that Tom recently fell heavily, resulting in a severe socket fracture to his left elbow. Owing to his failing health, his general movements are restricted and he is now in a wheelchair. Despite his setback, Col reported that Tom appeared in good spirits. Col paid tribute to Margie Kussrow for her dedication to the branch and wished her well on her move to Brisbane. Col Duncan, Dennis Doring, John Lovi, Les Campbell and his daughter, and Margie attended a morning tea at Gladstone police station which was a send-off arranged by the QPS for Margie. It was also well attended by serving members. The arranged guest speaker could not attend due to operational requirements and guest Shane Gregorini gave a short talk on his history and service with the West Australia police. He is on a leave of absence from WA police and is actively seeking employment in Mackay, with a view to relocating. Tail Twister Dave Gray was back from touring and extracted \$12.85 from attendees.



Margie Kussrow receiving a certificate and gifts from Dennis Hansen on behalf of the branch prior to a surprise old fashioned send-off at her last meeting before shifting to Brisbane.



Welcome to the branch's newest septuagenarians Thele Downs and Doug Sologinkin cutting a cake to celebrate their milestone birthdays.

IPSWICH

A meeting was held on 9 March. Welfare: Trevor Eltherington was recovering from the removal of a sun cancer from his leg. The meeting was advised Ipswich City Council had contributed the sum of \$2,000 towards the purchase of shirts. It was agreed the branch would pay the cost of the shirt and the cost of setting up the embroidery, while the individual would pay for the cost of the actual embroidery which is estimated to be around \$15 per shirt. In future, the newsletter will incorporate items from past events relative to members. Guest speaker: Superintendent Andy Morrow, Commander, Recruit and Constable Training, People Capability Command, provided an insight into policy and procedures and how they have changed over the years in order to accommodate threats to the community. As a former SERT (Special Emergency Response Team) officer he described how the threat scenario differs greatly from when SERT was first developed in 1992. Andy's talk sparked a great deal of interest in methods used in the past as to what is now expected of current serving officers. The 11 April meeting was held at the Raatz Ranch at North Booval. Welfare: Bob Latter is recovering slowly from open heart surgery. Terry Bohn was a welcome sight at the meeting following his open heart surgery. John Hawkins recently visited Arthur Edwards in the Salvation Army Home at Riverview; Arthur is far from well. Members Ken Morris, Ken Martin, and Fred Maynard attended the funeral of the late Willem Cornelus (Bill) Kroneman at the Tweed Heads Crematorium. Also in attendance were other former Inala CIB members Dave Marshall, Pat Glancy, and Max and Joy Moloney. Ross Beer and Neville Hackett also attended and paid their respects. Ken Morris reported on Geoff Oliphant and Mal Churchill. Branch shirts have been ordered. Following the meeting, members enjoyed the wonderful hospitality provided by John and Joy Raatz with the usual abundant flow of chicken and salads, followed by the obligatory sweets. John provided a walk-through tour of his farming and bird breeding property. The recovery of The Ranch following the disastrous flooding a few years ago is nothing but remarkable and a credit to John and Joy. Chairman John McCrae thanked them both for a great day out.



Ken Morris enjoys a beer at The Ranch.



John Hawkins, Len Yarrow, and Greg Polzin at The Ranch.



Ross Gorrie, Bob Bairstow, and Murray Cavanough at The Ranch.



Superintendent Andy Morrow, the guest speaker at the 9 March meeting.

GLADSTONE

The McDonalds Restaurant at Kin Kora was the venue for the 1 March meeting. Welfare: Keith McCann reported his partner Gail had a cancer removed from her right leg and that he was chief cook and bottle washer while she was incapacitated. The 5 April meeting was held at the Calliope Central Bowls Club. Welfare: Acting Welfare Officer Darryl Saw mentioned that Diane Janas was into the third week of her recovery following knee replacement surgery; Karen Winn is waiting to have knee replacement surgery; and Glen Josefski was receiving his fortnightly imuno therapy treatment on the day of the meeting (Judith Saw was with him for support). Keith McCann had advised Darryl that he had seen John and Val Caterson recently and that Val was not well, but they were considering going on another cruise in the future. Helen Vale advised she had seen both Val and John recently and that John had the flu. Glenn Churchill, who is the branch President of the PCYC Gladstone branch, addressed members on some aspects of the PCYC, including some rule revisions. The branch Manager, Sergeant Mick Newel, will be invited to the AGM on 5 July to advise members on future expansion of the branch. Several members played barefoot bowls and also enjoyed Chinese cuisine for lunch.

DARLING DOWNS

The branch held a meeting and luncheon on 9 March at the Stock Exchange Hotel. Secretary/Treasurer Roger Deshon is to contact the TAFE College at Toowoomba and inquire about it being a possible place for meetings or meetings and meals. Some discussion ensued about fraudulent e-mails being received by this and other branches. Roger indicated that the matter was in the hands of the Toowoomba police and was ongoing. Welfare: Kev Weise had a slight mishap with an appliance at home but suffered no ill effects. The next meeting was held at Hume Street police complex on 13 April.

Fourteen members attended. Welfare: Bob Beckman cannot communicate vocally due to a severe chest infection and at the time of the meeting was in the Palliative Care Unit at the Base Hospital. Sergeant Ian Reimers was the guest speaker. He delivered an informative address on the technology of the QPS Qlite system.



Sergeant Ian Reimers addressing members on the QPS Qlite system.

NEAR NORTH COAST

The Caboolture Sports Club was the venue for the 20 March meeting. Welfare: President Allan Hawkins advised that while Des Carmody attended the previous meeting, he was an apology for this meeting and was as good as can be expected. Tony Van Arkel has transferred from the Sunshine Coast branch to Near North Coast branch. Discussion ensued about a baseball cap or an embroidered polo shirt; Des Kelly is going to explore the latter. President Allan raised the issue of membership of branches and indicated it is increasingly difficult to recruit new members. It was resolved that the State Management Committee inquire into this matter with the QPS.

REDLANDS

The Annual Luncheon was held on 28 February, which normally would have been the date of the monthly meeting. The Luncheon was one of the most successful held for some years. Guests were from Logan-Beenleigh, Ipswich, Near North Coast, Gympie, Gold Coast, Brisbane, Southern Downs and Granite Belt, and Darling Downs (Toowoomba). Ninety-four people enjoyed a sumptuous two course lunch (as well as some birthday cake kindly shared by birthday girl Karen Phillips). Inspector Steve Hollands updated those present on the restructure of the QPS and provided information about the upcoming Commonwealth Games. State President Greg Early was to present Past President Leigh Gorrie with his Senior Member Certificate but because Leigh wasn't able to attend, his wife Kay received it on his behalf. Greg mentioned the efforts of Leigh as President of the branch and in later times as a Welfare Officer. Tina Pizzoni of helloworld was an apology due to parenting obligations, but she again kindly donated a travel voucher for the lucky door prize and the lucky winner was Cathy Orchard. Jillian Steinkamp spoke briefly about QBANK and its ongoing support of the QRPA; she advised that the financial support is being increased to \$20,500. There was a massive array of prizes for the monster raffle: the infamous hamper, fruit trays, meat trays, restaurant vouchers, rum, wine, wine, and more wine. A meeting was held on 28 March. Concern was voiced over the drawing of raffles at the Annual Luncheon. The matter has been explained and an apology extended on behalf

of the branch. In future, raffles will be drawn using a random, computerised number generator as many other branches are now doing. Applications by Bill and Donna Knowles to join the Association were recommended for approval.

FAR NORTH QUEENSLAND

Obi's Restaurant, Eden House, Yungaburra was the venue for the 24 March meeting which had 36 attendees and 17 apologies. Vice President John Hartwell chaired the meeting and moments of silence were held to mark the deaths of retired Magistrate Hamilton Trevor Spicer and Keith Palmer, the UK police officer killed in the terrorist attack in London. Raffle prizes were donated by Jock Macdonald and Tani Bates, the wife of a former Tasmanian officer. She also provided additional prizes which will be raffled at the next meeting.

HERVEY BAY

The 21 March meeting was held at the Hervey Bay RSL Club. President Grahame Gronow welcomed all including guest speaker Brent Carter from Centrelink. He thanked the Anderson family for organising the February BBQ. Travellers: Russell Lewis is currently mentoring in Cambodia under the banner of Australian Business Volunteers; Greg and Ros Morrow are caravanning in the southern states; Ted and Cathy Roberts have been for a cruise to Singapore and were housesitting on the Gold Coast; Trevor and Gwen Trost have been to New Caledonia; Peter Fitzell has been farm sitting in NSW; Grahame and Lyle Gronow have done a river tour of the Mekong; and Dave and Chris Barrocliffe have been to Vietnam. Welfare: Norm Sprenger is having a very slow recovery from having a cancerous lymph node removed from the side of his neck; Jim Collins was not well; Bevan Bradshaw has had heart issues but is much better now; Margaret Bradshaw was having surgery on her legs. Guest speaker: Brent Carter of Centrelink outlined and discussed the functions of Centrelink, possible options, entitlements, and changes to the aged pension. The session was well received by all and Grahame presented Brent with a Certificate of Appreciation from the branch.

VAN DIEMEN'S LAND

We had our first meeting of the year on 7 March at Stonestrow Restaurant which is at Norwood, close to Launceston. This is a great venue with very good meals and the weather was also good for us. Though autumn is officially here it seems summer may have decided to stay for a while: not that we had much. It was great to have visitors John and Barbara Lewis from the Sunshine Coast. They are in Tasmania travelling until the end of April. It is always good to catch up with those we worked with over the years, and good to see that they had already taken note of the accommodation available on the bottom of our newsletters. We hope to see both of them again before they leave. We have now confirmed the dates for our AGM this year: it will be on Saturday 24 – Sunday 25 June at Tamar Valley Resort. As usual we will gather from lunchtime and again have a game of golf on the 18-hole miniature course. We will have the AGM after the golf when we retire to the bar for drinks, and then all stay for dinner. Remember when down this way to 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, 03 6286 1332, sharpet401@bigpond.com; Wilderness Hotel - Lyall Highway, Derwent Bridge, Dave and Carol Fitzgibbon, 03 6289 1144, derwentbridgewildernessshotel@bigpond.com; Stone Cottage – Main Road, Ross, Steve and Val Kummerow, 03 6381 5444, svkummerow@hotmail.com; Touchwood, 31 Church Street, Stanley, Chris, and Gretta Blom, 03 6458 1348, enquiries@touchwoodstanley.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

www.qpu.asn.au

Don't break the safety chain

Report all health
and safety hazards



If you identify a work-related hazard – report it in the
on-line Health and Safety Hazard Management System



Safety & Wellbeing



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number

Save on more moments every day with Smartsalary

More and more, people are choosing the salary packaging specialists at Smartsalary to help them make their pay packet go further, whether they're spending a little or a lot.

That's because Smartsalary does salary packaging differently: customers are at the centre of everything they do -and they have the awards to prove it -so when people choose Smartsalary, they stay.



Making set-up and management of your benefits easy



Mobile apps and online tools for easy claims on the go



Fast payment with funds in your bank account within 48 hours



Award-winning customer service when and where you need it



Exclusive discounts across a range of national retailers

Talk to Smartsalary today and find out how much you could be saving every day.

1300 218 598 | qld.smartsalary.com.au

 **smartsalary**
saving money, made easy

Disclaimer: Salary packaging is only available to eligible employees of the Queensland Government as per the Standing Offer Arrangement PTD0027-16. The implications of salary packaging for you (including tax savings and impacts on benefits, surcharges, levies and/or other entitlements) will depend on your individual circumstances. The information in this publication has been prepared by Smartsalary Pty Ltd for general information purposes only, without taking into consideration any individual circumstances. Smartsalary Pty Ltd and the Queensland Government recommend that before acting on any information or entering into a salary packaging arrangement and/or a participation agreement with your employer, you should consider your objectives, financial situation and needs, and, take the appropriate legal, financial or other professional advice based upon your own particular circumstances. You should also read the Salary Packaging Participation Agreement and the relevant Queensland Government Salary Packaging Information Booklets and Fact Forms available via the Queensland Government Contracts Directory. The Queensland Government strongly recommends that you obtain independent financial advice prior to entering into, or changing the terms of, a salary packaging arrangement.

Statewide's Flexi Lease

SELF MAINTAINED

Do you want a tax effective way to manage your car bills?

With all the frills and no extra bills?



Flexi Lease includes all of the benefits of a novated lease

- ✓ Your QGP0026-16 Panel Service Provider
- ✓ Choice of fuel cards - Caltex, Shell or BP
- ✓ Electronic lodgement of claims via our website
- ✓ Quick payment of claims
- ✓ Daily online statement updates
- ✓ Choice of your comprehensive car insurer
- ✓ No unnecessary insurance policies
- ✓ Roadside assistance (optional)
- ✓ Secure mobile friendly website – **no app needed!**

Servicing Queensland Government employees for 15 years



Statewide

Novated Leasing Pty Ltd

ABN 48101218731

AUSTRALIAN FINANCIAL SERVICES LICENCE: 439732

AUSTRALIAN CREDIT LICENCE: 387111

TAX PRACTITIONERS BOARD REGISTRATION: 24792339

*No upfront payments!
Choose a car to suit your needs!
Flexible lease terms from 1 to 5 years!
Personal control of your running costs!
Personal income tax and GST savings on running expenses!*

Savings on finance with no GST included on amount financed!



DISCLAIMER

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

Please contact us for a free no-obligation consultation and quote.

1300 76 1114 flexilease@statewide.net.au www.statewideqld.net.au

Statewide... the really smart choice!