

# POLICE

JULY/AUGUST 2019

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



QPU CONFERENCE 2019

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**COVER STORY**

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**QPU CONFERENCE 2019**

Once again this year, the Queensland Police Union Annual Conference was held at the Hotel Grand Chancellor in Brisbane. On 30 and 31 May, Union delegates from across Queensland gathered in Spring Hill to discuss, debate, and vote on Union rules and issues put forward by branch members during the preceding 12 months.

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

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# QUEENSLAND POLICE UNION



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



IAN LEAVERS

## TRANSFERS OUT OF RURAL AND REMOTE AREAS

**The QPS has failed over many years to address the issue of rural and remote policing and there doesn't appear to be any good news on the horizon.**

One of the major concerns is the issue of training and development, which includes relieving opportunities that come at a financial cost and therefore are often denied: or, when approved, members are told they cannot claim allowances they are entitled to.

Let's compare this to major centres, where you can return to your home each day after relieving. You have many opportunities to develop in a wide range of areas, giving you an advantage to gain further skills.

The other complexity is that when one has to move residence, and often uproot the family, disruption is caused to all. There is often a lack of employment opportunity for one's partner.

Then after an officer has served their minimum tenure, and often at times exceeded their maximum tenure, they are unable to return to a major centre because the organisation doesn't recognise rural and remote policing and the complexities that go with it. Nor do they care.

We have of recent times seen the Assistant Commissioner for the Brisbane Region showing little regard for those outside his Region. He appears to be willing to bypass all conventions of the past and look after his own, manipulating the system as he sees fit.

I struggle to understand why those who have often been disadvantaged regarding training and development in rural and remote areas then have to take a reduction in rank to return to

whatever position they can find in a major centre, regardless of what it is (many will take any job just to get back for family reasons).

And we wonder why we struggle to get people to leave the greater Brisbane area. At present, I'd suggest you continue to think long and hard before you do (unless you never plan on returning), because once you leave it becomes mission impossible to get back.

The QPS needs to have a long hard look at this; the organisation needs to look at incentives for rural and remote service, and not just pay lip service as it has been. We need to ensure there is a level playing field for all members, not just those who happen to be in a particular Region.

I know when it comes to promotions and transfers throughout the state, everyone wants a level playing field. No matter whether you are in the north west, in Brisbane, or on the Gold Coast, people should have the same opportunities and not be disadvantaged as is currently the case.

From my perspective, we are all valued and do a great job, and I reiterate that the common theme across the state regarding promotions, transfers, and opportunities is that we all want a transparent, level playing field.

My advice at the moment is that if you are thinking of going bush—but might want to return to a major centre and don't want to be disadvantaged or limit your career—DON'T.

## EB UPDATE

As members are aware, the QPU developed our Log of Claims based on issues raised at the Union's Annual Conference, QPU branch meetings, and responses to the EB Questionnaire sent to all members early this year.

The EB negotiations commenced on 4 February and the parties (representatives from the QPU, QPCOU, QPS, and Government) have been meeting regularly since then.

The QPS tabled their Log of Claims on 26 March and reiterated their wages offer as 2.5% per annum (in accordance with Government Wages Policy).

The QPU tabled our Log of Claims on 30 April and we have been outlining in detail our claims and arguments in support since that date.

The Union's Log of Claims has 21 separate claims relating to wages and conditions, plus 29 claims for specific work units (sections, etc).

With regards to reporting on the specifics of the Log of Claims, we are limited in what we are able to say because all negotiations are 'without prejudice' and negotiations must be 'in good faith'. This means that the parties are unable to report on matters until 'Agreement in Principle' is reached.

Under the Wages Policy, Agreement in Principle was to have been reached by the end of July to preserve 1 July as the operative date.

Although negotiations are progressing well, Agreement in Principle was not reached by the end of July, and the QPU requested an extension of negotiations until 31 August.

The Government agreed to this request, and also to preserve the operative date of 1 July.

When the parties have reached Agreement in Principle, this proposal will be presented to all members.

Our officials and QPU Industrial officers will tour the state to present the membership with the terms of the agreement.

After members have been advised of the proposed Agreement, all members will be given the opportunity to vote on the proposal. If the agreement is approved it will be registered in the Queensland Industrial Relations Commission and members will then be back paid the wage rise.

At the meetings to be held throughout Queensland, all questions will be addressed by the negotiation team and full explanations will be presented.

We will advise membership of the exact dates and locations of these meetings as soon as Agreement in Principle is reached.



Our two new Executive members: Andy Williams from South East Region and Shayne Treasure from Metro South Region.

**WELCOME AND THANK YOU AND FAREWELL**

We have recently welcomed two new QPU Executive members, Shayne Treasure (Metro South Region) and Andy Williams (South East Region).

We welcome Shayne and Andy, and know their commitment to providing great outcomes for members is first rate.

We also acknowledge the extensive contributions and service that Phil Notaro and Tony Collins have made over the years as the former QPU Reps for South East Region and Metro South respectively.

Being a Regional Rep can take a significant toll on your family, career, and time and we thank Phil and Tony, and their families, for their commitment over the years.

Shayne and Andy have hit the ground running, so you can expect to see them throughout the Metro South and South East Regions in the coming months. If you see them while they're on their rounds, please take the time to welcome your new Regional Reps.

**Ian LEAVERS**  
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If it happens, protect yourself and your family by immediately contacting the QPU office  
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They will steer you in the right direction.

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MARTY BRISTOW

### WHERE HAVE ALL THE FIRST RESPONSE POLICE GONE?

**For months now—no, make that years—there have been issues with the number of staff available to provide general duties and other first response policing in Cairns. As a Comco back in the early 2000s, having three crews per shift was pretty much the norm, with a few extra for covering Friday and Saturday nights. Move forward nearly 20 years, and that figure hasn't really changed.**

In late January this year, the QPU told *The Courier Mail* staffing was at critical levels and that 1,650 extra officers were needed immediately, because it was taking officers up to eight hours to attend jobs.

It was stated by General President Ian Leavers that, 'we need an increase of at least 100 police in each and every police region and command across the state to simply address the shortages, because at the end of the day the people who suffer are the community when police cannot respond to calls for service'.

The QPU noted that the following was urgently required:

- 1,650 police
- 200 cars
- 1,650 body worn cameras
- 6,000 QLITEs

How many police, and where?

- 100 in education and training
- 300 in state crime (150 for child protection)
- 150 for prosecutions, road policing, forensics
- 100 for organised crime
- 100 each: Cairns, Townsville, Mackay, Rockhampton, Bundaberg/ Maryborough, Sunshine Coast, Toowoomba/Ipswich, North Brisbane, South Brisbane, Brisbane-Gold Coast corridor, Gold Coast

Plus we were also calling for a minimum staffing model for every policing establishment and a review of staffing levels across all stations.

It appears to have fallen on deaf ears ...

#### CAIRNS

Being a copper in Cairns general duties and Cairns station was seen as being part of a large family where in the majority of cases all sections interacted like a well-oiled machine to apprehend offenders.

Maybe it had something to do with having one of the best cops Queensland has ever had to guide us all in the right direction: John (Bluey) O'Gorman.

A stubby club was held on pay Friday nights upstairs in the first floor meal room, where all who attended discussed and frequently solved local crimes.

Then there was also the great straight shooter Steve Webb, or Webby to his mates.

People would transfer to Brisbane, and on leaving would be told, 'you'll be back!' ... and they were, telling all that far north Queensland was the best place in the state to work.

Unfortunately, now many Cairns general duties and frontline officers cannot see any light at the end of the tunnel other than transferring to another section, station, or to the south east corner, with a resounding 'I'm never coming back!' on their way out the door.

What the hell happened in the past 15-20 years?

One of the big issues is the revolving door on the courts system, especially for juvenile property offenders.

Juvenile crime has increased phenomenally in the past 10-15 years in Cairns, to the point where Cairns CPIU are probably the most under the pump detectives in Queensland.

Then throw in the burden of a minute work space that is disintegrating around them, complete with mould and mites.

There used to be recognisable lulls in breaks and unlawful use of a motor vehicle offences, when XYZ and ABC were locked up, but not anymore, because they are released almost immediately.

A frequent story in the day room is along the lines of defendant %\$#@)&\*!!! being told for the fifth time by a different Magistrate: 'I'm giving

**"We can be trusted to carry a loaded gun, but not to fill out a form correctly."**

you bail/a non-custodial sentence, but this is your last chance ...'

Then there is the domestic violence roundabout to negotiate. Yes, the new PPN improved some areas, but now lower ranks will get loaded up, because you need the next rank up to sign correspondence off.

We can be trusted to carry a loaded gun, but not to fill out a form correctly, and in any case we all know that a piece of

paper will not stop a respondent who is full of rage and hell bent on retaliation.

### ROBBING PETER TO PAY PAUL

I am constantly advised that when a team *does* have a reasonable amount of staff to deal with the frequent high calls for service, they are pillaged to provide staff for other areas: prisoner guards at the hospital that can go on for days, crime scene guards, and prisoner escorts to Brisbane, Townsville, or up the Cape.

The Cairns watchhouse is constantly inundated with requests from the courts because court orderlies and staff have been threatened with contempt if the right person is not there immediately.

Call me old fashioned, or a dinosaur, but I cannot see how an informant or victim calling and reporting a crime such as a break and enter, and then having police attend days later, could possibly be an effective way to solve a crime.

Yes, we all like it because it frees us up for other jobs, but really, turning up 48 hours later to a potentially life imprisonment offence ...?

We have become purely reactive, and we provide a pretty average response to many of our calls for service.

The excuse provided to many members of the public that, 'we have had an extremely high amount of calls for service' just should not cut it.

If you ring from a work phone, leave a message or I won't know who is calling on a private line.

Alternatively, e-mail me at [mbristow@qpu.asn.au](mailto:mbristow@qpu.asn.au) (using my Union e-mail address as well as my QPS e-mail address means I will receive your e-mail on my phone, even when I am not at work).

## Marty BRISTOW

Regional Representative  
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**“More and more staff are turning up early for work and leaving late (and not being remunerated for it), just to try and keep that neverending load of correspondence at bay.”**

### PROACTIVE POLICING. WHERE HAS IT GONE?

Nearly 30 years ago as a first year Constable (insert sarcastic comment here about age, grey hair, creaky bones, etc), one of the tasks we were always advised to do was stop robs: chatting to console operators at service stations and late night convenience stores.

We were also encouraged to interact with the general public, be they youth, teenagers, or older persons.

Attending a break and enter job was not a five minute 'get-the-details' and move on; it was investigated by uniform, then passed to CIB or JAB (CPIU for all you young'uns).

Follow up was done in person and Scenes of Crime would attend while the first response crew waited with the victim or informant.

You may not have been a detective, but you were an investigator, as we all should be.

That's not a Police 'Service', that's a disappointment to many of the public, and to ourselves.

But I hear it is not just Cairns. It's everywhere. More and more accountability means more time off the road completing correspondence.

More and more staff are turning up early for work and leaving late (and not being remunerated for it), just to try and keep that never-ending load of correspondence at bay.

It's the vicious circle, that out-of-control roundabout that needs to be stopped so all those involved can get off, clear their heads, and ensure they have support for the mental anguish this job can cause, so we can all hook in and make Queensland a better place.

Remember to support each other, keep up the good work, and if you need me, I am available on 0438 767 839.





PETER THOMAS

## Welcome to the new financial year, where all we are hearing is doom and gloom for the police operating budget.

I am returning to the tried and tested Journal article version of 'The Good', 'The Bad', and 'The Downright Ugly'. I have attempted to maintain positive Journal articles over the past few editions, but sadly it has got to a point where the Bad and Downright Ugly are going to take up the bigger portions of this edition.

Firstly, I would like to take this opportunity to congratulate and welcome Andy Williams and Shayne Treasure, who were recently elected to the Executive.

**“Statistics can be manipulated, sanitised, and realigned to achieve the reporting outcome that shows crime trends decreasing, but the fact is that juvenile crime and violent crime is on the increase.”**

I would also like to acknowledge Phil Notaro and Tony Collins and thank them for their friendship, advice, and support during their terms on the Executive. Not too many people understand the hours and demands of this role, and I personally know the commitment and time that Tony and Phil provided to their members.

### THE GOOD

The new housing policy and the commitment of AC Taylor and AC Condon to have significant upgrades undertaken at residences and barracks accommodation is being met with great appreciation.

For many years there have been minimal upgrades or improvements to the Service accommodation and we could have developed an

encyclopaedia-sized catalogue of the dumps of the month.

The great news is that the number of dumps has reduced dramatically and plans for maintenance and upgrades will be ongoing.

If your accommodation requires maintenance and it has been overlooked for some time, please do not hesitate to contact me via phone or e-mail if you are in the Northern Region, or otherwise contact your local Regional Rep.

### MORE GOOD

The new discipline system is working extremely well in most instances, with many matters being dealt with in a timely manner at local level with sensible and reasonable Local Management Resolution (LMR) plans.

Unfortunately, I have to deal with PPMs outside of my Region who still consider themselves to be judge, jury, and executioner, and where in their opinion a minor error of judgement deserves public lashings.

The Good is that we have a highly skilled legal team working within our Union office and these few PPMs are being appropriately addressed, with sensible resolutions finally being developed.

### THE BAD

Where are our frontline police?

It is no secret that Townsville and Cairns are fighting a losing battle with juvenile crime. Statistics can be manipulated, sanitised, and realigned to achieve the reporting outcome that shows crime trends decreasing, but the fact is that juvenile crime and violent crime is on the increase.

The Government can make public claims that we are winning the war on crime but the community knows the facts.

On 3 July in the *Townsville Daily Bulletin*, senior police acknowledged that six cars stolen in a day in Townsville is not unusual.

This is now the new normal, where innocent members of the public are having their lives disrupted, and we have to openly accept it is not unusual: and it's an absolute disgrace that we are placed in this position.

On 26 October 2017, Premier Anastacia Palaszczuk announced that Townsville would be receiving an additional 53 police officers and committed three specialist domestic violence officers.

To date we have seen no additional officers posted to Townsville.

I was advised on 3 July that the forecast additional growth for the entire Queensland Police Service is 40. This is additional to attrition.

This led me to ask some questions about when the additional 53 officers would be arriving in Townsville.



Apparently there is terminology that is used within the Government where an announcement is just that: an announcement. If you are going to see any results from that announcement, the terminology changes to a commitment.

Apparently when a politician makes an announcement, it does not have to have any substance or truth to it.

All this time we have only ever had an announcement, and there has been no commitment to the additional 53 police officers for Townsville.

There is a commitment to the three additional DV specialists. These are a result of Dame Quentin Bryce's *Not Now, Not Ever* report into domestic and family violence that was delivered to the Premier on 28 February 2015.

The sad thing is that almost four years later we still have not seen those additional specialist DV officers, either.

#### THE DOWNRIGHT UGLY

With the lack of frontline officers and the philosophy of this Government to do more with less, we are seeing significant strains upon OICs to fill rosters. This was evidenced when on 10 June, Townsville's busiest 24 hour station closed its doors to fill an operational on-road crew.

To enable the official opening of the newly developed Bluewattle police facility, the roster will need to be filled. To fill the roster, at least six police officers will be transferred from Townsville police station, Townsville's second busiest station. This is nothing more than a game of smoke and mirrors, and the only losers here are the public.

The local politicians and this Government are treating the members of the community and our police with absolute contempt and disregard.

### **"On 10 June, Townsville's busiest 24 hour station closed its doors to fill an operational on-road crew."**

To maintain a frontline policing response, it has been suggested by a number of senior police that a review of the Rapid Action Patrol (RAP) model is undertaken, with those 40 officers returned to general duties policing.

Unfortunately, if the Government does not provide the additional officers as a matter of priority, this is a probability, and will be a direct result of the lack of policing resources: yet again, we have no additional officers and are just moving the pieces on the chess board.

With the massive workloads being carried by all officers and the additional demands placed upon our general duties officers, we are seeing an increase in officer stress and distress.

I urge each of you to look out for your brothers and sisters in blue. Don't be afraid to ask if they are okay, and to provide advice and support. Each of you do have the ability to do so, because you do it for members of the community every time you go to a job. If you are unsure what support is available, please do not hesitate to contact me.

Until next Journal, please take care of yourself and each other, take time out for some rest and relaxation, take the time to attend your next branch meeting, and remember: no Union rep = no interview.

#### **Peter THOMAS (Thommo)**

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**KEV GROTH**

## ELECTIONS

**The elections for Regional Rep positions in four Union regions are now over.**

I would like to congratulate Peter Thomas and Grant Wilcox for retaining their positions, and welcome Andy Williams and Shayne Treasure to the Executive.

In saying that, I must also say farewell to two colleagues, Phil Notaro and Tony Collins.

Both Phil and Tony have worked tirelessly for their members over a number of years on the Executive, and Andy and Shayne have big shoes to fill.

## TAC

Last month I touched on issues with Lateral Transfers, and the whole TAC process. It is getting beyond a joke.

Now correct me if I'm wrong, but I don't see the point of having a Lateral Transfer process when as a Sergeant you get approval to get out of our current location and there are vacancies in places you want to go, but the Service refuses to accept you and tells you to win a spot.

I do understand there are members in these locations who want to advance as well, but in a number of cases recently there have been multiple vacancies available.

Once upon a time there was an agreement that would see one spot advertised and won on merit, and the next taken from the TAC list.

As a result, rural and remote Queensland towns will suffer, with no police out there to look after their communities. I challenge incoming Commissioner Carroll to step up and fix this debacle before more damage is done and it's too late.

## INJURY MANAGEMENT

Another area of concern recently is Injury Management.

With the restructure years ago, Injury Management was taken away from the regions and centralised in Brisbane. What a complete disaster this has now become.

With continued budget cuts and reductions in staffing levels, the remaining Injury Management co-ordinators are overworked and simply cannot keep up with the workload they are facing. Some co-ordinators have in excess of 100 cases to manage.

How can this be effective, especially when they are sitting in an office in Brisbane, an entire world away from members in Cairns, Mt Isa, and Rockhampton? They simply cannot.

Our people are slipping through the cracks and without local contact, once again members have been reduced to numbers on a page.

A recent case is a member being injured while on duty and submitting notification on the same day. By the time the notification went through all the hoops to make it down to Brisbane, it was five days later.

**“Our people are slipping through the Injury Management cracks and without local contact, once again members have been reduced to numbers on a page.”**

We have members who have done the hard yards in remote and rural postings who want to move back to bigger regional towns. They receive TAC approval for a move but are waiting ridiculous amounts of time.

The Service needs to do something to fix this issue. I'm not talking just about members wanting to return to the southeast corner; I have recently had members who have been TAC approved out of remote areas wanting to transfer to places such as Mackay and Rockhampton, and who have been told to apply and win a spot on merit.

This seems to have flown out the window and the Service is leaving our members in rural and remote areas hanging out to dry.

At times this leaves them isolated from their families. This is simply not good enough.

The system is broken and something needs to be done urgently to fix it. If it continues down its current path, good luck to the Service getting anyone to apply for rural and remote positions, because everyone will know you will get no assistance in getting back once you have completed your tenure.

So, after five days nothing had made it to WorkCover and no claim had been lodged.

The member was advised to ring WorkCover directly to lodge their claim.

**“The Service is leaving our members in rural and remote areas hanging out to dry.”**

Once that was done, they were advised they would have to pay for treatment up front and then claim it back, if and when their claim had been processed and approved.

When the member questioned this with Injury Management, they were simply told this was the correct procedure.

This is a joke. Some procedures, such as MRIs, can be quite expensive.

Why should a member have to pay up front for a workplace injury?

Centralising areas such as Injury Management has not worked. When it was controlled by the Regions, the process worked more effectively.

It’s time to go back to having Injury Management co-ordinators back in the Regions they look after.

**Kev GROTH**  
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**COL MULLER**

**SOUTHERN REGION EVENTS**

The QPU, Our People Matter, and the Southern Region senior managers joined forces to roll out Black Dog breakfasts and other inclusive events across the Region over the past two months.

Some great presenters have shared their journeys and delivered an important message. We've had some great meals and times to reflect with our work friends.

**IPSWICH BLACK DOG EVENTS**

The Ipswich Black Dog breakfast at Brothers Leagues Club was a packed house, with presentations from Sean O'Gorman and Sasha Edwards.

We were treated to a great buffet breakfast with all the trimmings.

Many thanks to Superintendent Kath Innes and Inspector Keith McDonald for their support of this event.

The Goodna Black Dog breakfast was hosted at the Goodna RSL function room and the presenters were Lincoln McLeod and Andrew Bagley.



*Goodna Black Dog breakfast*



Again, we were all treated to a great buffet breakfast. Thanks to Andrew Ayres from Blue Hope for attending and sharing information as well.

Thanks Inspector Mel Adams for the MC duties and again to Ipswich senior management for your support for this event.

**SOUTH WEST DISTRICT BLACK DOG EVENTS**

We had great support from Superintendent Sawrey and the leadership team of the South West District for the roll out of Black Dog events.

**ROMA, CHARLEVILLE, AND CUNNAMULLA BLACK DOG EVENTS**

We were treated to a great homemade meal at the Roma RSL hall and presentations by Lincoln McLeod and HSO Rebecca Elliot.

The team then travelled onto Charleville where members were again treated to a great lunch and presentation, followed up with a catered dinner around wood fires to watch Queensland take home victory in the first State of Origin.

We then travelled onto Cunnamulla and staff were again treated to a great lunch and presentation.

**TOOWOOMBA BLACK DOG EVENT**

Thanks to management and special thanks to Senior Sergeant Jason Hopgood for his work with Black Dog in the Toowoomba District.



*Ipswich Black Dog breakfast*



In the below photo are Sergeant Steve Fowler, Police Link; Sergeant Steve Ryan, Milmerran; Sergeant Chris Guteridge; and Senior Sergeant John Corbett, recently retired Brief Checker, Pine Rivers District.

All four were cadets together in Squad 3c in 1978.



Roma, Charleville, and Cunnamulla Black Dog events



Toowoomba Black Dog Event

**OUT AND ABOUT**

I dropped in to visit the staff at Augathella, Mitchell, and some other interesting locations.



I also paid a visit to Eulo station and had a coffee with member and Union Rep Andrew White and neighbouring OIC from Thargomindah, Vaughan Collins.

**NAIDOC CELEBRATIONS AND FLAG RAISING CEREMONY IN IPSWICH**



**WARWICK BLACK DOG BREAKFASTS**

Warwick District hosted a Black Dog presentation by Rebecca Elliott followed by a great BBQ and bonding session with staff.



**DARREN 'BEEFA' LEES AWARD**

Congratulations to Sergeant Michael (Mick) Loveday of Toowoomba for his commitment and support to the QPU and me. Mick was rewarded at this year's Union Conference in Brisbane.

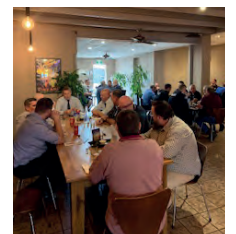


Mick was the recipient of the Darren 'Beefa' Lees Branch Official of the Year Award. Mick proudly accepted the award, which was well deserved.



**IPSWICH MEN'S HEALTH WEEK LUNCHEON**

I enjoyed a great luncheon at the Strand Hotel in Ipswich with some colleagues past and present for Men's Health Week.



Warwick Black Dog breakfasts

**FAREWELL**

Farewell to Sergeant Chris Guteridge, Reg No.3955. A send-off was held for Chris in Toowoomba.

**BRISBANE VALLEY TRAIL RIDE**

I enjoyed a leisurely 17.5 kilometre walk along the Brisbane Valley Rail Trail with a group of members, families, and horses.

We followed up with a great lunch at the Linville Hotel. It was a great walk and a great spot for lunch.



**PART TIME MEMBERS  
IMPORTANT INFORMATION**

Any member who works part time is entitled to a reduction in Union dues.

Members who are working part time must contact the QPU and make application to pay the part time rate.

Members are required to complete a form advising the QPU of their hours worked per fortnight and provide a letter or documentation from the QPS verifying the part time hours being worked.

**QPU MEMBERSHIP RULE 6.2.1**

The annual membership fee payable by part time police officers shall be 72 percent of the membership fee set out in 6.1.1

**QPU MEMBERSHIP RULE 6.2.3**

Part time membership fees for all members are only accessible where the part time duty is to be continuous for 12 weeks or more.

**QPU MEMBERSHIP RULE 6.2.4**

It shall be the responsibility of any member working part time to notify the QPU for the purpose of a reduction in dues and further that any member who fails to notify the QPU of such part time duties shall not be entitled to any reimbursements. The onus shall be upon any member returning to full time duties from part time duties to notify the QPU of such change.

Any member who fails to do so shall remain unfinancial until the outstanding dues are paid. Part time members have 60 days from the date of change to notify the QPU.

**TAC TRANSFERS**

During their service, many members have reason to apply for TAC transfers for a variety of reasons.

Obtaining an approval for a TAC transfer is by no way a guarantee of a transfer. The Service has a list of TAC-approved persons for each District.

The QPU assists members seeking TAC transfers. We have a representative who sits at the table when the TAC committee meets.

To maximise your opportunity to secure approval and ultimately a transfer to a suitable location, I recommend you make contact with your Regional Representative.

**MEDICAL CERTIFICATES**

If you find yourself questioned on a supplied medical certificate, please get in contact with me or the Industrial Team on 3259 1900.

**Col MULLER**  
Regional Representative  
Southern Region  
0407 177 207  
cmuller@qpu.asn.au

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CRITICAL INCIDENT AHEAD!**

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



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GRANT WILCOX

## ZERO, A BIG FAT ZERO

**We can't maintain minimum service delivery given the constraints of budget. But did you know the QPS returned money to the Government last year? A lot of money.**

At the recent QPU Conference, both sides of politics were aware the QPS returned a significant bucket of money from our budget back to Government.

We are often told to do more with less. Yep, that old chestnut again.

Neither Police Minister Mark Ryan nor the Shadow Police Minister Trevor Watts would accept or concede that the return of funds would be better served maintaining minimum staffing levels.

Neither would commit to an actual minimum service level being prudent, and really just avoided saying we'd have been better off using the money for a better policing response.

## “Did you know the QPS returned money to the Government last year?”

The QPS leaves members in vulnerable positions due to work arounds and a failure to recognise their responsibility to maintain appropriate service delivery models.

There is no impact upon a member of parliament if the Queensland public does not get an appropriate response to a call for service from the QPS.

The standard answer: the Commissioner has advised there are plenty of police to do the job, so you need to take it up with the

Commissioner regarding the failure to meet demand. 'Flick'.

Look at the Opposition's election propaganda for 2020: there's no plan for law and order.

There's slandering the failures of the current Government with the QPS on kids in watchhouses and any other point-scoring situation.

Murgon is always at breaking point as they fight to maintain service delivery, with the competing demands of a district watchhouse with no allocated staff.

When staff are needed they are redirected from the frontline.

Plus they are additionally sometimes covering up to three divisions without any staff.

I have no idea how this model fits with service delivery.

Robbing Peter to pay Paul is right up there with doing more with less. All you get is less.

No doubt the local community is asking what they need to do to have a local Police Service, and the only answer is ...'Did someone say KFC?'

Wake up! The police and the people of Queensland know why there are issues with service delivery; it's because politicians are making cheap points against each other on these very easily identified issues, and

## “Let's hope there is first some relief with extra police in those areas where task lists exceed the average across the state.”

providing no solutions for efficient and effective service delivery.

The LNP is promising 485 extra police and Labor is offering 535.

However, earlier this year the QPU, via General President Ian Leavers, identified the need for 1,650 extra police on top of the 11,800 alleged current police numbers (Feb 2015 capped figure).

I have previously identified the QPS's lack of growth and the failure to recognise proper policing numbers in growth areas.

The southern end of the Sunshine Coast is blossoming, with increases of 50,000 - 100,000 extra people.

The projected increase in police numbers to capture this additional service area is ...

... ZERO, a big fat zero. Well done those in charge: I'll bet you just said, 'Did someone say KFC?'

If it wasn't so bad, it would be funny.

Yes, burnout the limited number of police who are left doing much more with less.

I am not aware of any future proofing with regards to service delivery for the increases this will create. Again, well done those in charge.

The same is happening in the western corridor of Caboolture with an extra 200,000 residents and no projected increase in police numbers.

If I can see the future issues this will create, why can't the QPS and the Government? It's wilful blindness, I say.

I know I'm only identifying the north coast region, but this is happening state wide.

The allocation as to where the promised extra numbers will go is alleged to have already been sorted, so let's hope there is first some relief in those areas where task lists exceed the average across the state.

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

**Grant WILCOX**  
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North Coast Region  
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gwilcox@qpu.asn.au



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

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



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SHANE PRIOR

## OUR PEOPLE MATTER – TIME TO PUT UP

**The Our People Matter strategy is a policy aimed at promoting generational change of the Queensland Police Service through an organisational strategy aimed at promoting health, safety, and wellbeing of police employees and their families.**

The implementation of this generational policy has four main priority areas which include healthy bodies, healthy minds, safer workplaces, and fair and positive workplaces.

You would expect that the implementation of such a policy would be coupled with an extraordinary contribution in allocated funding and staff to ensure success is realised, however, unfortunately, you would be bitterly disappointed.

As outlined in the 'Our People Matter Strategy Funding Expenditure Guidelines' (2019), the QPS has allocated \$200,000 that is to be shared among Districts and Commands to fund 'local level' initiatives.

**“A minuscule Our People Matter investment has been budgeted, designed only for ‘local activities’, with no consideration given to what is actually required in the back room to ensure the success of the program.”**

This does not include any extra funding allocation to staffing of the appropriate area charged with the implementation of the policy, even when it would be reasonable to expect that that would be an intended consequence of the policy rollout, in particular with mental health intervention and officers now feeling they can come forward.

In a nutshell, a minuscule investment designed only for 'local activities' has

been budgeted, with no consideration given to what is actually required in the back room to ensure the success of the program.

I will let you digest that figure while I speak of other jurisdictions from around the country and their commitment to their staff in this space.

The Victorian Government has invested \$2 million over the past two years for mental health education for Victorian police officers, with a commitment of a further \$6 million over the next three years for an expansion of injury management services, counselling, and other support services.

New South Wales has been leading the pack since 2014, when \$15 million additional funding was provided to the New South Wales Safety and Welfare Branch.

On 16 November 2014, then NSW Police Minister Stuart Ayres stated, *'The welfare of police officers remains one of my highest priorities. I am committed to working with the NSW Police Force to improve police officer welfare and note the NSW Government*

*has invested \$15 million in welfare focused programs'*. New South Wales now has 79 activities and initiatives in place to promote wellbeing

**“The police promotional system is viewed as antiquated, slow, overly bureaucratic, completely subjective, and not fit-for-purpose.”**

and prevent injury, improve injury management, and rehabilitate and redeploy injured officers. In 2016, the NSW Government provided a further \$17.1 million to support police safety and wellbeing, bringing the entire commitment to over \$30 million in additional funding.

In February last year I attended the launch of the Our People Matter strategy alongside the entire Queensland Police Union Executive, where then Queensland Police Commissioner Ian Stuart pledged that this initiative would be fully funded. If \$200,000 is fully funded, then frankly I am embarrassed.

With all the fanfare and platitudes, the Service really has fallen short with this. It is time that the Service puts their money where their mouth is and allocates the appropriate funding, as other states have clearly done. It's an investment that is needed to ensure this strategy's success.

### WELCOME COMMISSIONER CARROLL

Congratulations and a very warm welcome back to the Queensland Police Service, Commissioner Carroll.

In the short time since taking up the position, your inclusive and transparent approach have members excited and talking about what the future of the organisation will look like.

I have previously said that the QPS hierarchy would do well to exemplify greater humility, champion service, uphold fairness, and encourage an organisational culture that is less fixated on 'self' and more on 'them'.

Perhaps with a renewed leadership and direction, the membership will feel encouraged that they will now be heard.

Late last year I concluded a series of Journal articles (July, August, September, October) that outlined

three areas of real concern to the working men and women of the QPS that I plan to focus on in my tenure as the Executive member of Headquarters & Support Region: inclusion and diversity, promotion, and opportunity.

I have found these areas to be the greatest concern to our members and the areas that cause the greatest division.

I am encouraged that among other issues, you have already flagged your interest in improving the promotion system.

The police promotional system is viewed as antiquated, slow, overly bureaucratic, completely subjective, and not fit-for-purpose, and I applaud your attention in this space.

The Queensland Police Union and I stand ready to participate in open and

constructive dialogue with you and the QPS, to work collaboratively and offer any necessary support to assist our members.

### Shane PRIOR

Regional Representative  
HQ & Support Region  
QPU Vice President  
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sprior@qpu.asn.au

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## SHAYNE TREASURE

**I'll start my first article by paying tribute to the hard work conducted by the outgoing Executive member Tony Collins who has laid a solid foundation of Union activity and professionalism in the Metropolitan South Region.**

Tony's efforts and dedication have made my job easier and show a good example of what the Union can achieve at Regional level.

As I take over the reins from Tony, the first thing I intend to do is liaise with local delegates and management teams, and also get an insight into the specialist areas regarding future representation on committees for use of force, dog bites, and alike.

It's my intention that in this Region local delegates and I will review the following issues in our workplaces so as to create a Regional industrial environmental scan in the following areas: safe plant and equipment, safe systems of work, and staffing levels.

This should eventually give us a concise picture and the ability to articulate to management, via our QPU content experts, the areas of risk and concern to our members that we will either rectify together, or point to as being clearly noted for rectification if later incidents arise from the identified issue.

I have so far met briefly with the Chief Superintendent South Brisbane District and have discussed some issues and intend to do the same with senior commissioned officers from Operations Support and People Capability Command.

I recognise from the outset we may not always be in agreeance, but look forward to developing a robust working relationship to the benefit of staff in these areas.

### OUR PEOPLE MATTER

We are all familiar with the pub test touted all too frequently by the powers that be in regard to perceptions of police. I would humbly submit that an 'Our People Matter test' should be applied when policies and procedures are implemented.

For instance, a broad memorandum on the subject of special duties and sick leave was interpreted in a draconian black letter way in some locations across the Region, resulting in specials bans without individual consultation and included withdrawing specials.

**"I am an advocate for the Our People Matter policy and believe the intent is genuine: to have a consultative relationship between the QPS and its employees rather than the paternalism of the past. But like any good relationship, trust is required."**

Notably, a single parent officer lost planned specials for taking SRL to look after sick children. In another instance, some very compelling compassionate grounds against a transfer do not appear to have been taken into consideration before a decision was made against the officer.

The QPU acted upon this and to the credit of local management, the matter was rapidly rectified as to the interpretation of the document, and the transfer overturned.

The issue at hand is the consideration of what is the knock-on effect of a policy upon the troops on the ground,

and how will this be interpreted as it filters downwards via the levels of management until it hits the coalface.

I am an advocate for the Our People Matter policy and believe the intent is genuine: to have a consultative relationship between the QPS and its employees rather than the paternalism of the past.

But like any good relationship, trust is required. Poor policy implementation damages trust and tarnishes the credibility of the good intentions behind this cultural change.

Our People Matter should always be an all-inclusive concept and never be something you should read a PDS for, to see if it applies to you.

An experienced non commissioned officer said to me, 'What really matters to the troops is good rostering, decent equipment, and sufficient staff to do the job'. If that is granted, all else follows.

Some of these things are out of our hands at a Regional level, but for starters, I hold the belief that wherever possibly viable, work units should be on nine and 10 hour shifts to improve work/life balance for our people.

I intend to undertake conversations with our management teams on this subject.

There is a lot of trial data out there to rely on and I see no reason why we should not work together to expedite suitable rostering practices.

### **BUDGET BLUES**

More with less? This is a public service bean counter mantra I despise with the contempt it deserves. The reality for South Brisbane District is to do more with even less than the less you had before.

How about Regional parity of resources? If we are truly one Region I would ask that the family budget be divided appropriately based upon calls for service, violent offence rates, and vehicle and training resources to staff ratios that are equitable.

On the face of it, who has what between the Districts appears quite disproportionate.

If things are going to be as dire as we are told, serious discussions need to be undertaken so we don't burn out frontline staff and so that we are in a position to respond to calls for service and meet public expectations.

## **“The resource intensive aspect of being quasi subcontractors in the areas of child safety and mental health needs a serious and urgent look.”**

At a state level, we need to recognise that in urban areas we can no longer be all things to all people, and that if we are stuck with primary enforcement, we need ownership of the legislation we try to work with.

Why is it that with thousands of public servants in the Region we are still pouring resources into issues that we have no ability to deal with the causation of, or effectively treat in the long term.

Mental health, child safety, and family breakdowns are the big ticket issues for repeat calls for service.

The resource intensive aspect of being quasi subcontractors in the areas of child safety and mental health needs a serious and urgent look.

It's a constant source of frustration for frontline police and despite continually raising it, not much has changed.

You only have to read my predecessor's articles year after year in this publication to see that. Co response with mental health is a start, but do we need to consider embedding?

Will we see less PSRT, Dog Squad officers, and POLAIR resources supporting the frontline? I hope not.

### **THE PRIDE OF THE FLEET**

Smaller sedans could be a sleeping dragon of potential back problems and other issues if what I hear turns out to be true.

I have great difficulty getting a comfortable ride in the vehicles that have replaced our larger sedans of days past, and I'm sure other taller and broader officers will be similarly impacted.

I will be keenly following the Fleet Review process because these cars will be your office of the future as more and more technological advances negate the need for going off station as often as we used to.

The eventual outcome of this process will dictate how comfortable the majority of your shift will be, and the all-round viability of vehicles selected for a policing role.

### **METRO SOUTH UNION WISHLIST (THE BEGINNING)**

- Regional parity for staff, vehicles, and training
- Growth of staff and resources in line with population growth
- Moving our first class people out of the third class facilities at the Academy
- Fulltime POLAIR coverage
- A return of Central Panels and a de-identified application process for true meritorious selections

## **Shayne (Treash) TREASURE**

Regional Representative  
Metropolitan South Region  
0447 569 483  
streasure@qpu.asn.au





**ANDY WILLIAMS**

## THANKS

**I feel privileged to have been selected to take on the role as your new Executive member.**

I thank everyone who voted for me, and I will work hard to win the support of those who didn't. I thank Nick Sellars and I am very happy he has decided to continue his role as a strong advocate for members on the northern Gold Coast.

I also thank Phil Notaro for his four years of dedication to the role. Phil has decided not to seek office as a branch official and I'm sure I speak for you all when I wish him well in his last year before a well-deserved retirement.

I am available 24/7 on **0404 460 773** or on **awilliams@qpu.asn.au**. I am here to assist you: if something is an issue to you, it is important to me.

## CRITICAL INCIDENT

I attended the officer-involved shooting at Molendinar. The matter is still under investigation, so it would be remiss of me to comment further on the actual incident.

**“A PSO buddy is a trained PSO who deploys and provides exclusive support to an officer during and beyond a critical incident. Each officer has their own PSO to help them through the process.”**

However, both officers involved received great support from the Union's Critical Incident Team and the PSO buddies who attended.

For those who don't know, a PSO buddy is a trained PSO who deploys and provides exclusive support to an

officer during and beyond a critical incident.

Each officer has their own PSO to help them through the process. This level of support is a new commitment by the Assistant Commissioner to assist in the member's recovery.

During this critical incident, both officers had body worn cameras operating.

I know officers of my service have had some adjustment to using body worn cameras, but in incidents like this, having the footage readily available to review makes the difference between a long and drawn out investigation and a relatively quick one.

## NEW POLICE STATIONS

I attended the announcement of the new Pimpama police station with Ian Leavers.

I thank the Police Minister Mark Ryan for listening to our Union's pleas that the Coomera Division was too large and needed to be split.

Pimpama is some way down the track, not coming online until 2022, but it provides comfort to our members at

Coomera that there is a light at the end of the tunnel.

It also goes a long way to repair the damage done when the Coomera District was abolished.

The day prior to the Pimpama announcement, the Minister also announced that a new police station will be built in Beaudesert to replace the current station which is far too small for the needs of the community.

The station will accommodate 55 staff and will provide a modern, future-proof facility to meet policing needs as the population of Beaudesert grows.

As a part of this announcement, the Minister announced 20 staff for Gold Coast and 10 for Logan in this financial year.

I had previously negotiated with Assistant Commissioner Wilkins that Coomera be allowed 14 2-in-1 positions, to allow an increase in staff, pending the arrival of this growth.

I thank the Assistant Commissioner for this agreement. The 14 staff will alleviate the 2-in-1s and make the actual strength of Coomera 75.

FYCs will continue to be excluded from this strength at Coomera. The remaining six spots will go to Nerang.

Of the 10 spots for Logan, six will replace the positions borrowed for Yarrabilba, with the other four still to be allocated.

**WELCOME TO  
COMMISSIONER CARROLL**

I add my voice to the chorus who welcome the new Commissioner back to the QPS.

**“The Minister announced 20 staff for Gold Coast and 10 for Logan in this financial year.”**

She has a lot of work to do to repair the goodwill of members that has been eroded over the years, and it won't happen overnight.

I hope we can return to the old days when the Commissioner did little things like calling officers who had been injured in the line of duty, or who were doing it tough.

It is amazing how such a little gesture can lift morale of the members, and even more so if the member receiving the call thinks it is a practical joke!

Remember, I am only a call away.

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



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need protecting...**

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**KERRIE HAINES**

### ON A POSITIVE NOTE

**I am encouraged by the appointment of Commissioner Katarina Carroll and the commitment from the ELT to work at assisting operational police by listening, communicating, and consulting with them with the aim of simplifying and streamlining a number of processes, reducing 'red tape', and effectively managing time and resources.**

#### TAC

Many of my members are finding the Transfer Advisory Committee (TAC) process confusing, and they feel it lacks fairness and consistency.

In the Summer Edition of the Journal, Shane Prior from Headquarters & Support Region wrote at length in relation to issues with the current lateral transfer process. I agree with the points and sentiments expressed by Shane.

Operational Factors to be supported by the TAC.

The QPU has a representative on TAC who will advocate for you if they are aware of your situation.

If you are in any doubt or do not understand the Operational Factors as they are outlined in the EB, please make contact with me or the QPU Industrial Section *before* you submit your TAC application.

Constables, supporting them through grievance interviews, and discussing these matters with the QPU Industrial Team, as well as stepping them through the restrictions when it comes to challenging decisions in the Queensland Industrial Relations Commission (QIRC).

The process takes time and members have formed group chats on social media platforms to vent their frustration. Sometimes negative conversations are encouraged, and at times these conversations are based on rumours rather than facts.

What is also concerning is that the QPS does not brief the respective OICs on their respective members going through this process.

The QPU Industrial Team has previously challenged some of these allocations in the QIRC, however under the current system, the QPS's position has been upheld.

The QPS maintains it is very clear: all recruits sign a contract of employment when they commence at the Academy agreeing they may be sent anywhere in the state of Queensland.

The system is clearly flawed. The QPS must know where they will have vacancies and use First Year Constables (FYCs) accordingly.

Presently, FYCs are more often than not stationed near their home base, only to come to the end of their first

**“The Queensland Police Certified Agreement allows for transfers at level, dependant on ‘Operational Factors’. If you do not understand the Operational Factors as they are outlined in the EB, please make contact.”**

Time and time again I have had members come to me disheartened and confused by the lateral transfer or TAC system.

Unfortunately, more often than not it is due to management providing guarantees or reassurances they are not authorised or able to make.

The preferred method for filling vacancies is the merit based process, however for those members with exceptional or accepted circumstances, the Queensland Police Certified Agreement (EB) allows for transfers at level.

These circumstances are captured in 17 ‘Operational Factors’, and a member must satisfy one of these

#### SECOND YEAR ALLOCATIONS

I would like to acknowledge the work and commitment of the QPU Industrial Team who have helped members going through the grievance process associated with allocations.

Since October last year we have seen a massive shift in the number of members who have been aggrieved with their permanent or second year allocations.

Since then, four separate Intakes have been allocated their permanent stations, and up to 20% of these members have lodged formal grievances with the QPS.

I have lost track of the hours I have spent meeting with second year

year and be told they are being sent away.

The QPS must change the way things are being done; what has worked for 150 years is obviously no longer effective.

The QPS promotes the fact that it is recruiting older applicants, from a variety of backgrounds and with various experience, who are often settled with working partners, children at school, and property investments.

In other cases, living 12 months in one location is enough time for members to form relationships, invest in property, and make significant changes to their lives following recruitment.

Although changes in circumstances are considered, if the QPS does not deem them extenuating or compelling, the reality is that at the end of their probation they can be deployed to a remote location as per the contract signed.

The QPU has addressed these issues with the QPS ELT and have finally entered into some productive dialogue in an attempt to improve the recruitment and allocation of second year Constables.

Let's hope this dialogue continues to move forward and a reasonable outcome is achieved.

Common sense would suggest that one way to proceed could be that at the time of recruitment, the applicant signs a contract whereby they agree to be deployed to a specific District or Region upon successful completion of the recruit phase at the Academy.

**“The QPS maintains it is very clear: all recruits sign a contract of employment when they commence at the Academy agreeing they may be sent anywhere in the state of Queensland.”**

The member would then complete their first year in a major centre or District hub (such as Rockhampton, Bundaberg, or Mt Isa) and then be deployed to a remote or other location within that District or Region.

If the QPS requires more staff in the north and far north, why are they not increasing the number of recruits that go through the Townsville Academy?

Surely this is not a cost effective way of doing business.

A common sense approach is needed by the QPS to address this problem.

**CONGRATS**

Finally, on a positive note, I would like to congratulate Jeannie Murray from Inner West CPIU on her promotion to Senior Sergeant and appointment as Officer in Charge of Ferny Grove station.

**Kerrie HAINES**  
Metro North Region  
0401 396 053  
khaines@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.



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**Safety & Wellbeing**



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Workplace Health and Safety Representative

Name

Phone number



# QUEENSLAND POLICE UNION

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FULL NAME: .....

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POSTCODE: .....

PHONE NUMBERS: [H] ..... [MB] .....

[W] ..... [F] .....

WORK EMAIL: .....

HOME EMAIL: .....

RANK: .....

STATION: .....

STATION ADDRESS: .....

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# QUEENSLAND POLICE LEGACY

*in our care*

## QUEENSLAND POLICE LEGACY SCHEME

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Fax: (07) 3236 4219  
Email: [qplegacy@bigpond.com](mailto:qplegacy@bigpond.com)

## AUTHORITY TO DEDUCT

Manager  
Payroll and Establishment Services

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**

# QPU Conference 2019

**Once again this year, the Queensland Police Union Annual Conference was held at the Hotel Grand Chancellor in Brisbane. On 30 and 31 May, Union delegates from across Queensland gathered in Spring Hill to discuss, debate, and vote on Union rules and issues put forward by branch members during the preceding 12 months.**

**Legal** and industrial panels were convened to further initiate discussion, share information, and answer questions relating to pertinent Union issues.

Conference also provides an opportunity to honour members for their service to the Union and its members.

This year, Mick Loveday was named the Darren 'Beefa' Lees Branch Official of the Year; he was presented with his award by last year's recipient, Jason Goodwin. Andrew Bailey was also presented with a Certificate of Meritous Service as a Branch Official.

Following these two awards, General President Ian Leavers was awarded Life Membership of the Union for his outstanding commitment to members. He accepted his award after rousing applause from Conference delegates and a heartfelt speech from his son Jack.

A number of guests attended Conference this year either to present to delegates or to rub shoulders in a more informal way.

The outgoing and incoming QPS Commissioners, Ian Stewart and Katarina Carroll, were both in



attendance. Police Minister Mark Ryan and Shadow Minister for Police Trevor Watts both addressed delegates.

Chair of the Crime and Corruption Commission Alan MacSporran also presented, and the Leader of the

**“Mick Loveday was named the Darren ‘Beefa’ Lees Branch Official of the Year, and Andrew Bailey received a Certificate of Meritous Service as a Branch Official.”**

LNP, Deb Frecklington, attended a Conference dinner alongside colleagues Marty Hunt and Dan Purdie.

## **POLICE MINISTER MARK RYAN**

The Minister of Police Mark Ryan addressed Conference and spoke on various subjects:

- Howard Police station just opened a much larger facility to support not only general duties work but also Road Policing Command, working alongside QFES. It is a good example of Government agencies working together and of business units within the QPS working together as well.
- This is my opportunity to express my thanks to you, not only as police officers but also as members of your great Union.



- We get great outcomes in Queensland, particularly when it comes to policing services, when we work together.
- As representatives of your Union and of your colleagues, and for you to have the willingness to come to Conference and engage in proceedings, says a lot about your character, and I am personally very grateful for your willingness to make those representations on behalf of your colleagues.
- There are a few things I am passionate about in the Police Service – I am making sure I fight very hard to support you and your colleagues, which includes fighting for bigger budgets, for more resources, and for more police numbers.
- At the last election we made a number of commitments around additional growth numbers which are being rolled out within the time we committed to.
- There are extra resources for QLITES, which have been delivered, and there will be continued growth as the number of police increase. All up there will be a fleet of about 7,200 QLITES.
- That leads to a particular point raised by a Union representative in one of the stations I was visiting a few years ago, just after the DV legislation changed and brought

into play the Police Protection Notices (PPNs). There was a lot of comment about the amount of paperwork involved in preparing these notices.

- I advocated the Commissioner and others for putting the PPNs

**“There are extra resources for QLITES, which have been delivered, and there will be continued growth as the number of police increase. All up there will be a fleet of about 7,200 QLITES.”**

onto the QLITES to reduce the amount of paperwork and time but to also support future opportunities around electronic service of documents. That will ensure we are not only generating

efficiencies in use of time but also accuracy around the service of those documents and making sure you are back out on the road as quick as you can be. I was informed last week that the PPNs are now on the QLITES.

- We are also seeing investment in world-class facilities for the QPS. The counter-terrorism centre is well underway. We are naming that centre after former Commissioner Bob Atkinson in recognition of his service and also for his investment in those specialist services during his time as Commissioner.
- In addition to the new facilities already opened in the last year, there are a few more underway and we are going to see Arundel and Caboolture completed in the next few months.

- This builds on Howard, Kilcoy, Bowen, and Gordonvale, and also facilities in Toowoomba (Highfield and New Town), which will be completed hopefully in the next 12 months.





- There are also some other challenges including issues around Cairns police station, and I have asked the Service to look very closely at this.
- There are longer term plans underway and Queensland Treasury Corporation are currently undertaking a review of the options around additional facilities.
- There is also continued investment in technology, for example the work undertaken by PSRT around drones, and looking at other opportunities of using drones to provide additional operational capabilities.
- The most important thing is the people who make up your great organisation. The investment in people is important, to make sure they are not only doing the best job they can do but also that they continue to be supported so they can remain the best people they can be.
- The critical thing that I often speak about with the Commissioner and my colleagues in Government is how can we better support you and your colleagues in other emergency services. We made an election commitment to look closer at the supports for PTSD for officers and also wellbeing for officers. That is a commitment that is being undertaken by the

Minister for Industrial Relations and both the QPU and the QPS are engaged in that process. I hope that Queensland can lead the way when it comes to supporting police and emergency service workers when it comes to wellbeing. It is one of my commitments to continue to fight on for you.

- A number of you would have seen the Four Corners story on kids in watchhouses. There were a number of examples where I was incredibly proud to be your Minister. The conduct of our officers in that program was exemplary; it showed

professionalism and compassion on the part of your colleagues and also a commitment and dedication to service and duty. I will always defend the conduct of officers when you are exhibiting professionalism and a dedication to service while undertaking your roles.

- Thank you for what you have done over the past 12 months and for the service you provide not only as Queensland police officers but also as members of your Union.
- I am very grateful for the role that you undertake, and for your service to the people of Queensland.



## SHADOW MINISTER FOR POLICE TREVOR WATTS

The Shadow Minister for Police Trevor Watts addressed Conference and spoke on various subjects:

- Ultimately, a safe and well-kept community, from a government's point of view, has to be the number one priority. That is the starting point I come from and the key for me is to make sure you have the best equipment and the best training that is available.
- There is no doubt that at the moment the Service is under



**“Ultimately, a safe and well-kept community has to be the number one priority, but there is no doubt that at the moment the Service is under stress.”**

stress. Last year, the budget was cut by \$44.6 million. The other issue is that in 2015 the number of Service personnel was 245 per 100,000, and it is now down to 242.

- Our commitment is to make sure you have the technology and training that you need, but also the resources you need, including station upgrades and vehicles that are fit for purpose.
- The LNP will prioritise that budget. As a percentage of the

Queensland budget, from what we were spending to what is now being spent is only very small, but it is \$137 million per year. I am not saying it has not gone to other important Departments, but less of the budget is being spent on the Service than before.

- Regarding serious assaults on police officers - at the last election we took a mandatory sentencing policy. We have not announced that as a policy going forward but

I am working very hard on that and I am very passionate about it. When we were in Government last time I was on the committee that brought it in and we changed the penalty for serious assault on a police officer from 7 to 14 years.

- I recently put the *Weapons Licencing and Firearm Offences Bill* to Parliament. I recommend members read it and go through the Union if you have any suggestions that will then go through the committee process and be put in as an amendment. If it succeeds, the Commissioner will have the discretionary power to put a Firearm Prohibition Order on anyone who is seen as a member of a criminal gang, a terrorist organisation, or has a violent record, without a warrant search being conducted.
- Drive by shootings will attract 16 years and you do not have to prove that they were trying to kill anybody, just that they fired the gun out of a car at a house or a vehicle.
- If a weapon is used while trying to resist arrest, a 25 year maximum penalty of imprisonment will immediately be incurred instead of the prosecution trying to prove intent.
- Watchhouses - we will not be going soft on juveniles, but the





**COMMISSIONER IAN STEWART**

The Commissioner of Police addressed Conference and spoke on various subjects:

- Appreciative of the offer to address your Conference and have a chat with you on what is probably my last occasion. It is an honour to be asked each year to come and talk at your Conference - there are things that need to be said and sometimes I will talk about things that you do not want to hear about.
- Thank you for what you do with your passion for advocating for members. It is a positive thing for you and for the organisation.
- My comments about the 60-year age cap still reverberate - putting our heads in the sand and not dealing with that issue is not the way to go. Having a sensible and logical discussion about it for the future is very important and to lock in the benefits that have been hard won for so many years and enjoyed by all of us. It will not be that long before people in our organisation will not be able to access a pension until 67 years of age. I am 65 and about to retire but I have been lucky and have my health and have been able to perform to the level required for the job. You are all going to be there one day and it is too late to think about it when you get to 59



appropriate place for juveniles on remand is a juvenile detention centre where they can get the services and support they need.

- Seventy-two hours is the maximum time a juvenile should be in a watchhouse. We introduced that to Parliament but it was voted down.
- Bikie legislation - in 2015 a lot of the legislation was wound back which lead to over 1,000 consorting orders having to be re-issued. We would move immediately to re-empower some of the legislation around that.
- Crime Drivers Report of 2018 - the number of youth offenders in gross numbers has reduced while the number of offences has increased, and the average number of offences that an offender is committing is increasing. This is a result of removing the breach of bail condition that if you commit an offence while on bail you are automatically locked up (which meant that you could only commit two offences). The average number of offences committed is now 6.9 per offender and we would look to reintroducing the breach of bail law. It will be an expensive operation but it has to be done because it is not fair on police.

- Child sex offenders – we worked very hard on the ‘no body, no parole’ legislation and introduced offences relating to predatory driving and menacing driving.
- Increased the penalty for murdering a police officer from 20 to 25 years.
- Introduced a minimum fine of two year driver’s licence disqualification for evading police.
- Introduced mandatory sentencing for repeat child sex offenders.
- Introduced laws requiring drug traffickers to serve a mandatory minimum of 80% of their sentence.
- Body armour - it is not acceptable to reduce the supply of body armour.
- Legislation – we will always listen to suggestions from the Union and its members that would make the job administratively easier or safer.



and a half. I urge you to have a conversation about that.

- The role that I played over the last few years is a privilege and I have always treated it like that, it is not an entitlement and you have to work hard at it every day. I have tried to do that for the best intent of the organisation.
- Since 2012, when I was put into the job until now, probably the major thing that has happened is that we have had significant structural change - not just once but a few times. To most of the team the restructure was the



**“The two things that will be the next big game changers for policing are automation - and that includes autonomous vehicles and drones - and biometrics and the use of facial and other types of biometric recognition.”**

fundamental thing but behind the scenes we have had PSBA become a reality and we have had to work with that structure. Not only that, PSBA was then reviewed three years in and again restructured slightly.

- We also have the centralised functions and again there will be people with different views about how that works.
- There is a review, certainly of the Northern part, and the report will come out next month. The Union were very much a part of

that review and for that I am very grateful.

- We fundamentally had very little change in our organisation in terms of structure and governance models for 20-odd years and that was post-Fitzgerald until 2012. In the same time, the Health Department restructured four times and they have restructured again since then. The point is that the future will be about greater change and the rapidity of change and there are reasons for that. The main reason for our change

was that the structure that was set up post-Fitzgerald was built around expanded control and the technologies we had in the early 1990s.

- Technology is far different from that now as you all know. We have instantaneous communication and that enables so many different ways of thinking about our job. Into the future, one of the most important things is for you as advocates for your teams in those places to bring issues forward around how technology can even more enable our people to do their job.
- Technology is not an answer in itself - it is an enabler of what our people do every single day. Technology is also a way of making the job safer for our people. The two things that will be the next big game changers for policing are automation - and that includes autonomous vehicles and drones - and biometrics and the use of facial and other types of biometric recognition. It is certainly starting to have bite in the security industries - one large stadium is looking at paperless tickets, for example, and your entry will be your face. Think about that in the policing environment where as you pull up to a job, you will be able to identify who that person is



standing outside that house or that shop, through biometrics from cameras that are mounted on our vehicles and giving a digital readout of who they are.

- We are almost there now with the QLiTES. It is not about seeking mundane details of a person but about, 'Has this person got a flag?' It is about being able to rethink how we do our job, how we prevent crime from happening in the first place, and for example how we can make it a lot easier for our people in terms of bail checks, etc.
- PSBA - we lost a total of about 1,400 people when PSBA was conceived. If you split PSBA up tomorrow, back to the furies and us, there would not be enough people to do the job. The economies of scale are not there yet. There is some concern around

that and about how that might play out in the future so that we get a better service for our people. The PSBA has two clients - one is the furies and one is you.

- I am very proud of this - outside the Union, at last count we had four CEOs of public sector agencies who are former police officers, and there is a myriad of your colleagues who now work in other Government agencies or in the private sector. They have been chosen because of their skill set, their experience, their excellence, and it is something that we should all be proud of.
- The policing machine is actually a leadership factory. We create leaders and the reason we do that is for when the recruits walk out of the Academy on their very first shift, because the public do not know they are brand new police

officers. All they want is that police officer to lead them out of the problem they are in.

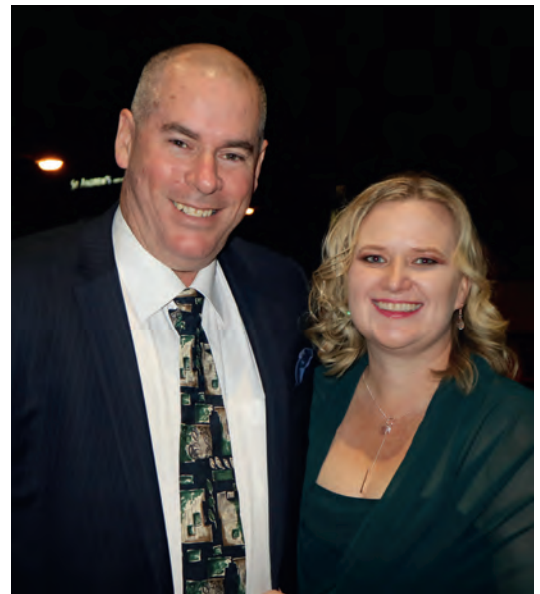
- That leadership development goes through your career at various stages. I could not be more proud that we are now seeing a community that accepts that people who go through this organisation have those abilities at all different levels.
- I hope all of you take some pride in that because one of the other truisms of the last few years in particular is this understanding that none of us get things done by ourselves, whether it is the Our People Matter strategy where the partnership is all of us, or whether it is some of the complex issues that we deal with on a daily basis out in the field.
- I spoke of the over-representation of indigenous youth in the justice





system - no one agency can fix that. It has to be an integrated response right across Government and outside Government - it has got to have the community involved. Working together is part of that future and in this context, it is about the Union and the department working together to get good outcomes.

- That is where your advocacy comes in, but more importantly where you see that translate into whole-of-government discussions, where the Government is driving parties to more integrated response and service delivery models - it is a critical future for all of us.
- If we stay in our silos we will never achieve the big picture outcomes that the community both needs and deserves. Where it behoves all of us is to think about how we work together better.
- Some really good examples of that integrated service delivery - Townsville Task Force, and Cairns, and other areas where we are working closely with other agencies to deliver good services that actually make a difference.
- The relationship between the Union and the Service is very strong. There are very few things we actually disagree on. We may have different priorities and different views about issues, but in the big scheme of things it is all about better policing, and safer policing.
- Please do not stop doing what you are doing - the relationship between the Union and the Service is bound in tradition. A great example of what we can achieve when we get together is the new Police Memorial.
- I will be eternally grateful to everyone who was on that committee who ultimately secured a place for us where our Memorial will not be threatened.





**CHAIR OF THE CRIME AND CORRUPTION COMMISSION ALAN MACSPORRAN**

The Chair of the Crime and Corruption Commission Alan MacSporrán addressed Conference and spoke on various subjects:

- Reform of the disciplinary system - early signs are that it is going very well.
- CCC 'roadshow' around the state to promote knowledge of what we do and what we can do for you. For example, understanding how our coercive hearing powers can assist you in investigations that have gone cold. In each area we made presentations to the commissioned officers and to a group of NCOs. A proposal to be taken up with the new Commissioner is to run these again across the state at the next level down - an audience of Constables and Senior Constables in the presence of both NCOs and commissioned officers so they can understand the same message about ethics and culture.
- The oversight of the QPS that the CCC carries out is only one part of our oversight function. For example, in the last financial year, 38 people were charged after we conducted corruption investigations, of which only five were police officers. Although we consider it a very important part of our role, you are by no means the major part of our jurisdiction and nor should you be.
- Formalising the rotation system for police who come to the CCC for three to five years so that no-one is disadvantaged by that process.
- This is the 30<sup>th</sup> anniversary of the delivery of the Fitzgerald Report to the government and one of the reasons we regard it as an important occasion is because it highlights how far the QPS has come - part of the success you achieve in your work cannot be achieved without the support of



the public and that only comes with confidence in you and the Service to act with integrity and transparency.

**“If you are a hard-working, honest police officer, the CCC is your best ally and your best friend. Conversely, if you are misbehaving, we are your worst enemy.”**

- We will be comparing the recommendations of the Report with what has actually happened in the past 30 years and reminding the public of the fact that most of the recommendations have been implemented and of how much the Service has changed.
- Current areas of CCC focus - improper access to the QPS database, and body worn cameras.
- Currently writing a report on the review of the Northern Region



restructure and we will be mentioning PSBA and the central functioning hosting issue - thank you to Peter Thomas for his excellent engagement.

- The QPS is entering a very exciting time - with the cultural changes that have occurred since Fitzgerald, it is clear there is a greater understanding and acceptance of a healthy culture

and what it means not only to operational policing but also for the health of the workforce and the workplace.

- If you are a hard-working, honest police officer, the CCC is your best ally and your best friend. Conversely, if you are misbehaving, we are your worst enemy, and so we should be.



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# Cop's Day Off

**One man collects honey. Another stands in crystal clear water, a spear gun at his side. A woman makes intricate stitches on delicate material, and another hangs suspended from a pole, smiling at a young boy trying to climb up to her.**

**At first** glance, the 60 portraits hanging in the Tanks Arts Centre in the Cairns Botanic Gardens do not appear to share a common theme. But in actual fact, the subjects of these photographs are bound by an oath they have all sworn: to protect and serve the Queensland community.

The *Cop's Day Off* photo exhibition was held from 24 May – 15 June in Cairns, supported by the QPU. General President Ian Leavers and Northern Regional Rep Peter Thomas attended the opening night, where they met with many members who put their hand up to have a photograph taken.

The exhibition was a wonderful opportunity to showcase the diversity of talent, experience, and interests among police officers, and highlighted that there's more to their lives than just being a cop.

The *Cop's Day Off* exhibition began as an idea of Assistant Commissioner Paul Taylor's, who attended a previous exhibition entitled *Doc's Day Off*. A group of amateur photographers in Cairns had hosted this earlier exhibition, as well as a *Lawyer's Day Off* event. AC Taylor contacted the group and asked if a similar exhibition might be organised for police officers ... and the project began.

The photography group teamed up with Scenes of Crime officer Senior

Constable Mick Rumble, Inspector Don McKay, and Leading Senior Constable Brett Sprunt from the Australian Federal Police, and set about gathering police officers to take part.

**"The exhibition was a wonderful opportunity to showcase the diversity of talent, experience, and interests among police officers."**

Some officers were reluctant to have their photograph taken.

'Cops sometimes bring just their work persona to work,' says Insp McKay. 'Sometimes we don't share our history, or you just don't talk about what you did before you joined the job, or what you do outside of the job.'

But as more officers throughout the District began to volunteer to take part, other officers saw the photographs and also decided to get involved. The photographers drove from one end of the District to the other.

'They're super passionate,' Insp McKay says. 'Every weekend they'd drive all over, all in their own time. They did all the printing and framing.'

As the project progressed, Insp McKay and Snr Const Rumble met regularly with the photographers and stories about people within their District began to emerge.

'They'd say, "Do you know such and such who works on the Tablelands?" and I wouldn't, because we have 1,000 police who work in our District,' Insp McKay says. 'So they would get all these stories from people. It was a way to get to know more intimately the people in your Region.'

Similar comments were made time and again once the exhibition had opened: some officers had no idea a colleague was into, say, horseriding.

Further, community members who visited the exhibition were presented with a different side of police officers that many hadn't considered.

The whole aim was to show the people behind the uniform: that cops are simply other people from the community.

It was a wonderful way to showcase the reality of being a police officer, and the lives officers live beyond the Service.

Many thanks to the talented photographers: Tim Warnock, Danielle Hodgins, Joseph Jacobs, and George Kneipp.



**SENIOR CONSTABLE  
AGNIESZKA RINGER**

*Photographer: Danielle Hodgens/  
George Kneipp*

Agnieszka is from Poland. She is currently working in the Major and Organised Crime Squad in Cairns.

*'Work can be full-on and routine does not exist in this type of environment.'*

Ag's form of relaxation is pole dancing. The image depicts Ag on a pole set up in a shed on her home property. The pole is a vertical apparatus which requires not only strength and power, but also flexibility and grace. It is a very challenging sport.

Ag has a busy lifestyle with her career and family but the pole dancing allows her time to focus on the present issues.

*'Suddenly the biggest problem of the moment can be the position of my grip or if my toes are pointed. At other times, like a Cairns- style rainy day, it provides the perfect space to monkey around with my child.'*

**SENIOR CONSTABLE BEN DARE**

*Photography: Tim Warnock*

Ben graduated from the QPS Academy in 2004 and served at a number of stations before transferring to Lockhart River in 2008.

Weipa was the next stop for Ben and his wife Emma, before he moved to his current station at Holloways Beach.

It was at Holloways Beach that Emma and Ben welcomed their two children, Sonny and Daisy, into the world.

Tragically, in January last year at the age of three, Sonny unexpectedly passed away at their home.

In this photo, Emma and Ben are running along Four Mile Beach at Port Douglas as part of the 2018 Great Barrier Reef Marathon Festival.

One hundred and fifty runners joined 'Team Sonny Days' in memory of their beautiful son and to raise money for charity.

Emma and Ben have always promoted healthy and active living for their children and were thrilled to bring so many family, friends, and strangers together to share this lifestyle in memory of Sonny.



**SERGEANT DEBRALEE NAGY**

*Photography: Danielle Hodgens/  
George Kneipp*

Debralee was sworn into the Queensland Police Service in 2005 and since then has worked in Cairns, Mareeba, and Atherton in various roles including Prosecutions, General Duties, and the Child Protection & Investigation Unit. Her current role is Officer in Charge of Mareeba Prosecutions.



Deb is studying a law degree externally and is a wife and mother.

Debralee inherited her love of sewing from her mother who has been a seamstress for over 50 years and put these skills into practice to go into creating bespoke millinery pieces as a hobby. Some of these pieces win awards at various race meets around the state.

*'When taking a break from policing, I enjoy millinery, playing the piano, and spending time with my family.'*

**CONSTABLE JARROD GEESU**

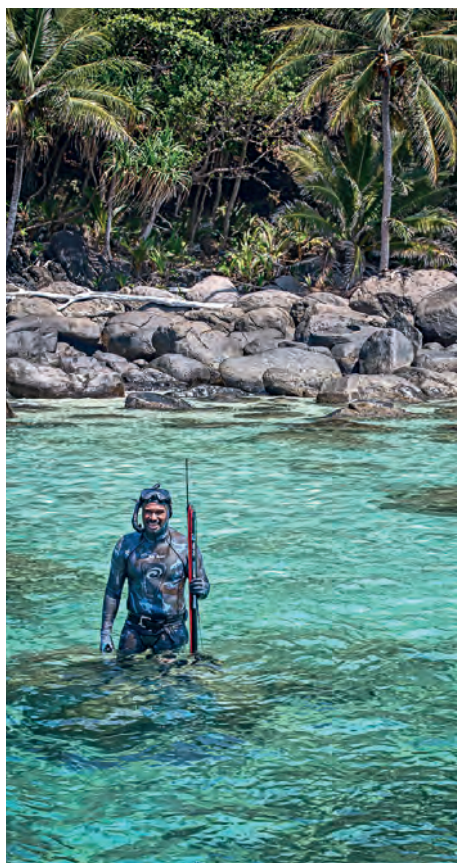
Photography: Danielle Hodgens/  
George Kneipp

*'My Poppy would say, "Tide and time stand still for no man". My Pop was from Mer (Murray) Island in the Torres Strait. He taught me a lot about spearfishing and the sea from when I was young. He was still very active in his older years and would enjoy spearfishing and chasing after his prized fish, the Blue Fish (Blackspot Tuskfish).'*

While on holidays in Bowen, Jarrod's Poppy, who was then 77 years old, took Jarrod diving and showed him his favourite places to spear fish. Jarrod shot his first fish, and he has been hooked ever since.

*'My Pop, Raymond Geesu, passed away in 2017, and now it's my turn to teach my sons and share the same experiences with them that I had with my Pop.'*

Jarrold is the second policeman in his family. His uncle is a Scenes of Crime officer in Mackay.



**CONSTABLE MATT CORNISH**

Photography: Tim Warnock

Matt was born and grew up in NSW. During his teenage years, his passion for wildlife was born, and it was the beginning of a life-long journey.

In 2009 he finished studying zoo keeping and moved to Cairns where he began working as a wildlife keeper at a number of local zoos.

In 2013 he met his wife, Jodie Creek, and together they worked as wildlife educators, travelling around far north Queensland to educate kids, teenagers, tourists, and adults on the importance of wildlife.

Matt joined the QPS in 2015. To this day, he and Jodie devote their lives to wildlife and educating future generations.

**“The subjects of these photographs are bound by an oath they have all sworn: to protect and serve the Queensland community.”**

**SENIOR CONSTABLE MICK RUMBLE**

Photography: Danielle Hodgens/  
George Kneipp

Mick is a Cairns local and was a registered nurse at the Cairns Base Hospital in the Intensive Care Unit until he joined the Police Academy in 2004. He has spent his entire police career in the far north, including remote communities. He has been in the Forensic Section for the last seven years.

He has a young family and on their days off they love nothing more than to pack the ute and go camping.

*'There is nothing better than getting away from it all as a family.'*

This photograph depicts the family at their favourite camping spot at School Point, Tinaroo. Here, the days are spent behind the boat, skiing and wakeboarding. The nights are for kicking back and watching bush TV together and chatting about the day.





**SERGEANT WINFRIED WEISS**

*Photography: Danielle Hodgens/  
George Kneipp*

Sergeant Weiss has worked at Atherton police station as a general duties officer for the past nine years with a focus on search and rescue and mental health. He was a lawyer prior to joining the QPS.

He enjoys exploring the unknown places of the far north, be it bushwalking, mountain biking, or caving.

Caving is a particular passion and he has explored caves in locations as diverse as Austria, Vietnam, New Zealand, and all over Australia.

This photograph shows just one of the hundreds of extensive caverns hidden under the dry plains of Chillagoe, some three hours west of Cairns.

*'Luckily the rest of the family are happy to venture into the dark as well, despite the mud and spiders.'*



**SENIOR CONSTABLE WAYNE BONIFACE**

*Photography: Danielle Hodgens/  
George Kneipp*

Wayne joined the QPS in 2000 after completing a Bachelor of Science with an Archaeology Major at James Cook University. His love of Forensic Archaeology led him to pursue his career within the QPS.

After 10 years as a general duties police officer and Tactical Crime officer, he was granted a position as a Forensic Investigator in Townsville Scenes of Crime.

After six years working in the field of forensic investigations, he undertook two years study with the Canberra Institute of Technology and the Crime Scenes Investigation Skills Enhancement Program.

Having been awarded an Advanced Diploma in Forensic Investigations and becoming one of only six in the state now authorised to perform Advanced Latent Fingerprint Techniques and Scientific Methods, Wayne moved to Cairns Scenes of Crime.

This photograph portrays him working with a local apiarist near Mutchilba on a day off.

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## QUEENSLAND POLICE UNION

[www.qpu.asn.au](http://www.qpu.asn.au)



**COP'S DAY OFF PHOTOGRAPHERS**

*Photography: Susan Armytage*

*Photographers: Danielle Hodgens, George Kneipp, Tim Warnock, Joseph Jacobs, Mick Rumble, and Brett Sprunt, assisted by Don McKay and Paul Taylor.*

True to the theme of this exhibition, the photographers who captured these images lead lives outside their profession.

They comprise police officers, a medical practitioner, retired acupuncturist, a solicitor, and a

barrister, who passionately pursue their hobby of photography.

The original idea of portraying professionals on their days off comes from yet another professional.

Prominent Sydney barrister Mark Tedeschi QC photographed his colleagues and members of the judiciary at the Sydney Bar, swapping their wigs and gowns for gumboots, surfboards, or bikes.

What has fascinated the photographers most about this idea are the stories they discovered when

they met their subjects. The public image of the police is one of authority, with weapons on belts and other visible signs of rank and power.

But at the same time, these men and women are members of our community who go to yoga class, make music with us, and even provide bees to pollinate our plants.

The discovery of their passions, their deeply human struggles, and their overcoming of adversity made this project a very fulfilling exercise.

Thank you to all our willing subjects!



# Uniforms 4 Kids

**Yvonne Pattinson has always loved to sew. Throughout her life, she collected a cupboard full of material leftover from various projects, or intended for future projects.**

**W**hen she retired to Cooroy, she decided to use the material to make clothing for children.

A friend suggested she donate the clothes to an orphanage in Asia, but her daughter, former QPS officer Debbie Platz, pointed out the need for such clothing in Australia.

**“Uniforms 4 Kids repurposes pre-loved law enforcement and emergency services uniforms into clothes for children.”**

She also mentioned the police uniforms she and her colleagues had to discard and wondered whether they, too, might be repurposed into clothes for children. Thus Uniforms 4 Kids came about.

Uniforms 4 Kids repurposes pre-loved law enforcement and emergency services uniforms into clothes for children. The program is kept afloat by all-important volunteers who design, sew, and oversee the transformation of the uniforms into beautiful, unique items of clothing to be distributed to any child who has a need.

Alongside the QPS, the Australian Federal Police, Australian Border Force, Queensland Fire and



Emergency Services, and Australia Zoo have all pledged their support and commitment to donating old uniforms.

**“More than 5,000 pieces of clothing have so far been distributed.”**

These organisations also distribute the final product throughout their communities, allowing frontline officers and emergency services personnel to connect with families and children in a unique way.

More than 5,000 pieces of clothing have so far been distributed either in this manner or via charities, domestic violence services, or remote communities.

General President Ian Leavers and Assistant General Secretary Shayne Maxwell attended the launch of Uniforms 4 Kids at HQ earlier this year, and Director Anne Macdonald attended the QPU Conference to discuss the program.

At Conference, the QPU pledged support and made a donation, and some members also contributed directly.

For more information, to make a donation, or to get involved, check out [www.uniforms4kids.com.au](http://www.uniforms4kids.com.au) or contact Anne on **0428 906 354**.





# National Police Week

By Acting Sergeant Natalie Bennett

**I have been a police officer for 31 years, initially with the Victoria Police Force, and from 1996 with Queensland Police. I grew up in a police family: my father and four brothers have served in the New South Wales Police Force.**

A couple of years ago, my younger brother (who is a Sergeant in New South Wales) said before I retire I should go to National Police Week in Washington DC. There is a contingent of New South Wales officers who attend every year, and my brother had asked me if I wanted to go.

It didn't suit me at the time, but his description of the event stayed with me: he met police from all over the States who extended the hand of friendship during their memorial week organised to honour those who have fallen.

'It will be life changing,' he said. 'You need to experience it.'

Last year, with his words still ringing in my ears, I decided to take the journey and travel to this year's National Police Week in May.



I wanted to experience it with someone who would be fully appreciative of the event, so I contacted Detective Senior Sergeant Teena Rolls (OIC Redcliffe CPIU), who I had gone through detective training with 19 years ago. She agreed to go.

I did some detective work and found a group of officers from the US and UK who have attended the memorial for over 20 years. We were asked if we would like to be involved in the airport detail at Ronald Reagan airport in Washington as part of the National Police Week events. This involved greeting the families as they arrived, and of course we both said yes.

We were then put in touch with a group of bobbies who regularly attend

National Police Week, and two who work at Heathrow airport, officers Jaiye Saunders and Steve Gooding. They met us on the bridge as we were exiting the airplane in London in early May.

Over the next few days, the international connections became clear as Teena and I were treated to VIP access to the sights of London.

At Parliament House, we toured official areas and saw indents in the table where Winston Churchill would stand and bash his hands on the table with a ring he wore.

We went to the Ceremony of the Keys at London Bridge despite the usual two year wait list to attend. We went





to the new Scotland Yard, changed into our uniforms, and attended outside number 10 Downing Street. We also stood in the forecourt of Buckingham Palace for the Changing of the Guards, who on this particular day were the Gurkhas. Teena and I stood and saluted the Queen's guards and these fearsome warriors saluted back with their swords. It was such an honour for two Queensland policewomen!

After our exhilarating time in London, we were off to Washington for the true purpose of our trip: to take part in National Police Week in the United States. Upon arrival we were met by officer Matt Ashburn.



He was assigned to look after us and he took us to Ronald Reagan airport where we were to spend two days greeting family members of those who had fallen; they were all arriving in Washington for the National Police Week events. We joined other officers from all over the States and the UK who had assembled, and formed an honour guard inside the airport when the families exited the plane.

Slowly we would bring up the salute as they walked past. It was very emotional because you could hear the family members were upset as they approached you. After the honour guard we met the families and helped them with their luggage. We showed them to their waiting cars in which they were escorted by at least 20 police motorbike riders, with lights and sirens, for the trip to their accommodation.



During our time in DC we talked to officers from all over the States and UK. We exchanged stories, police patches, and challenge coins. These men and women also attended in their own time, at their own expense, and understand the significance of gathering to pay respects to those who have fallen.

**“During the vigil, the 371 names of American officers who have fallen since last year's vigil were read out and formally dedicated to the memorial wall.”**

To thank us for our participation in the honour guard, officer Mike Simpson (from Montgomery) presented both



Teena and I with an American flag that had been flown over the Capitol building the day beforehand. What a gift! Also, what an honour. We are the first Australian officers to have taken part in the airport detail.

On Monday 13 May we attended the National Police Week candlelight vigil with an estimated 30,000 other officers and community members.

It is held outdoors near the Washington monument and is a very powerful evening.



During the vigil, the 371 names of American officers who have fallen since last year's vigil were read out and formally dedicated to the memorial wall, where they will join 21,910 other names.

The Peace Officers Memorial Day is held every year on 15 May and consists of a service and commemoration for fallen officers.

The President often attends and speaks, and family members are invited to place a flower on a memorial wreath which is later placed at the police memorial.

Teena and I were invited to be a part of the honour party and we saluted the busses containing family members as they arrived at the memorial service.

We were each assigned a family; I greeted the family of Sergeant Ron Helus who died on 8 November last year responding to a shooting in Thousand Oaks, California. Eleven other people died during the incident.

His wife was very honoured that police from Australia had travelled so far to pay respects to her husband and the other officers who had died in the past 12 months.



I escorted her from the bus to her seat to wait for President Trump. He gave a respectful speech and mingled with some of the families.



Beast'. Unfortunately we didn't have time to tour the White House, but Teena and I are planning on attending the service again in May next year.

**"I encourage anyone who has the opportunity to attend National Police Week to do so, and urge you to reach out through the international police networks to connect with other officers."**

Later during the event, the honour guard up on stage with the President required a break and Teena and I were again invited to take part, so we did. We both held the rifles on either side of the flag bearers, another first for us both.

Before leaving Washington, we also had a tour of the Pentagon and a tour of the President's car known as 'The

One National Police Week is not enough! The common saying is, 'Once you've been to one, it's addictive'. There's no truer statement.

I am so grateful to have had the opportunity to attend such an inspiring event, and to have been so well looked after by Steve Gooding, Jaiye Saunders, and Sav Kyriakou in London, and Matt Ashburn,



Mike Simpson, and Lisa Resnick in Washington.

Teena and I are the first Australians to have taken part in the airport detail and honour guard, and we are humbled and honoured by the experience.

I encourage anyone who has the opportunity to attend National Police Week to do so, and urge you to reach out through the international police networks to connect with other officers.

The police family extends well beyond national borders, and offers you a life-changing experience.



## FUNDING AVAILABLE FOR WOMEN'S LEADERSHIP DEVELOPMENT



Funding has just been released to support the development of female leaders across Australia's police sector.

The initiative is providing women with grants of between \$3,000 and \$7,000 to enable participation in one of three programs that cover such things as Presence and Presentation Skills,

Leading Innovation and Change, and Emotional Intelligence and Conflict.

The scholarship funding is provided with the specific intent of providing powerful and effective development opportunities for police sector women.

### EXPRESSIONS OF INTEREST

Find out more and register your interest by completing the Expression of Interest form here prior to 13 September: [www.wla.edu.au/policedefenceemergencyservices](http://www.wla.edu.au/policedefenceemergencyservices)





**You may be eligible for support if you are a Queensland worker who:**

✦ has experienced a work-related psychological injury

OR

✦ is experiencing psychological symptoms linked to a physical workplace injury

## WORKERS' PSYCHOLOGICAL SUPPORT SERVICE CONTACTS

**Toll-free phone**

1800 370 732 (9AM – 5PM, Mon-Fri)

**Email**

info@wpss.org.au

**Web**

www.wpss.org.au

For crisis assistance or emergency, contact:

Lifeline 131114

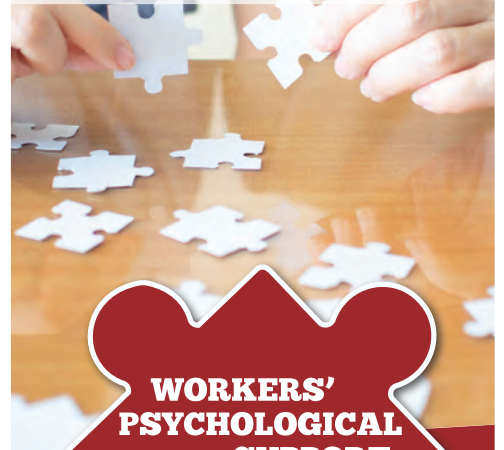
Beyond Blue 1300 22 4636

Emergency Services: Dial 000



**Queensland Council of Unions**

**Support for Queensland workers dealing with psychological injury**



**WORKERS' PSYCHOLOGICAL SUPPORT SERVICE**

Connecting people with the community services they need.



*"Connecting people with the community services they need."*



**WORKERS' PSYCHOLOGICAL SUPPORT SERVICE**

**Queenslanders experiencing a work-related psychological injury can now access support from a social worker.**

This independent service will connect Queensland workers experiencing a psychological injury with the right community services.

This might include housing assistance, counselling, financial advice or other services.

An experienced social worker will provide support and guidance, connecting people with the community services they need.

**The Workers' Psychological Support Service is confidential and free.**

It is accessible to any Queensland worker through a toll-free telephone number 1800 370 732 (9AM – 5PM Mon to Fri).

The service can also be accessed through video conference, or online through email or website at [www.wpss.org.au](http://www.wpss.org.au).

It complements the current Workers' Compensation Information Service advice channel for Queensland workers.

The Workers' Psychological Support Service is available to all Queensland workers.



## Frequently Asked Questions

**Who can use this service?**

Queensland workers who have been psychologically injured through work, or who have developed a mental health issue arising from the impact of a physical workplace injury.

**What can the service help with?**

Connecting you with community services and/or assisting with referrals to these services, such as housing assistance or counselling.

**How much does it cost?**

This service is free.

**How do I contact a social worker?**

Call 1800 370 732

email [info@wpss.org.au](mailto:info@wpss.org.au)

(open 9AM - 5PM Mon to Fri)

**Where can I get more information?**

Try our website [www.wpss.org.au](http://www.wpss.org.au)

*"An independent support service for Queenslanders experiencing a work-related psychological injury."*

# Child Pornography – Without the Child

By Glen Cranny, Accredited Specialist (Criminal Law), Managing Director, Gilshenan & Luton Legal Practice

**It is well established that offences of possessing and making child exploitation material do not need to involve the abuse of a real child.**

**Items** such as written fantasy stories, spoken words, and cartoon images have all been regarded as sufficient to meet the relevant definitions within both Queensland and Commonwealth legislation.

The recent Queensland Court of Appeal decision of *R v Edwards* [2019] QCA 15 examined the correct approach to sentencing for possessing child exploitation material where no actual child is involved.

In *Edwards*, the offender was in possession of a variety of images, the vast majority of which were classified, using the CETS scale, as ‘category 6’ images. The Court of Appeal dealt with a particular submission that such material might be regarded as ‘victimless’. In rejecting that argument, Morrison JA (with whom the other justices agreed) said:

*‘Whilst it is true that no real children may have been involved ... in this case, it is, in my view, wrong to categorise it as a victimless crime.*

*The capacity of child exploitation material, even that which does not depict real children, to affect the community goes beyond the tendency to normalise exploitative sexual activity involving children or even to stimulate potential participants in it. In my view, it serves to fuel the demand for such material, whether or not it involves real children. Further, such material*

*has the capacity to groom, not only the recipients of it, but those who may be affected by recipients of it. That is to say, its impact may well be ... to normalise it with the recipients or to encourage the recipients to take a step further, moving from the cartoon world or anime world to that of the real world in the sense of involving real children.’*

**“Whilst it is true that no real children may have been involved ... it is ... wrong to categorise it as a victimless crime.”**

Justice Morrison went on to say:

*‘Whilst Category 6 material is different from the material in other ... categories, in the sense that it is cartoon, animated or drawings whereas the other categories involve real persons, it is not victimless nor harmless.*

*A moment’s reflection on the state of advance in technology over the last, say, 20 years, reveals the inappropriateness of assuming that a Category 6 image, cartoon or video is somehow distinctly different from the other categories ... now there is sophisticated computer generated imagery technology, which produces life like images and completely realistic movement.’*



Whilst dispelling the notion of such pornography being victimless, it was made equally clear that such material will be deserving of lesser punishment than that involving real children. Morrison J found no error in the sentencing judge’s approach of reducing the period of actual custody that would otherwise have been imposed had a real child been involved.

**“... it serves to fuel the demand for such material, whether or not it involves real children.”**

Such a decision is worthy of note for both prosecutors and defence practitioners in that it identifies that there can be a level a differentiation between offenders and that submissions on such matters should form part of properly informing the Court as to the state of the law.

<sup>1</sup> For discussion on this point, see for example *Ponniiah v The Queen* [2011] WASCA 286; *R v Campbell* [2009] QCA 128; *Innes v R* [2018] NSWCCA 90; *McEwan v Simmons & Anor* [2008] NSWSC 1292; *Holland v R* (2005) A Crim R 376

<sup>2</sup> Under the Child Exploitation Tracking System (CETS) scale, category 6 concerns animated or virtual images of child exploitation.

<sup>3</sup> At [60].

<sup>4</sup> At [69].

# Book Review

# The Cops: Not just a job

By Trevor Carroll

**This cop's memoir exposes the many jobs that police were exposed to during the '80s and '90s. Some of these events were very sad, some very serious, and others quite humorous.**

**After** graduation from the Redfern Police Academy in 1982 I was immediately thrown into general duties and the cauldron of the wild west of Cabramatta, the cultural melting pot of Australia at that time.

Three years at Cabramatta were a mix of the daily humdrum of GDs with motor vehicle accidents, domestics, and break and enters interspersed with the peril of vehicle pursuits, an armed siege, and a massive brawl. My time there culminated with the Milperra mass murder. My time at Cabramatta saw my confidence rise from a rookie Constable learning on the job to being the senior man on the truck.

With that fortitude I was fortunate enough to secure a transfer to the supposedly peaceful coastal area of Forster/Tuncurry, where I returned to being the junior man of six officers, included two detectives. Here I was exposed to working alone for much of the time, taming two towns and four villages.

The mundane jobs encountered in the country were no different from many at Cabramatta. Again, many events were drenched in sorrow, excitement, and mirth. It was not unusual to not only be the enforcer of infractions, but also its victim.

During that first five years at Forster, throughout the entire ambit of policing

including wild brawls and riots, death was a constant visitor to the police station. Death arrived in many forms including vehicle accidents, suicide, child deaths, and the odd murder or attempt thereof.

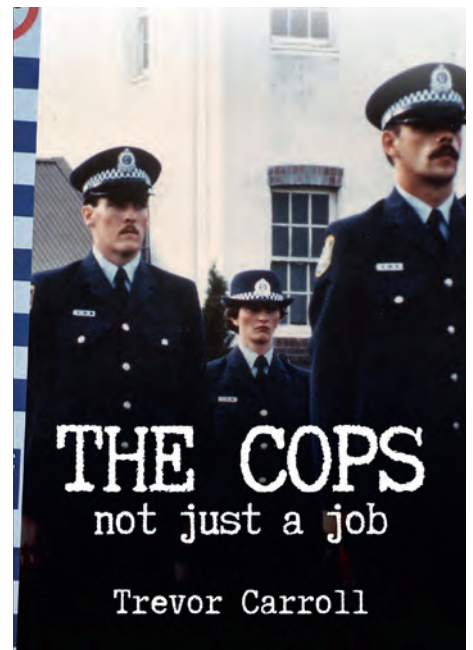
My period in general duties at Forster ended with a transfer of but a few metres into the Detectives' office for the remainder of my career.

The type of police work faced while in uniform was not as complex as the tasks encountered as a criminal investigator. In my role as a detective I changed from being reactive and dealing with relatively simple investigations to dealing with those of a more complex nature.

The stories of these investigations unfold as they did at the time, some quiet simple and others lengthy and perplexing.

My descriptions of these events reveal the real underbelly of this small police patrol. Forster was our base, yet we detectives also managed major crime in the surrounding towns of Nahiack, Gloucester, Bulahdelah, and Tea Gardens, where a dark side to the district's blissful existence was exposed.

Dramatic events occurred such as the attempted murder of a young mother and the subsequent suicide of the offender, the savage sexual assault of another young mother by



*Trevor Carroll  
Tricky Press  
Terrigal, 2019  
RRP: \$29.95*

four hoodlums, and a further sexual assault of a young woman by two men where a number of hurdles were encountered.

This utopian life came to a crashing end with a simple arrest which turned into a fight for survival when the offender was shot.

My book gives a small and varied sample of a copper's life, with tales of the many real events that unfolded during a 20+ year career. All tales are cherry picked to provide the reader with a broad grasp of the work that many of our police are confronted with each and every day.

# Police Recipes

## EASY CHICKEN NOODLE SOUP

It's winter. It's cold. You haven't put anything in the slow cooker, and you haven't got much time. But you really feel like something warm and nourishing.

This super easy chicken noodle soup is the answer. It's chock full of veges to give you the flu-busting nutrients you need, with some pasta added to fill you up.

Don't be limited by the recipe's veges: throw in some broccoli, snowpeas, and beans to up the green factor!

### What do I need?

- 2 tablespoons olive oil
- 1 medium onion, finely chopped
- 1 medium carrot, diced
- 1 large stick celery, thinly sliced
- 1 medium potato, diced
- 6 cups (1.5 litres) chicken stock
- 300g chicken breast fillets, diced
- 50g spaghetti, broken into 5cm pieces
- 2 tablespoons chopped flat leaf parsley
- thick wholegrain toast, to serve



### What do I do?

1. Heat oil in saucepan over medium heat until hot.
2. Add onion and cook, stirring often, for 3 minutes.
3. Add carrot, celery, and potato and cook, stirring often, for 5 minutes.
4. Add stock, cover, and bring to the boil.
5. Reduce heat, keep covered, and simmer for 15 minutes.
6. Add chicken and pasta, partially cover, and cook for 8-10 minutes or until pasta is tender.
7. Stir through parsley.
8. Season to taste.
9. Ladle soup into serving bowls and serve with wholegrain toast.

*Recipe source: taste.com.au*

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

# Police Health



COVER LIKE NO OTHER

Over **57,000 MEMBERS**

of the policing community already insured with Police Health

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## HERE'S WHY

In Queensland, across 21 popular Extra services listed on the government's standard information statement, and including dentistry, optometry, physio and psychology...\*

✓ We pay out an average **37% more\***  
than BUPA Top Extras 90  
and we're **28% cheaper\***

✓ We pay out an average **46% more\***  
than Medibank Top Extras 85  
and we're **9% cheaper\***

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

[policehealth.com.au](http://policehealth.com.au) | 1800 603 603 | [enquiries@policehealth.com.au](mailto:enquiries@policehealth.com.au)

Police Health Limited. ABN 86 135 221 519 A registered, not for profit, restricted access private health insurer.



# Police Living

## TENIKLE

Described by its creator as 'a three-legged accessory that looks like a starfish and an octopus had a one night stand', Tenikle proves to be a much handier implement than if the aforementioned tryst actually happened. Tenikle is a super-versatile tripod for your tech devices that is strong, flexible, and simple to use. Tenikle can wrap around whatever you want it to, and its stability and powerful suction will give you peace of mind. It's basically a third hand that will hold your tech devices for you so you can live your life hands-free.



### FEATURES

- Strong suction: recommended for up to 7kg
- Malleable legs allow you to adjust to any position
- Suctions to any case with a non-textured surface
- Compact storage: rolls up to fit in your pocket, bag, or luggage
- Works with any device: phone, camera, tablet, laptop, etc

Got a photo taken somewhere that the Tenikle would have come in handy? We have a BCF voucher up for grabs for our favourite 'oops, you only got half their face!' shot, so send your pictures to us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au), and you might see (half of) yourself in the Journal.

# From the Archives

## THE YOUNGEST POLICE OFFICER SWORN INTO THE QUEENSLAND POLICE FORCE



Inspector John Samuel Valentine Gill with wife Beatrice just prior to retirement in 1962. He was sworn into the Queensland Police Force on 1 May 1919 at 17 years and 3 months.

**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.**

**Val** Gill (John Samuel Valentine) was born on 22 January 1902. He always wanted to be in the Police Force. His father Joseph Gill was a Constable in the Royal Irish Constabulary but his sweetheart, Val's mother, left Ireland for Australia in around 1880. She told Joseph if he left the Police Force and moved to Queensland she would marry him, and that he did.

Val applied to join the Queensland Police Force when he was nearly 17. He pretended his birth date was exactly two years later than it actually was, so the authorities thought he was nearly 19. A Birth Certificate was not required.

He became a Police Probationary on 24 January 1919, completed three months training, and was sworn in on 1 May 1919 at 17 years and 3 months. His true age was eventually revealed many years later.

#### **SOME OF VAL GILL'S STORIES, AS TOLD BY HIS SON, DES GILL.**

- *Dad was the Sergeant in charge of Gladstone from 1943-49 when the Second World War was on. We lived up on Auckland Hill overlooking Port Curtis, where troops would leave in troop ships for Milne Bay and Pearl Harbour. Dad would take us down in the station vehicle, the motorbike and side car, when the British Destroyers were berthed, and we would go aboard for a look. The town was alive with American soldiers, and they had their military policemen with them. They would often be at the local police station or would call up home at night to see Dad on serious matters.*
- *Dad told us a story about one such American military policeman, Sergeant Mussig, who was admitted to the Gladstone hospital because he had a sore mouth from*

*an abscess on a tooth. He couldn't eat or drink and they fed him through a tube into the bowel. His doctor, Doctor Skinner, was doing his rounds one morning when Sgt Mussig asked him if he had had breakfast. The bemused doctor admitted that he hadn't, and Sgt Mussig, in his American drawl, said, 'Well, why don't you jump into that gawddamn spare bed there, shove a toob up your ass, and have breakfast with me?' He was quite a wag.*

### **"He pretended his birth date was exactly two years later than it actually was."**

- *From 1925-27, Dad was stationed in Townsville, and he often told us about the big young Irish Constable stationed there during his stay. The police station back then was on the site of the current station, and back then walking the beat was a major part of a policeman's shift. The big young Irishman's beat was to walk down to Flinders Street, turn left at Lowth's Hotel, and proceed along past Penney's on the left down to the Post Office, and return again. To put you in the picture, as he turned left onto Flinders Street he would see the billiard rooms on the opposite side to Penney's, which were run by the legendary Don McInnes.*
- *This particular day, the Constable turned left into Flinders Street and was obviously seen by someone from the billiard rooms, because they knew that from time to time the police paid them a visit looking for undesirables on the premises. It was thought that someone in charge there might have given a young lout a threepence or sixpence to try to take the mickey out of the big, tall policeman. The lout ran over to the tall Constable and called out, 'Hey Constable,*

*can you hand me down a star?' Without changing his stride, the officer hit the young lout flush on the jaw, knocking him to the gravel roadway. 'Take your pick, son,' he said, as he continued on.*

- *Dad was stationed in Cloncurry back in 1926 and had been detailed to perform relieving duties at Urandangie, a two man station. The new OIC of police arrived there to take charge during Dad's stay, and he recalled that all small places had their customary two or*

*three police horses and a police reserve where they were stabled. The new boss had been down to the reserve to work them and check their feet and teeth and was returning back to the station on foot when he was challenged by a young male who had emerged from the local hotel, calling out, 'I'm the champion of the Georgina and I will take you on now'. The new Sergeant stopped and said, 'You might have been until I arrived'.*

*The fight started and the new policeman gave his opponent a terrible hiding. Dad had heard the noise from the hotel and had run down. He said the new boss knocked this chap down time and again and on the last occasion jumped on him. The 'champion' admitted defeat and that was the last that was seen of him for some time.*

- *These last two stories show what went on at these small places back in the 1920s. There was no such thing as the CCC whereby police are investigated as they are today. There were no arrests involved, justice was dealt out, and those at the receiving end learnt their lesson and got on with their lives.*

# Superannuation Roadshow

**Retiring from duty can be a difficult time. Preparing to break from the routine of shift work or the office can be stressful without the added burden of not knowing whether you will be financially comfortable in retirement.**

**Over** the next 12 months, 172 QPU members will hit the compulsory retirement mark of 60, and the baby boomer generation are very focussed on superannuation.

The QPU offers members a \$200 rebate to offset the cost of planning sessions with a financial advisor.

**“Over the next 12 months, 172 QPU members will hit the compulsory retirement mark of 60.”**

It's available for one session every three years and isn't restricted to those on the verge of retirement.

'The Police Account' defined benefit scheme has been closed to new members since 1993.

Many QPU members have their superannuation with QSuper, and from August the fund will be holding their annual Investment Roadshow.

**“The QPU offers members a \$200 rebate to offset the cost of planning sessions with a financial advisor.”**

It will launch on Thursday 8 August at the Brisbane Convention and Exhibition Centre, with seven other Brisbane locations hosting the roadshow in subsequent weeks.

The roadshow will move to regional areas including Cairns, Townsville, Toowoomba, and Bundaberg. The full list of times and locations can be seen on the next page.

During the 60 minute sessions, QSuper will outline their investment strategies and fund performance, and will take a global look at what is happening in investment markets.

The QSuper team will also give an update on what legislation changes to superannuation could mean for police officers during a 30 minute Q & A segment hosted by the people managing the investments on your behalf.

It's free for QPU members to attend, however bookings are required.

To register, log onto [qsuper.qld.gov.au](http://qsuper.qld.gov.au)



## ANNUAL INVESTMENT UPDATE ROADSHOW 2019

Location	Date	Time	Venue
Brisbane (Launch)	Thursday, 8 August 2019	11:00am	Brisbane Convention & Exhibition Centre
Rockhampton	Monday, 12 August 2019	5:00pm	Frenchville Sports Club
Ipswich	Thursday, 15 August 2019	5:00pm	North Ipswich Reserve Corporate Centre
North Lakes	Friday, 16 August 2019	11:00am	North Lakes Sports Club
Townsville	Tuesday, 20 August 2019	11:00am	Mercure Townsville
Sunshine Coast	Thursday, 22 August 2019	5:00pm	Maroochydore RSL
Chermside	Tuesday, 27 August 2019	11:00am	Kedron Wavell Services Club
Chermside	Tuesday, 27 August 2019	5:00pm	Kedron Wavell Services Club
St Lucia	Wednesday, 28 August 2019	11:00am	Hillstone
Jindalee	Thursday, 29 August 2019	5:00pm	Jindalee Hotel
Gold Coast	Tuesday, 3 September 2019	11:00am	Currumbin RSL
Sunnybank	Wednesday, 4 September 2019	11:00am	Sun PAC
Alexandra Hills	Thursday, 5 September 2019	11:00am	Alexandra Hills Hotel
Coorparoo	Tuesday, 10 September 2019	11:00am	Easts Leagues Club
Toowoomba	Wednesday, 11 September 2019	5:00pm	Burke and Will Hotel
Bundaberg	Tuesday, 17 September 2019	5:00pm	Bundaberg Sports Club
Hervey Bay	Wednesday, 18 September 2019	11:00am	Mantra Hervey Bay
Mackay	Wednesday, 25 September 2019	5:00pm	Harrup Park Country Club
Cairns (QSL Board)	Thursday, 24 October 2019	5:00pm	Cairns Convention Centre

## Sciacca's Lawyers: Official Lawyers for the Queensland Police Union of Employees

### INJURY COMPENSATION EXPERTS

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# Police Health



## **'I WENT FROM BEING VERY HEALTHY AND VERY FIT TO HAVING TO FIGHT MY OWN BODY,' SAYS SERGEANT CHRIS MCLOUGHLIN**

'I was drawn to the police to help defend the defenceless, if you will. I was always confident I could look after myself, especially with the training the police give you. I'd worked in indigenous communities where you'd have riot situations, and large amounts of people in heated situations, and I always thought I'd be right.

'I've only ever lost one fight and that was to my wife, which is why I married her.

'But then I was bitten at work, unfortunately, and the subsequent blood test resulted in me being informed that, unrelated to the bite, I had stage 4 lymphoma. And there's no stage 5.'

Since being diagnosed with lymphoma in 2015, Chris has claimed almost \$65,000 in benefits from his Police Health cover.

'I didn't have any symptoms. Yes, you get night sweats and you get fatigued.

But I've been a shift worker for 30 years and you're always fatigued, that's normal, and out here in Mount Isa it's 44-45 degrees so you're going to sweat anyway. So I didn't notice any changes.

'I went from being very healthy and very fit to having to fight my own body. I didn't know how I could win that fight and that's just been frightening for me.

'It was only because this young fella bit me, and he was flagged for medical issues,' says Chris.

'So I went along and had a disease test. I remember getting a call to come and see my local GP.

**"Since being diagnosed with lymphoma in 2015, Chris has claimed almost \$65,000 in benefits from his Police Health cover."**

'He sat across the room. He's been our family GP for ten years and he was in tears and I thought "that's a bit odd".

'I had been researching the particular thing that I thought I might contract from the bite ... and if I caught what the other bloke had, apparently you lose weight which isn't a bad thing, and I'd be a bit yellow, looking a bit jaundiced.

'So I thought if I got bitten twice I could have had a bit of a tan despite being a night shift worker, which wouldn't be so bad either.

**"I thought if I got bitten twice I could have had a bit of a tan despite being a night shift worker."**

'So I was joking with my doctor about that when he started to cry, and I said, "Mate, what's up?". He said, "You've got lymphoma and you need to fly to Brisbane immediately" and I thought, "Shit, that's bad".'

Lymphomas are the sixth most common form of cancer overall (excluding non-melanoma skin cancer).

Chris and his wife had to leave Mount Isa for treatment, and stayed in a 30-unit block at Leukaemia House in Brisbane's Dutton Park.

'When I was feeling poor, in that 30-bed unit, I'd find 10-year-old little kids with nasal gastric tubes in wheelchairs, and whenever I felt sorry for myself I'd look at these poor little kids who were doing it much, much tougher, and I'd admonish myself and say, "Mate, look at that poor kid who's actually doing it tough; you pick yourself up and you don't whinge about what's going on, you see if you can help that poor kid".

'It was a formative time for my young son; he was in grades 11 and 12 so essentially he had to look after himself in Mount Isa. He had an older brother looking after him but it's not the same as having mum and dad home.

'My other son was working 12 hour shifts, so it was quite difficult for him, but we had to maintain the family and

the family unit. Plus the costs that go with it.

'One of the things that really helped through all of that was Police Health, because I was really worried about the financial cost.

'I'd say to my wife all the time, "How much is this going to cost?" and she just said, "Don't worry about it, you just worry about getting better". But the whole time I'd be sitting there at night thinking, "How am I going to pay for all this stuff?"

'Police Health were really wonderful and supportive, they were terribly transparent and clear about what we could and couldn't do, and they covered so much of our financial burden. It was just amazing.

taken away you sit back and you go, "How do I thank that person?" So much of your worry has gone.

'Some people who we stayed in the accommodation with, they were up to their eyeballs in debt, and husbands and wives and children wouldn't talk about how sick they were because they just couldn't afford it.

'Some people don't have the luxury of private health insurance so they were on waiting lists for years, and some of their stories were terrible. It's pretty sobering, and we were quite lucky.

'Many of the people in the accommodation didn't have any family members, either, so you'd go out of your way and made sure you spoke with them.

'So I said to this woman, the other patient, "Love, we've got time ... as bad as things are, we've still got time, so we should use it wisely."

Chris says the experience and the people he's met along the way have changed him by making him a better person, both personally and professionally.

'As much as I like to talk myself up that I was a good person, I was flawed like any man, I guess, and when I did come out and got into remission, there were opportunities that presented themselves for me to be more aware or more supportive of not only my fellow colleagues but the way I dealt with the public as well,' he says.

'It's just changed my focus, it's not all about me anymore, it's about all the people I work around and the people I'm lucky enough to live and love with. It's just changed me a bit.'

## **"Early on I wouldn't tell the doctor how sick I was or how much pain I was in, because I was trying to reduce costs. Once I knew things were covered by Police Health, I could actually convalesce."**

'It sounds silly but for me, as a Dad and a provider, early on I wouldn't tell the doctor how sick I was or how much pain I was in, because I was trying to reduce the costs.

'So once I knew that things were covered by Police Health, I could actually say how much pain I was in and finally convalesce.

'How do you thank that company and say, "Look, you've taken so much of the worry, the financial burden, out of the equation, I could actually just lie there in the bed and just think about getting well, and not worry that I'm spending my children's inheritance and my wife's retirement fund selfishly. I'm just getting better."

'Because that's how you feel. You go, there's X amount in the bank and this is going to cost X amount ... and as a bloke you go, that's too selfish to spend that on myself, it'd be cheaper if I died. It wouldn't be good, but it would be cheaper. And when you know most of the financial burden's

'You'd call them by their name every time when you saw them at an appointment, catch up with them and find out more about them, and become embedded in their life.'

Chris tells a story about one occasion when he was having an MRI and there was another patient there who was really upset and crying and needed some comforting words.

'I said, "I don't know what you've got, and you don't know what I've got, but what we've got is time."

'Because in my capacity as a policeman, I go to road crashes all the time, and people die in my arms regularly and have done for the last 25 years, and all they want is more time.

'They want to see their loved ones and they want to tell their partners and their children ... and they die in your arms saying, "I just want more time to say..."



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# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – July/August 2019

### State President:

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

### State Secretary:

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

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com

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

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### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### RETIREMENT OF QRPA PATRON COMMISSIONER IAN STEWART

At our meeting at Police Headquarters on 3 June we were able to thank Ian for his support of the QRPA while he was Commissioner and present him with a suitable gift. We wished him well in his retirement, with his last day being 5 July.



*Presentation to Commissioner Ian Stewart at the state meeting held on 3 June.*



*Bob Vanderwolf receiving his Senior Member Certificate from State President Greg Early at the Police Headquarters meeting on 1 July.*

### NATIONAL POLICE SERVICE MEDAL

President John Walker presented Ian McIntosh with the medal at the February meeting of the Sunshine Coast branch, and at the 21 March meeting of the Logan-Beenleigh branch, President Max Moloney presented Greg Spies with his medal.

### RECOGNITION OF ASSOCIATE MEMBERS

On 3 June, following a submission by the Mackay-Whitsunday branch that was supported by several branches, the State Management Committee decided to recognise associate members in a similar manner to ordinary members. This means that Veteran Associate Member and Senior Associate Member Certificates will be presented to associate members as follows:

- **Veteran associate member** (over 75 years and 10 years continuous financial membership)
- **Senior associate member** (over 65 years and 10 years continuous financial membership).

As mentioned herein, the first of these certificates were presented at the recent Annual Luncheon of the Far North Queensland branch and the Annual Dinner of the Van Diemen's Land branch.

### FUTURE LUNCHEONS/DINNERS

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

20 July – **Gladstone** – Harvey Road Tavern – Darryl Saw – 0447 417 746

7 August – **Southern Downs and Granite Belt** – TAFE Southwest, Warwick – Laurie Bell 0418 745 347 / Monica O'Mara 0438 154 834

21 August – **Gympie** – Albert Park Bowls Club – Laurie Pointing – 5483 6404

22 August – **Near North Coast** – Caboolture Lakes Sports Club – Paddy Higgins 0451 434 121

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

19 October – **Mackay-Whitsunday** (dinner) – Souths Suburban Bowls Club – Dennis Hansen – 4957 2699

18 November – **Rockhampton** (dinner) – Frenchville Sports Club – Dennis Smith – 0408 321 416

4 December – **Townsville** - Carlyle Gardens Restaurant – John Urquhart – 4773 4497

4 December – **Bundaberg** – Bundaberg RSL Club – Jack Field – 4198 1020

## LUNCHEONS ATTENDED

I attended the Sunshine Coast Luncheon on 28 May at the Headland Golf Club. The Hervey Bay Luncheon on 4 June was attended by myself. State Treasurer Jillian Steinkamp attended the AGM and Luncheon of Far North Queensland branch which was held at the Yungaburra Hotel on 28 June. I was able to attend the AGM and dinner of Van Diemen's Land branch which was held at Tamar Valley Resort at Grindelwald, Tasmania, on 29 June. All Luncheons and the Dinner were well supported and enjoyed by all who attended.

## NEW MEMBERS

Former Sergeant Atul Bhardwaj, State; former Constable 1/c Dale Marylyn Evans, Logan-Beenleigh; former Detective Senior Constable Alexander Gordon-Jones, Gympie; former Senior Sergeant James John McDonald, Darling Downs; former Senior Constable Maureen Patricia McIntyre, Ipswich; former Senior Constable Mark Gerard McLachlan, State; former Chief Superintendent Kenneth Benjamin, Near North Coast; former Detective Senior Constable Leslie John Kerr, State; former Sergeant in Victoria Police Garry Wyeth, Redlands; former Constable in Australian Federal Police John Howard Dinsdale, Redlands; former Sergeant Gregory Joseph MacPherson, Van Diemen's Land; former Senior Constable David Mazzaferri, Rockhampton; former Senior Sergeant Raymond Hoelscher, Sunshine Coast; former Detective Inspector Richard Forrester Noyes Turpin, Sunshine Coast; former Sergeant William Patrick Feldman, Near North Coast; former Detective Inspector Paul William Scanlan, State; and former Sergeant Rohan Nicholas Weirman, Van Diemen's Land.

## NEW ASSOCIATE MEMBERS

Margaret Wyeth, spouse of new member Garry Wyeth, Redlands; Janette Doan Dinsdale, spouse of member John Dinsdale, Redlands; Paula Christine Thompson, partner of new member Richard Turpin, Sunshine Coast; Sharon Therese Gallo, spouse of member Eddie Gallo, Redlands; Margaret Ann MacPherson, spouse of new member Greg MacPherson, Van Diemen's Land; Lynette Aileen Weirman, spouse of new member Rohan Weirman, Van Diemen's Land; and Viki Crofton, Far North Queensland.

## OBITUARIES

**Members:** Life Member and former Senior Sergeant Richard Andrew Maudsley, 7 March, 91 years; Life Member and former Senior Sergeant Norman Sylvester Ferguson, 91 years; Veteran Member and former Superintendent Raymond Frederick Brand, 22 March, 82 years; Veteran Member and former Inspector Rodney Joseph John Taylor, 29 March, 79 years; Life Member and retired Sergeant 1/c Royston Frederick Jones, 3 April, 99 years; Veteran Member and former Inspector Desmond Charles Melksham, 11 April, 80 years; Veteran Member and former Senior Sergeant Terrence McMahan, 27 April, 89 years; Veteran Member and former Senior Sergeant Neville Ian Gormley, 4 May, 74 years; former Sergeant Ernest Robert (Ernie) Hockings, 9 May, 63 years; Veteran Member and retired Inspector Graeme Gordon Jefferies, 9 July, 80 years; Associate Member Doreen Edwards, 11 June, former Sergeant (Tasmania) John McJannett, 17 June, 91 years; and former

Superintendent and Life Member Evan Glynn Griffiths, 23 June, 95 years.

**Non-members:** Former Senior Sergeant Donald William Harris, 2 March; former Senior Sergeant Ron Clark, 10 March, 81 years; former Senior Sergeant Arthur William (Mick) Smith, 10 March, 88 years; former Constable Frederick John Hoffman, 16 March, 80 years; former Senior Constable Thomas Lester Langton, 26 March, 80 years; former QPS officer James Gerard Humphries, 4 April; former QPS officer William Denis Crompton OAM, 20 April, 76 years; former QPS officer John Paradine, 19 April, 87 years; former Detective Senior Sergeant Barry Cornelius O'Brien, 25 May, 78 years; and former Senior Sergeant Kel Salm, 30 June, 74 years.

**Serving Personnel:** Former AO2 Pamela Ann Furner, Ethical Standards Command, 2 June, 67 years and Senior Constable Tony Garner, 6 June, 52 years.

**Family:** Mel Cross, 11 March, widow of retired Superintendent Bert Cross; May Vincent, 18 March, mother of Senior Member and retired Assistant Commissioner Ron Vincent, and Norma Leane, wife of Life Member Ken Leane, 10 June.

## QRPA CERTIFICATES

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

Mike Ball, Gladstone; Edward Patrick Charles Bones, State; Glen William Josefski, Gladstone; William Henry Larkman, Bundaberg; John Hughie Rockley, Southern Downs & Granite Belt; Kevin Edward Williams, Sunshine Coast; David Costello, Bundaberg; Norman Arthur King, Gold Coast; John Charles Sayre, Gladstone; Gerardus (Gerry) Stevens, Logan-Beenleigh; Russell John Crook, Bundaberg; Rodney Neil Hunkin, Sunshine Coast; Charles William Johnston, Hervey Bay; Thomas Stanley Tilbrook, Darling Downs; Peter Rudolph Venardos, State; and Boyd Frederick Wilson, Darling Downs.

**Veteran associate member** (over 75 years and 10 years continuous financial membership)

Maureen Bickhoff, Catherine Mary Finter, and Beryl Pocock, Far North Queensland, and Nola Lillian Trower, Van Diemen's Land.

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

Dennis Kenneth Hansen, Mackay-Whitsunday; Kevin Russell Wall, Mackay-Whitsunday; John Frederick Johnson, Gold Coast; James Thomas Winn, Gladstone; Richard Francis Nikola, Gold Coast; Raymond Leslie Laidlaw, Darling Downs; and Robin Wendell Vanderwolf, State.

**Senior associate member** (over 65 years and 10 years continuous financial membership)

Jennifer Ann Johnston, Van Diemen's Land.

## 90 and over

Vince Beutel, 95 on 5 April, Ipswich; Alma Cecilia Edwards, 97 years on 14 April, Redlands; Colin Christopher Grieshaber, 91 years on 23 April, Sunshine Coast; Leslie Lloyd Schultz, 90 years on 14 April, QRPA State; Evan Glynn Griffiths, 95 years on 22 March, Near North Coast; Kevin Thomas Weise, 92 years on 30 March, Darling Downs; Stanley Albert Hanke, 93 years on 2 May, State; Jean Goldstraw, 94 years on 6 May, Townsville; Eric Millman Hopper, 90 years on 12 May, Southern Downs & Granite Belt; Arthur James Jamieson, 95 years on 17 May, Gympie; Roy Thomas Grant, 90 years on 2 June; Rex Albert Allison, 95 years on 18 July, Gympie; Marion Dorothy Barrington, 90 years on 10 July, Townsville; Gordon Raymond Close, 92 years on 2 July, Hervey Bay; Ramsay Hastie, 91 years on 22 July, Logan-Beenleigh; John Richard Keats, 94 years on 15 July, Sunshine Coast; and Joseph Ignatius Mackle, 98 years on 5 July, Gold Coast.

## AROUND THE BRANCHES

### BUNDABERG

Meeting held on 29 March. Welfare: Russell Crook was not travelling too well and had gone to Toowoomba to celebrate his 50th wedding anniversary. There was no change in Gordon Storer's condition although he has had a fall and was sporting a beautiful black eye. Ken Strohfeldt has improved and attended the meeting. Joan Bick is alternating between her daughter and her son for two months at a time. Evelyn Mienert has had bad news concerning her cancer. Meeting held on 26 April. Welfare: Russell Crook was not travelling too well. His medication had been altered in an effort to make things easier for him. Bob Hayes was being treated for a melanoma on his leg. Meeting held on 31 May. The main item of discussion was the Police Legacy Bowls Day on 6 May. The numbers were slightly down on previous years but a total of \$2,500 was raised and will be forwarded to the Police Legacy Scheme. Congratulations and thanks were given to members who assisted on the day and also those who contacted sponsors and arranged for donations. Bill Larkman was presented with his Veteran Certificate by President Rowan Bond. An informal talk was given to the members by Sergeant Tim Marriman of Bundaberg police concerning the problems associated with drugs and the youth of Bundaberg as well as the incidence of traffic events causing more misery in the community. As at 24 June, Russell Crook and Bob Hayes were in the Friendlies Hospital. Russell's condition has worsened and he has gone into palliative care at Tri-Care. Bob has since been discharged as the skin graft over the wound created by the removal of a melanoma is going OK. Meeting held on 28 June. Welfare: Ken Strohfeldt is still having trouble with his legs which need constant bandaging. Gordon Storer is still up and down health wise, as is Joan Bick. Bill Larkman made a small presentation to the branch of a gavel and block which his late grandfather had made. They were received with acclamation. In the past Bill's grandfather had contributed several wood turned objects to the Police Legacy Bowls Day. Annual and general meetings will be held on 26 July.



Vice President Bob Materna presenting Monica Blundell, daughter of the late Inspector Val Gill, with the Queensland Police Service Medal.

### GOLD COAST

Meetings held on 2 April, 7 May, and 4 June. Ron and Dawn McDonald celebrated their 60<sup>th</sup> wedding anniversary on 4 April. Welfare: Danny and Paula Black were experiencing health issues. Planning for the 9 July Annual Luncheon is well advanced. The March BBQ hosted by Denis and Jan Chalker was very successful. Neil Raward and Col Sullivan attended Norm Ferguson's funeral service. Guest speaker: Assistant Commissioner Brian Wilkins, South Eastern Region. An application to join the Association was received from former Tasmanian officer John McJannett and it was recommended for approval. The 30 May social gathering was held at the Surfers Paradise RSL Club. 4 June meeting. Welfare: Boyd Barrett suffered a fall, spent a week in hospital, and was then at home recovering. Guest speaker: Retired Assistant Commissioner Don Braithwaite spoke of a project he overviewed prior to retirement. This dealt with the original establishment and hardships endured by the early pioneers of the Queensland Police Force which led to the subsequent publication of the book 'The Long Blue Line.' The 27 June social gathering was held at the Lone Star Tavern.



President Russell Robertson with Don Braithwaite holding a copy of 'The Long Blue Line'.

### GYMPIE

Meeting at Victory Hotel, Gympie, on 3 April. Dick Wheatley advised that he is resigning from the Association and going caravanning. Welfare: Peter and Kaylene Eiby were on the mend. Bruce Dorman's wife is seeking greater care for Bruce. Glen Durre reported Errol Frank has had a defibrillator fitted. President Laurie Pointing mentioned having surgery on his right wrist for carpal tunnel, with typing being almost impossible. Alex Gordon-Jones's application for membership was recommended for approval. Dick Mattingly's transfer from Sunshine Coast branch was noted. Guest speaker: Geoff Barlow, Senior Librarian, Gympie Library, who delivered a very

informative address covering his childhood and working life as well as short stories of events that occurred throughout his life. Meeting held on 5 June at the Tin Can Bay Country Club. Welfare: President Laurie Pointing gave a special welcome to Peter Eiby and Landes Crosby. Kaylene Eiby is on the mend and Bruce Dorman has not improved. Laurie mentioned having attended the funeral services of Rod Taylor along with Chris Sang and Tony Barton; he also attended the memorial service for Des Melksham with Tony Barton and Bob and Desley Matthews. Laurie expressed appreciation for visits and contact made while he was hospitalised with pneumonia (thankfully he is now on the mend). Veronica Kane gave a report on the bus trip to the Bunya Mountains. Twenty-six attended and a good time was had by all.

### LOGAN-BEENLEIGH

Another large number of members attended our March meeting and although no guest speaker was scheduled we had plenty of members giving short talks on career activities. Another new member attended, Dale Evans, and her application was recommended for approval. We welcome Dale and hope to see her attending future meetings and events. Our member Greg Spies was presented with his National Police Service Medal by President Max Moloney. We lost our Veteran Member Raymond (Ray) Frederick Brand on 22 March. Ray joined our branch in the early days, was for a time a Welfare Officer, and a regular friendly face at meetings. Ray's funeral was held on 29 March at St David's Uniting Church, Coopers Plains. Many people from his working life as a police officer, the Rotary Club, and Probus were at the funeral to pay their respects. Heartfelt eulogies were given by family members and friends. Meeting held on 18 April. Welfare: Gerry Stevens was recovering from a motorbike accident. Our guest speaker for the meeting, Derek Stevenson, spoke on remedial massage and benefits. Our branch has supported a proposal from Mackay-Whitsunday branch to recognise Associate Members by issuing senior and veteran certificates in a similar manner to ordinary members. The recognition of Associate Members has been a matter close to this branch in the past whereby our branch was instrumental in getting Associate Members voting rights within respective branches. I have noticed that a large number of retired officers are not members of the Association and ask all members to pass on the benefits to those retirees and promote membership in the QRPA. The 16 May meeting saw another large gathering with our member Rolly McCartney stepping up and giving us a talk on the history of the Queensland Police Pipe Band. Thanks, Rolly, for a great talk and presentation. Meeting held on 13 June at Club Beenleigh. Welfare: Andy Watt's outlook is good and he is doing as well as can be expected. The meeting was missing a guest speaker so we had some members relate stories to the gathering. Our AGM will be held on 18 July prior to our monthly meeting. We have received nominations for all Committee positions. Keep well and remember, With Honour We Served (*Terry Ahearn, Secretary*).



*President Max Moloney presenting Greg Spies with his National Police Service Medal.*

### SUNSHINE COAST

Meeting held on 26 March. Welfare reports were given by Welfare Officer Margaret Williams, John Fox, Roly Dargusch, John Walker, and Jim Dowden. Narelle Walker agreed to be the Editor of *Cop This* as from the April edition. The President thanked David Betts for his editorship of the newsletter for the past 20 years. Guest speaker: Richard Scott who was a former Royal Australian Navy air pilot. He spoke on his activities while he was in the Service and distributed a large number of photographs in relation to landings and activities on aircraft carriers for perusal. Meeting on 23 April. State President Greg Early presented Secretary David Betts with a certificate of appreciation for editing the branch newsletter *Cop This* for 20 years. Guest speaker: Detective Superintendent Jon Wacker gave a very informative talk on his role in the Drug and Serious Crimes Group. The Annual Luncheon was held at Headland Golf Club on 28 May with 56 people in attendance. Special guests were Sunshine Coast District Officer Superintendent Darryl Johnson, QRPA State President Greg Early, and QBANK Board Director Paul Wilson. Also present were members from the Brisbane, Near North Coast, and Gympie branches and Lawrie and Ruby Witham from Esk. Through the efforts of a number of Sunshine Coast branch members (in particular the preparation and commitment by Treasurer Roly Dargusch in organising the day, including the raffle prizes), the day was a great success. *Cop This* editor Narelle Walker donated a lucky door prize of two night's accommodation at her Coolum Dreams Bed and Breakfast at Yaroomba on the Sunshine Coast. Quite a number of raffle prizes were on display, with the ever-popular baked and iced cakes prepared by the Christmas Cake Legends Charmain Blissner and Lyn Betts eagerly sought after. President John Walker presented Plaques of Appreciation to Charmain Blissner (wife of Life Member Clarrie Blissner) and Lynette Betts (wife of Life Member Dave Betts) in appreciation of their long support, dedication, and outstanding service to the branch. Meeting held on 25 June: State President Greg Early presented Kev Williams with his Veteran Member Certificate. Applications to join by former Detective Inspector Dick Turpin, his partner Paula Thompson, and former Senior Sergeant Ray Hoelscher were recommended for approval. Guest speakers: Rob Scoates and Rex Gadsby, volunteers with Orange Sky Laundry, who gave an excellent presentation on what their organisation does for homeless people by providing laundry of clothes, showers, and conversation.



Lyn Betts and Charmain Blissner with President John Walker after receiving plaques in appreciation of their many years of making cakes which have been used as much sought-after prizes at Annual and Christmas Luncheons.

### SOUTHERN DOWNS AND GRANITE BELT

Meeting held at Hidden Creek Winery, Ballandean, on 3 May. Eighteen members attended, along with guests Inspector Brian Cannon and his wife Jill. Editor of *The Howler*, John Maher, has requested photos of members in uniform for a PowerPoint presentation which will be displayed on 7 August when the AGM and Annual Luncheon will be held at the Warwick TAFE.

### ROCKHAMPTON

Meeting held on 3 April at the Frenchville Sports Club. Terry Hanly advised the meeting that he had attended the 80<sup>th</sup> birthday party of retired Assistant Commissioner and Veteran Member Ken Strohfeldt in Bundaberg. Meeting held on 1 May at the Frenchville Sports Club. Anzac Day services were attended as follows: Yeppoon – Cavill Heywood and Tom Young; Rockhampton – Barry Self, and Cleveland – Terry Hanly. Guest speaker: Bruce Kerr, computer expert, who spoke about the computer hardware that is now available. He mentioned solid state drives and CPU's not much bigger than a ham sandwich. Some members showed their knowledge and computer literacy and others kept quiet. Associate member Gloria Heywood had a birthday on Good Friday and was presented with an OBE (Over Bloody Eighty) Award. The Annual Dinner will be held at the Frenchville Club on 18 November. Welfare: Graham Weeks had just about recovered from breaking two ribs as a result of a fall off a chair while retrieving a smoke alarm. Gloria Meyer was not well and was receiving treatment. Meeting on 5 June: An application for membership was tabled from David Mazzaferri. It was recommended for acceptance. Welfare: Graham Weeks has had a setback regarding two ribs he broke as a result of his fall. Physio has been suspended until the ribs have completely healed. Gloria Meyer is recovering slowly.



Gloria Heywood being presented with her OBE award by President Barry Self.



Gloria Heywood with her granddaughter Lucy Booth who made the cake in front of her.

### MACKAY-WHITSUNDAY

Meeting held on 13 April. Welfare report by Barry Downs: *Since the last meeting I have had contact with the following members: Bob Maher, Tony Wynne, Col Duncan, Peter Hinschen, Ray Hodgson, and also my wife Thele who has almost fully recovered.* Gifts of suitably engraved pens have been ordered to mark the tenth anniversary of the formation of the branch. Stu Halls, who was in Christchurch at the time of the mass shooting, gave a short address on what he had seen and the reaction of emergency services and police. Meeting held on 18 May: President Bob Maher made special mention of the passing of Ernie Hockings and thanked all members who travelled to Bowen and participated in the celebration of his life. Secretary Dennis Hansen advised that positive feedback had been received from eight branches supporting the branch's proposal to recognise Associate Members in a similar way to ordinary members. Meeting held on 15 June: President Bob Maher mentioned that the branch had received an exemption from the State Government for work to be carried out on the grave of Acting Sergeant Johnston. It was noted with pleasure that the State Management Committee had agreed to recognise Associate Members in a similar manner to ordinary members. Welfare: Barry has been in contact with the following members: Bob Maher, Dave Gray, Tony Wynn, Col Duncan, Peter Hinschen, and Ray Hodgson. All are in good spirits and dealing with their individual ailments. Barry has also had contact with Margie Kussrow who has had a pacemaker fitted. Planning for the Ten Year Reunion Dinner on 19 October is well advanced. The AGM will be held on 20 July.

### IPSWICH

Meeting held on 11 April. Welfare Report by John Hawkins: Life Member Vince Beutel and his wife Ailsa were to attend the meeting but were unable to do so because Vince was far from well. John Hawkins and Ken Martin later attended the Beutel residence where Vince was presented with a bottle of scotch. Vince said it will help him get back to sleep when he wakes up at midnight. John visited Ken Farquharson and found Ken well but wishing that he was back in his own home. John visited Trevor Eltherington in Boonah and reported that Trevor had lost a lot of weight and was having trouble with an eye. Guest Speaker: Detective Chief Superintendent Cheryl Scanlon, Executive Director Operations Support, Crime and Corruption Commission. Cheryl spoke of her distinguished career spanning 33 years and of the workings of the CCC. Meeting held on 9 May: Welfare Report by John Hawkins: He had visited Ken Farquharson. John spoke of Vince and Ailsa Beutel and of the bottle of scotch presented to Vince. John has been in touch with Cec Horne and spoke of Cec's current situation. John spoke of Doreen Edwards in St Andrew's Hospital undergoing rehab following severe infection. John McCrae was undergoing treatment with a trial drug and looks remarkably healthier since the trial began. Greg Polzin attended with 32 stitches in his face following the removal of a melanoma. Guest Speaker: Detective Sergeant Mark Brand, Homicide Investigation Unit. Mark gave a very informative talk on the Homicide Cold Case Unit and of the 213 cold cases still under investigation. Meeting held on 13 June. John Hawkins

had been in contact with Peter Cunningham who is still recovering from a heart attack. Margie Kussrow is glowing like a fluro-light following a heart pacemaker insertion. Jim Curley was having a cataract operation. Joy Raatz was recovering from a major infection following surgery on her leg. The meeting was informed that Gladys Water's deceased husband, Len, is to be further honoured for his war service by having a building named in his honour at Williamtown Air Force Base, and that a member of her family has been asked to travel to the Middle East where another structure will also be named after Len. *The Missing Man* by Peter Rees provides great reading that follows Len Water's life from outback Queensland and New South Wales to the battlefields of Tarakan. Copies are available on the internet or via Maxine Renouf, Len's daughter, on e-mail at maxinerenouf@bigpond.com Guest speaker: Assistant Commissioner Mike Condon. Mike provided an excellent overview of policing in the Southern Region and the complexity of policing in the modern era.

### TOWNSVILLE

Meeting held on 3 April at the Carlyle Gardens Restaurant. President Merv Johnston gave a special welcome to Life Member Vince Bye who was attending his first meeting for some time. Welfare: The Welfare Officer Gordon Thomas advised as follows: Pat Bocking was suffering from cancer, he had visited the Hoopers and they were reasonably well, Joan Maynard has to have an operation on her eye, and Margaret Butterworth and Pam Loveridge had both just got out of hospital after having operations. Before the meeting, some members travelled in to view the new Townsville District Communications Room. This was organised by member Wayne Lord with the assistance of member Steve Lamb and the OIC of that section, Senior Sergeant Alan Hussey. Meeting held at Carlyle Gardens Restaurant on 2 May: President Merv Johnston gave a special welcome to Brian and Margaret Hooper, Stan and Rose Goffin, Brian and June Weston, and Margaret Butterworth. Welfare: The Welfare Officer Gordon Thomas informed the meeting he was pleased to welcome Brian and Margaret Hooper to the meeting because they had been ill for some time and had been unable to attend. A cheque for \$200 (\$100 each from Gladstone and Townsville branches) has to be presented to the local SES. Brian and Margaret Hooper thanked Welfare Officers Gordon Thomas and Ian Palin for the many visits and support they received from them over the period of their illness. Meeting held on 5 June at the Royal Hotel, Ingham. President Merv Johnston welcomed all to the annual meeting in Ingham. A special welcome was given to John Pearson, Roger Bow, Fay and John Lone, Barbara Zupp, and Fred and Laural Angus. Barbara was thanked for putting on the morning tea and Fred and Laural were thanked for organising the venue. Welfare: Gordon Thomas informed the meeting he had spoken to Joan Maynard who is having problems with her left eye, Trevor Errington was having two wisdom teeth removed the next day, Ian Palin had to go to hospital for a check-up on his cancer treatment, and Brian and Margaret Hooper were well and really enjoyed the last meeting. The branch is going to continue having meetings in the Carlyle Gardens Restaurant

until the RSL Club is completely refurbished and a decision on a permanent venue is made at that time.

### GLADSTONE

Meeting held on 3 April at Calliope Central Bowls Club. Welfare Officer Keith McCann advised that Mike Ball had a bad bout of influenza and Ann Vidler is happy at Bindaree (Keith and Gail had morning tea with her recently). Glenn Churchill expressed thanks to those who assisted with the bush fires in that area. Meeting held on 1 May at the Club Hotel. President Darryl Saw welcomed new Associate Member Roslyn Thomas to the meeting. Graham Cousins had just returned from various specialist appointments in Brisbane prior to another operation on his knee. Several members have recently seen Zoe Mortimer, who is looking well, and is contented at Eureka Retirement Village. Max Mienert was to have a procedure to remove a lump from his back. Guest speaker: Centrelink representative Darrion Berry addressed members on various aspects concerning benefits available to retirees. Meeting held at Harvey Road Tavern, Gladstone, on 5 June. Welfare: Keith McCann advised that Val Catterson was progressing quite well, Graham Cousins had the operation on his leg where the tendon was re-aligned and the patella moved back to where it should be. Chris Coleborn recently had a check-up in Brisbane on her right shoulder following an operation. Neil Coleborn was to have more excisions of sun cancers from his scalp in Brisbane. Darryl Saw advised that Glenn Josefski is still doing well although he has back and shoulder pain. President Darryl Saw presented Mike Ball with his Veteran Member Certificate. Chris Lette and Stan Janas attended Sergeant Dan Stiller's Memorial Cross near Farmer Creek, Mount Larcom, where they cut and sprayed the grass and placed a new police patch on the cross because the original had faded.



Mike Ball receiving his Veteran Certificate from President Darryl Saw.



Dan Stiller's Memorial Cross after maintenance by Chris Lette and Stan Janas.

### DARLING DOWNS

Meeting held on 11 April at West Toowoomba Bowls Club. John Sullivan advised the Memorial Arch at Crows Nest was reaching fruition and an invitation to attend the dedication will be forwarded to President Boyd. Boyd advised that plaques for the Police Memorial Wall at the Drayton and Toowoomba Cemetery had now risen from \$250 to \$340 and he would be making follow-up inquiries with the Toowoomba Regional Council with regard to the escalation of this cost. Meeting on 9 May. Welfare: Kev Weise reported that Bob Scarff had sustained injuries as the result of a fall at a local shopping

centre and was recovering well. Ray Breise reported on his heart problems and stated he was soon to go into hospital for open heart surgery. President Boyd stated that the meeting was the last to be held at the West Toowoomba Bowls Club. Debbie Dennis, Club Manager, West Toowoomba Bowls Club, was invited to the meeting where a vote of thanks was carried for her assistance in regard to meetings held at the Club. Meeting held at the Stock Exchange Hotel on 13 June. Welfare: John Sullivan reported that John Lear had a pacemaker inserted and remarked at the technology involved. John also stated that Ray Briese had undergone heart surgery and was recovering well. Kev Weise stated that Roger Deshon had undergone surgery to have a couple of stents inserted. Boyd Wilson reported that Ron Munson recently had surgery. He had plaster up to his knee and was unable to get out. Bob Scarff stated that Graham Hohenhaus' condition had worsened considerably. It was resolved to have all future meetings at the Stock Exchange Hotel.

### NEAR NORTH COAST

Meeting held on 15 April at Woody Point. Guest speaker: Nicole Egan, Program Co-ordinator of Breaking-the-Cycle program, which is being conducted by the PCYC. This program seeks volunteer driver mentors to support young people learning to drive. The program supports young people to complete their mandatory 100 hours of supervised driving in a safe and suitable vehicle with a volunteer mentor. The vehicles are kindly donated by the community. Any member interested in participating in this worthy cause should contact Nicole at Deception Bay PCYC on 0427 733 809 or email [nicole.egan@pcyc.org.au](mailto:nicole.egan@pcyc.org.au). Welfare: Jim Hayes was not doing so well at the time of the meeting. Meeting held on 20 May at the Bribie Island RSL Club. President John O'Gorman welcomed member Bryan Kennedy, who gave members a run-down of his career in the police. It was resolved to hold the Annual Luncheon at the Caboolture Lakes Sports Club on 22 August. Meeting held at Caboolture Sports Club on 17 June. Paddy Higgins has taken over the role of Treasurer from Rick Losberg and Rick's excellent work as Secretary/Treasurer was acknowledged by acclamation. An application to join the Association by Bill Feldman was recommended for approval. Welfare: Vice President Allan Hawkins was to have a knee operation the day after the meeting.

### REDLANDS

Meeting held on 26 March. Welfare: Joan Ehlers had a brief stay in hospital recently. Evelyn Staib was admitted to hospital recently due to a fall. The applications by former Commonwealth police officer John Howard Dinsdale and that of former Victorian police officer Garry Wyeth were recommended for acceptance. President Marty Fitzpatrick gave thanks for the good work of the organisers of the Annual Luncheon held on 26 February. He made special mention of the efforts of Rosie Nicol and Laraine Coleman in regard to the raffles. Meeting on 23 April. Welfare: Graham Williams had a short stay in hospital with a crook leg. Guest speaker Shane Stanley gave members information about the Queensland Police Bowls Club including how to join, where games are played, costs involved,

etc. Meeting held on 28 May. Welfare: Evelyn Staib has been admitted to Wellington Park Nursing Home at Wellington Point. Garry Wyeth was struck down with a bout of food poisoning after a trip to Singapore. He was in hospital for a period but is now back on deck. Guest speaker: Neil Lega, President of the Wynnum-Manly Probus Club, gave a general talk about Probus Clubs. Meeting held on 25 June. Welfare: Dudley Orchard was suffering from a virus and was placed in isolation for a few days. Mike Mills was having a small medical procedure on the day of the meeting. Thomas Jiffin and Tony Christensen from Donald Simpson Centre, Cleveland, addressed the meeting, gave a general idea of what the Donald Simpson Centre offered for their members, and outlined various programs, functions, and events. An application to join the Association was received from Sharon Gallo, wife of Secretary Eddie Gallo, and was recommended for approval. Eight members from the branch attended the Hervey Bay Luncheon on 4 June. The branch BBQ was held at Wellington Point on 4 July.

### FAR NORTH QUEENSLAND

Meeting held on 22 March at the Bungalow Hotel, Cairns. Thirty-seven attended the meeting and thirty-one apologies were recorded. A special welcome was given to Superintendent Geoff Sheldon of Cairns District, guest speaker Terry Brodin, the Service Delivery Team Leader with the Office of Fair Trading, and Vicki Crofton, a former public servant with the Australian Crime Commission. President Ian Swan advised the meeting that Welfare Officer Jock Macdonald had resigned from the position for personal reasons. Jock was thanked for his services. In the interim all welfare matters are to be referred to either Ian Swan, John Hartwell, or Joe Jackson. Guest speaker: Terry Brodin provided an indepth insight concerning the proliferation of scams that are currently invading our lives. Among other things, he mentioned the scams of the fake web sites, text message scams, mobile phone scams, Facebook issues, investment scams, and e-mail scams. Terry provided the following links where you can report scams etc. ACORN: <https://www.acorn.gov.au> and SCAM WATCH: <https://scamwatch.gov.au>. Meeting held on 26 April at the Gateway Hotel, Mareeba. Secretary Joe Jackson acted as President in the absence of President Ian Swan and welcomed 31 members and guest speaker Peter Beaver who was a Defence Force member with the Australian Army from late 1960 until mid 1980. He reached the rank of Warrant Officer Class One and his expertise was parachuting. He provided an insightful and absorbing address concentrating on his time at the Parachute School. Meeting at Mountain View Hotel, Little Mulgrave, held on 24 May. Allan Dredge and Brigitte McKaskill were appointed Welfare Officers for the branch. Forty-seven members and guests attended. The AGM and Annual Luncheon were held at the Yungaburra Hotel on 28 June. The State Treasurer Jillian Steinkamp attended. The result of the election follows: President – Ian Swan, Vice President – Mal McKaskill, Secretary – Joe Jackson, Treasurer – Ross Whitmee, and Welfare Officers – Allan Dredge and Brigitte McKaskill. Jillian presented newly created Veteran Associate Member Certificates to Cath Finter and Beryl Pocock. Maureen Bickhoff was not present to receive her certificate.

## HERVEY BAY

Meeting held on 21 May. President Grahame Gronow thanked all members who attended the April BBQ: although low in numbers, members enjoyed the day. He also thanked Dorrell and Neil Healey for organising the BBQ in the absence of Ian and Pauline Anderson. Travellers: Greg and Ros Morrow were in Western Australia on their caravanning trip. Russell and Denise Lewis were in Canada. Lyle Gronow has had a school trip to France with Xavier School students and Ian and Pauline Anderson have been cruising around the Pacific. Welfare: Bruce Frese had spent time in hospital with fluid on the lungs. Bevan Bradshaw had been to Brisbane for medical treatment and had suffered a bad bout of flu. Bob Jamieson was to have a knee operation. Trevor Trost is waiting for a date to have open heart surgery in Brisbane and Norm Sprenger had a bad dose of the flu. Guest speaker: Andrew McQuarrie from Tynans Financial Advice gave a very informative talk in relation to the rules governing superannuation and current market trends. The Annual Luncheon held on 4 June was down in numbers to 48, mainly due to illness and members being away on holidays. Special guests were Ted Sorensen MP, Superintendent Ardie Hawkins and Detective Inspector Gary Pettiford (both of Wide Bay Burnett District), Officer in Charge of Hervey Bay station Senior Sergeant Brooke Flood, Director of QBank Andy Henderson, and State President Greg Early. The Bundaberg, Gympie, Redlands, Near North Coast, and Brisbane branches were represented. Greg presented certificates of appreciation to President Grahame Gronow and Secretary Lyle Gronow: Grahame for outstanding dedication, commitment, and leadership which resulted in the formation of the branch on 17 July 2007 and its successful continuance with him as President; Lyle in supporting Grahame in the formation of the branch and its successful continuance as well as her effective performance in various executive positions in the branch. Greg also presented Foundation Member and Foundation Associate Member certificates to many of the foundation members who were present. Senior Sergeant Flood was able to receive certificates for her parents, Geoff and Anne Flood. As usual, the venue, food, and hospitality were excellent.



Lyle and Grahame Gronow being presented with Certificates of Appreciation by State President Greg Early.

## VAN DIEMEN'S LAND

From Andy Beasant, President/Secretary: *Hi again from Tasmania. We are now feeling the effects of winter with some temperatures being well below 0. We also have four new members, Greg and Margie MacPherson and Rohan and Lyn Wierman. It is good that the branch continues to grow. Don't forget if visiting from the big island to our north, let us know if you want to meet because we have members over most of Tasmania now.* The AGM and dinner were held at Tamar Valley Resort at Grindelwald on 29 June. The original executive appointed when the branch was formed on 24 October 2009 – President/Secretary Andy Beasant, Vice President Ian Johnston, and Treasurer Jim Byrne – was re-elected. Jenny Johnston was re-elected as Newsletter Editor. State President Greg Early attended and he was able to present a QPS Exemplary Conduct Medal to new member and former Sergeant Greg MacPherson for his commitment to the QPS for more than 37 years, in particular within the Police Communications Centre for 16 years. (Greg was a competent and committed Communications Co-ordinator, supervisor, and workplace trainer who had been the primary driver in a number of key service improvement initiatives within crucial development areas of police communications.) Greg was also able to present Foundation Member and Foundation Associate Member certificates to many of the foundation members who were present. He also presented the newly created Veteran Associate Member Certificate to Nola Trower and a Senior Associate Member Certificate to Jenny Johnston. President/Secretary Andy Beasant was presented with a Certificate of Appreciation for outstanding dedication, commitment, and leadership which resulted in the formation of the branch on 24 October 2009 and its successful continuance with him as President and Secretary ever since. The following applicants for membership were recommended for approval: Margaret Ann MacPherson, Rohan Nicholas Weirman, and Lynette Aileen Weirman.

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