

POLICE

FEBRUARY/MARCH 2021

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



BREAKING POINT

**QPU PROMPTS REFORM TO STOP
VIOLENT REVOLVING DOOR
JUSTICE FOR JUVENILES**

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Three police officers were injured after their vehicles were damaged during an incident with a stolen car containing seven juveniles accused of swerving at police and the public in Townsville on January 30. It was one of a string of dangerous incidents with young violent offenders that has led to the QPU inspired Youth Justice Taskforce being established.

Photo Courtesy Townsville Bulletin

COVER STORY

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YOUTH JUSTICE TASKFORCE 2021

The Police Officer appointed to lead the youth justice taskforce and implement a suite of reforms has more than 33 years of service and is determined to use the opportunity to introduce lasting and effective change.

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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IAN LEAVERS

The things that need to be done immediately to reduce youth crime.

- 1) **Legislation.** – Strengthen youth bail laws and longer prison sentences for juveniles
 - 2) **Technology.** – GPS Tracking anklets for all juveniles on bail and mandate remote engine immobilisers
 - 3) **Resourcing.** – More resources for Police and Child Safety
 - 4) **Target the actual juvenile offender demographic.** – Juvenile offenders are predominately indigenous. Let's work with Elders to tackle the social issues.
 - 5) **National Summit on Youth Crime.** – Not just a talkfest. There must be a commitment to real action.
- No respect for authority from young people
 - Soft laws
 - Dysfunctional child safety department
 - "Weak" bail laws
 - Revolving door youth justice system
 - Video games
 - Not enough cells in youth detention centres. Build more and fill 'em up!
 - Child safety officers more concerned with having juvenile offenders out on the street than in jail
 - Youth crime "epidemic"
 - Soft on crime regime and overt push to keep recidivist offenders out of custody and on the streets
 - Police on "COVID state border duties" and not doing "real policing"
 - Child safety officers not removing children from "criminal deadbeat" parents
 - Not enough police
 - The legal age of a juvenile in the eyes of the law having been raised from 17 to 18 in line with the rest of Australia and the world
 - "Inter-generational" crime
 - A "revolving door" criminal justice system
 - "Bleeding heart, lefty, social justice minded" do gooders
 - Judges in the "ivory towers" who have no idea of the real world
 - Senior police not in touch with their community or the "frontline"
 - Young people operate in a "consequence free" environment where they only ever get a "slap on the wrists"
 - Divorce and the breakdown of the family unit
 - "Bring back the stolen generation" to remove these juveniles from dysfunctional homes
 - Dole bludging parents who just collect "Centrelink" and have no idea where their kids are
 - The police having a "no pursuit" policy
 - Drug and alcohol abuse
 - This is the fault of political correctness
 - No longer having corporal punishment in schools means young people do not understand their actions have consequences. "Bring back the cane/ strap to schools! Never did me no harm!"
 - "Back in my day young people got a good kick up the backside or clip over the ear"
 - The "Ice" epidemic
 - Police have their hands tied by too much red tape by the CCC that they can't do their job
 - Youth offender bail houses
 - Young people "Thumbing their noses at the law"
 - Police being "powerless" to deal with "young thugs".

In all my time as a police officer I have seen how a community tragedy always attracts the usual bunch of opportunistic attention seekers desperate to capitalise on someone else's grief so that they can steal away their own share of the spotlight.

I have heard youth crime attributed to any number of issues, with each pundit being particularly devoted to the barrow they were pushing.

I have seen youth crime variously attributed to, (see if any of these ring a bell to you):

- "Lefty" magistrates
- The perception the education system now operates where "every child wins a prize"
- Violent movies seen by young people
- Instagram
- Social media
- Deadbeat parents
- Politicians
- Successive governments of all persuasions

And a new one and probably the oddest of the lot is blaming Legal Aid duty lawyers who complete bail applications for young people as being a reason for youth crime?!?! Last time I checked, magistrates and Judges set bail.

This commentary circus has plenty of people willing to identify the problems and causes however there are very few solutions offered. Yet it demonstrates the deep well of discontent and the huge amount of support to try and solve this problem.

The whole point that is being missed here is that the person entrusted to actually examine the tragedy at Alexandra Hills is the Coroner, and I for one, unlike some others, will never say or do anything to jeopardise an investigation.

However changing laws by themselves again is only part of the solution. It needs to be part of a suite of changes. I have said for years we need to embrace technology.

I pride myself and our organisation, the Queensland Police Union, on taking a considered approach. We will not jump into some half-baked debate on youth crime to fuel outrage.

I have proposed a different path and thankfully we have now seen the government adopt some parts of our plan. Yet again we are setting the agenda.

I have proposed and am now organising a National Youth Crime Summit. In Queensland alone, we have more juveniles under the purview of the Child Safety department than ever before.

There are over 13,000 subject to ongoing intervention. That's almost 140 for every state electorate in Queensland. And it is has been increasing at a rate of almost 8 children a week over the last five years.

As you can see, the problem is potentially huge yet the child safety department's ability to handle this crisis is lacking. We need better resourcing for both police and the child safety department.

Strengthening youth bail laws and increasing prison sentences will

work. You can't fix this problem with a politician's soundbite on the news or a catchy, feel good and ultimately vacuous slogans. Real legislative change is needed.

However changing laws by themselves again is only part of the solution. It needs to be part of a suite of changes. I have said for years we need to embrace technology.

Technology such as remote engine immobilisers and all juveniles on bail needing to be fitted with GPS tracking

anklets which is now being adopted, is a start. That could assist to stem the problem overnight. The technology exists and it works so let's do it!

The other elephant in the room that the woke politically correct brigade will never acknowledge is that juvenile offenders in Queensland are overwhelming indigenous. There! Someone has said it.

There is something deeply dysfunctional with indigenous communities all over Queensland that sees indigenous juveniles subjected to horrific physical and emotional abuse from a young age and they then go on to perpetuate this abuse in a never-ending intergenerational cycle. We can pretend it doesn't exist or we can do something about it.

At a forum in the juvenile crime ridden suburb of Mundingburra in Townsville that I attended last year, Indigenous Community Elders told me of their own immense frustrations with their young people and a system that turns them back out onto the street. These Elders are pleading and crying out for help too!

I have now written to all states and territories, their respective Police

Commissioner and police unions and associations, and I believe amongst this group, we can take positive steps to make a difference. Not just a talkfest. Real action.

We want real change. We want to make a real difference.

We want real change. We want to make a real difference. Only through using technology such as GPS tracking and remote engine immobilisers, denying bail to juvenile offenders, handing out actual decent prison sentences, honestly and openly addressing the topic that many say is taboo such as juvenile offenders being predominately indigenous, and holding a National Youth Crime Summit will we go some way to solving this crisis however it will take all tiers of government, Local Government Councils, State Government and the Commonwealth to work with us.

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MICK BARNES

WHAT'S HAPPENING

Despite business as usual (BAU) and COVID-19 deployments the Queensland Police Service (QPS) and our Members have proven their dynamic operational capability by continuing the implementation of the Strategic Alignment Program (SAP) and the Service Delivery Redesign Program (SDRP). Wow, what a mouthful.

My advice to Members is to hang on as there are some real game changers on the way, changes that will be difficult for some of our more senior and experienced officers to accept in that there will be many new ways in which police respond to calls for assistance from within our communities.

The initial SDRP pilot began within the Moreton District on February 8 and already the most important issue identified is that of communication amongst all levels. Change management will always be a challenge but I encourage anyone with concerns to speak with their immediate supervisors and/or local QPU Branch Officials.

The Moreton pilot has engaged the network of local QPU Branch Officials to assist in this regard with this forum being recommended to all District Officers to utilise to reduce the inevitable angst with the approach and introduction of considerable changes.

Dependent upon where and what duties each Member does, the level of change being suggested could be considerable.

One key to the success of SDRP is for open dialog to occur so that misinformation does not fill any void left by that lack of local communication. Advice and observations to date are that the SDRP will benefit officers' workload and ease the repeated calls for service upon the frontline for many jobs that are not police related.

It is acknowledged by many that despite the increasing number of sworn and

non-sworn officers that demand is outstripping the ability for Police to attend each and every call for assistance as we have traditionally. SDRP will see these calls for assistance triaged and officers tasked accordingly.

There are many industrial and operational questions that we have received that the SDRP and Moreton Leadership Team have assisted us in preparing a Q&A forum that can be distributed.

One key to the success of SDRP is for open dialog to occur so that misinformation does not fill any void left by that lack of local communication.

The queries still continue each day. I urge all Members to work with their local QPU Branch Officials or indeed any of our Industrial Team including myself.

OUR PEOPLE DO MATTER

Despite the fanfare and commitments given by all parties about three years ago to embrace the Our People Matter (OPM) philosophy and program, many Members including myself can't but notice the lack of energy and activity in the OPM space since changes occurred within the QPS' management team.

We know that policing often causes a level of cynicism and conspiracy theories amongst officers however in

this case when it comes to the ongoing commitment of OPM even the most optimistic punters are raising their eye brows.

The QPS' civilian team that oversaw the planning and implementation of OPM have all but disappeared with the senior positions now filled by sworn officers.

At a recent meeting it was revealed that one of the new sworn appointees lodged a formal complaint on their civilian predecessors for purchasing tea and coffee on the corporate card.

Keep in mind that this cohort's sole existence was for the health and wellbeing of each and every member of the QPS, some are suggesting that this alone typifies the future of OPM.

Surprisingly though the OPM website still exists although the content is decidedly dated. I for one will always subscribe to the ideals of OPM and have a personal focus on its goals, no differently from when we launched it.

FAREWELL

One of the casualties of COVID-19 restrictions has been the ability to hold and attend send-offs for colleagues who have retired following a lifetime of commitment to policing their respective communities.

If you're aware of one of your mates that has not had the opportunity for a send-off then make sure you reach out and organise something locally.

I recently had the opportunity to farewell Barry Haran at Whitsunday Station after 30+ years of loyal membership



QPU General President Mick Barnes, presents Sgt Barry Haran with a commemorative QPU tankard, with QPU Central Region Rep Kev Groth.



Enjoying a delayed send off QPU Boondall Officials Sgt Mark Farnhill, Dave Wells, Steve Goulden, Gus Saunders & QPU General Secretary Mick Barnes.

including a period as a Branch Official looking after the interests of others at his station. Wish you and Sandra well into the future mate in whatever endeavour or path you chose to follow.

Likewise I was able to catch up with former North Brisbane colleagues Steve Goulden and "Gus" Saunders who had retired earlier in 2020 and weren't able to have a send-off either.

Having both served at Sandgate and then Boondall anyone who has served at either adjoining divisions knew both Steve and Gus and being reliable and loyal leaving all confident to have both of these champions backing them up at any sort of a job.

Having a combined loyal membership of 52+ years, I wish you both the best of luck and that you enjoy retirement guys.

Stay Safe

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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SHANE PRIOR

AN EMASCULATED MEMBERSHIP

No matter your position within the Queensland Police Service, if you like it or not, you are held to a higher standard of conduct to that of the community.

There is not a member that I know that doesn't live their life adopting an ethos of common decency, fairness, and honesty. Since May 1987 when then Premier Bill Gunn ordered a commission of enquiry into illegal activities and associated police misconduct, the police discipline system has undergone transformative change.

The Fitzgerald Inquiry was the answer of its time, a response to a public demand in a change of policing culture and practice, a demand that many argue was needed at that point in time.

Today a culture of fear, alienation and marginalisation is the legacy of the Fitzgerald Enquiry, leaving our members constantly looking over their shoulder, second guessing their actions, and fearing that a simple mistake will result in an extended period of career limbo.

In November 2020 the findings were handed down from the Coroner from James Gargasoulas's homicidal attack of innocent civilians in Bourke Street, Melbourne, as he drove his vehicle at speed down sidewalks, senselessly killing six people.

Coroner, Jacqui Hawkins said, "The fear of being disciplined paralysed some police members from taking more assertive action on the day". The problems being felt by our colleagues in Victoria are well and truly being felt here at home.

If we like it or not, the simple reality is those tasked with protecting



The car borne attack in Bourke Street Melbourne in 2017 killed 6 people and injured 27 others.



The Victorian coroner was critical of police claiming they were paralysed in acting to stop the offender fearing disciplinary action.

the Queensland public are fed up with routinely being subjected to a discipline process for them simply doing their job.

Our people are at their wits end, to such a point that they are starting to avoid that interaction with people they have been trained to interact with,

people they would ordinarily police, people who should be spoken to.

We are operating in a hyper-sensitive environment where our people are forced to be robots, where any deviation is met with threats of repudiation, even for the most minor of infraction.

MIR's (Management Initiated Resolution) are handed out like candy in an effort to get complaints off managers books, and Performance Development Assessments are updated reflecting the MIR and we wonder why motivation is at an all-time low.

The reality is we have turned into a dog eat dog culture, where even the most trivial of complaints must result in some form of discipline to appease those who make the complaint.

I personally know of decent managers/investigators that push back, supporting an officer's actions have been often maligned, threatened with discipline themselves, made to feel like they are doing the wrong thing – Is this really what we have become?

Stand-downs are an all too often an occurrence now. The obligatory Facebook post on the

Queensland Police Facebook page for transparency provides just enough information for easy internal identification is soul destroying for our people.

It is like a constant reminder that the hand is always raised, ready to slap you if you step out of line. Information is slow and sparse to members that are dragged into the discipline system, this obviously is the achilles heel to a cohort of men and women trained to seek information and make decisive decisions.

Even with the improvements with the discipline system that were legislated last year, our investigators at Ethical Standards Command tasked with dealing with these files are all too often bogged down in correspondence.

It can be an unforgiving role and we need good people to take up those roles to minimise the impact

of a draconian process that has now become the police discipline system.

This clearly is a nationwide issue, an issue experienced by our colleagues in other jurisdictions. You ultimately reap what you sow, and if the public want an emasculated police service, then we are well and truly on track, in fact, we may already be there.

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

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

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PETER THOMAS

WELCOME TO 2021, AND THE JUVENILE CRIME SPREE CONTINUES ... I do not believe the Northern Region is alone with this scourge and I am positive the crime figures in your areas are also escalating at an exponential rate.

I looked back on my Journal Article for January / February 2020 and this is my opening paragraph.....

WELCOME TO 2020, AND THE JUVENILE CRIME SPREE CONTINUES ... I do not believe the Northern Region is alone with this scourge and I am positive the crime figures in your areas are also escalating at an exponential rate.

Most members of our community echo the sentiments of police when it comes to the revolving door approach that our judiciary is taking with the juvenile crime plague, and that is that the current system is not working. I thank the Police Minister for providing us long overdue extra policing numbers and I am sure that with the extra numbers, we will apprehend and process more offenders than we currently do.

On Saturday 30 January 2021 I spent time with three of our members at the Townsville University Hospital Emergency Department where they were being assessed for head and spinal injuries following a crash after evading a stolen vehicle driven by juveniles that was intentionally driven at them.

Previously during the nightwork shift multiple crews took evasive action to avoid collision with this vehicle that was being driven at high speeds dangerously. This same vehicle taunted police by driving into to the watch house carpark sounding the horn and revving the engine. This same vehicle drove through the Kirwan Police Station carpark and rear station entry area doing burnouts, yelling and sounding the horn.

I am aware of similar incidents that occurred at the same time in Cairns with multiple stolen vehicles driven by juveniles causing extremely dangerous situations for members of the public as well as our police.

This vehicle was being driven by a juvenile with seven other juveniles within the vehicle.

This has become a regular occurrence and every day there are stories of those near misses that could have easily resulted in multiple deaths.

In my article January / February 2020 I thanked Minister Ryan for the additional policing numbers that have been provided. On Saturday 30 January 2021 there was seven crews at the Townsville University Hospital guarding these juveniles

“If you have ever considered becoming a Branch Official now is the time.”

that had been apprehended. Forensic Crash Investigators at the crash scene, multiple crews directing traffic at the crash scene, and our Property Crime Officers piecing together the crime spree that had been delivered to Townsville during that night so that charges could be preferred against these offenders.

Without the extra policing numbers delivered there would have been no officers on the ground to continue with

every day policing function of protecting life and property.

What I cannot understand is why OUR Commissioner is on television news broadcasts addressing this issue and the measures Police are taking to resolve the dysfunctional lives of these children, when we have not heard anything from the Director General of the Department of Children, Youth Justice and Multicultural Affairs Ms. Deidre Mulkerin on how her Department plans on addressing this situation?



Deidre Mulkerin Director General of Dept of Child Safety, Youth and Women has not taken a public role in discussing options or action in increasing cases of re offending youth.

The Juvenile Justice system is broken and I am at a loss why OUR Commissioner is defending this broken system that is not only letting our community down; but the children that the Department of Children, Youth Justice and Multicultural Affairs is failing to support.

It is not as though this is an emerging issue. This was discussed at length at local community forums within Townsville that had been attended by our Union President during 2020.

This situation has gotten to the point of absurdity - it has now become a challenge between groups of juveniles stealing vehicles who can do the most dangerous acts in these vehicles. Our officers lives are in danger every time they go to work as these juveniles are intentionally driving at high speed head on towards them, or by 'driving dangerously close to them' whilst they out of the police vehicle.

Unfortunately, there appears to be no appetite from Ms Deidre Mulkerin or her Department to address this situation as there has been no comment from anyone in her portfolio.

One would think (expect) that the Director General of the relevant Department would address such a major issue within our community; but once again it appears that OUR Commissioner and policing colleagues

will have to carry the load of other Government Departments.

With the lack of motivation by the Government Departments that are responsible for addressing these issues with a long-term outcome I am almost positive that I will be writing the same article in 2022.

YOUR LOCAL BRANCHES

In the coming months local Branch elections will be occurring. A number of Branches have already had the elections for your Branch Officials. In the coming Journal Articles I will provide a list of the Branch Official across the Northern Region.

As 'The Service Alignment Program' (SAP) is rolled out across the Townsville and Mount Isa Districts it will be imperative that our Branches are fully functioning so that we can have regular

meetings to outline the progress of the SAP and have any issues addressed.

If you have ever considered becoming a Branch Official now is the time.

We provide all necessary training and ensure that you are fully supported. If you have any questions please don't hesitate to give me a call.

Until next month; take care of yourself and each other; ensure you have work / life balance; attend your next local Branch meeting; and remember: no union rep = no interview.

Peter THOMAS

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Hooroo and Cheers

SERGEANT MICHAEL STOKES (4718)

Shift Supervisor Townsville

41 years Service

Last Day 29/01/21

Mick was sworn in on his 20th Birthday and was posted to Brisbane City, before moving to Acacia Ridge, South Townsville and back to Brisbane mobile patrols where he spent four and half years.

There was a stint at City CIB and a period in covert surveillance with the drug squad and corrective services investigation but Mick had a strong desire to return to uniform and relocated to General Duties at Goodna, Ipswich and a role as OIC at Hughenden. By 2008 he was back in Townsville where he continued until his retirement as a shift supervisor.

Home life was busy for Mick and his wife, they had two sets of twins. The boys arrived first and have now graduated as an engineer and a lawyer, the two girls are currently at University studying physiotherapy and psychology. The juggle of work and family responsibilities meant Mick was busy for most of his career but opted to get involved with the QPU as an official in 2017 and was elected as Townsville Branch President.

Mick said "I've been a strong Union supporter all of my career, they've assisted me on numerous occasions with legal and industrial matters. Going back to my first years in the job Ian Leavers always took my calls and offered advice on a range



Mick Stokes graduated on January 30, 1981.



Daughters Eloise & Gabrielle with Mick and wife Sharyn Seage, son Thomas, Deputy Commissioner Paul Taylor and QPU President Ian Leavers on Sgt Stokes last day with the QPS.

of issues that impacted my working life. In 2017 I was elected Branch President, I wish I could've got in earlier but it was impossible to provide the members with the true support they needed considering we had two sets of twins."

"I think under the current Executive team our wages and conditions have improved more than any other time in the Service's history. My advice to all FYC's is join the QPU because without it you are on your own, a well worn phrase but it's true."

Mick will now work on improving his golf handicap and extensively travelling around Queensland with his wife Sharyn.

"I'm proud to say I've been a cop and I've provided strong advocacy to our members when they've needed it."



Sgt Stokes retires after 13yrs as Townsville Shift Supervisor and 3yrs as QPU Branch President Townsville.



MARTY BRISTOW

STABILITY REQUIRED

After a very trying, extraordinary and exhausting 2020 I believe that a lot of us are crossing our fingers, legs and everything else able to be crossed! hoping that 2021 will bring a more stable and constructive year.

However I believe I heard something in the background along the lines of 2021 saying you think that was difficult, well hold my beer.....

With hotspot lockdowns in Brisbane due to COVID issues and the potentially more contagious UK strain of coronavirus in the community it's caused issues with people having to travel intrastate concerned whether they will be quarantined and whether they will have to self-isolate for 14 days or maybe more.

they've created more issues for the Far North Region.

And now... there has now been an explosion of youth crime again in the Far North, as it has in Townsville and Brisbane. The horrific deaths there a few weeks back with an out of control stolen vehicle, UUMV and break & enter offences similar to the outburst in early 2020.

What is the cause of this significant increase in break & enters, stolen

“With respect to juveniles getting bail whilst on serious offenses, I heard at the recent OIC's meeting that the objection to bail applications by staff within the Far North District were exceptional and second to none. One application was spoken very highly of by a local District Court Judge.”

Also community sentiment is extremely supportive of police and it appears the vast majority of people understand the difficult circumstances that police are required to deal with when attending to serious crime being committed by juvenile offenders.

“With respect to juveniles getting bail whilst on serious offenses, I heard at the recent OIC's meeting that the objection to bail applications by staff within the Far North District were exceptional and second to none. One application was spoken very highly of by a local District Court Judge.”

The COVID cell of Cairns DDCC have on and off been maintaining 2 hotels with COVID quarantine persons and been performing their duties exceptionally. Now there has recently been a significant increase in flights and passengers entering Australia via Cairns from PNG which has put even more strain on staffing numbers needed at these locations.

Then throw into the mix the number of serious weather conditions that have occurred, significant rainfall and flooding, a cyclone and a few others that have been looming menacingly of the coast in the background and

vehicles and significant outrageous traffic offences occurring? What can we do to prevent these recidivist offender's?

After the unnecessary deaths of innocent persons in Brisbane there have been numerous comments by the general public on social and electronic media criticizing these repeat offenders and how they continue to be given bail.

It is also becoming apparent that when on bail, these juvenile offenders are virtually immediately going out and committing more serious offences.

The questions are still being asked: how can these offenders be apprehended/stopped/taken into custody when driving like lunatics in stolen vehicles, also what can/should be/ being done to prevent these kids from getting into a life of crime? Are there not agencies that have this as a primary responsibility and if so what is actually occurring?

Unfortunately it just seems that our members are continually having the finger pointed at them by politicians or others in high places that police are the ones that need to do something about it. Are Police just the 'whipping boys' of those that should be making decisions to prevent the community from the onslaught of criminal offences that are being committed by these wayward youth?

I don't have all the answers, though I do strongly believe there needs to be more accountability such as GPS trackers for youth who have

been given bail, (and if removed the offender is never to receive bail again).

More stringent conditions when prolific offenders are on bail, as we know in the past when people have been told they have to reside at certain address for bail and not on a curfew, they are still able to stay at a friend or relatives overnight/s and this is deemed not to be an offence.

QPU President Ian Leavers has been advocating that new vehicles are introduced with some type of automatic shutdown device so if the vehicle is stolen it can be activated and the vehicle remotely disabled.

This will prevent the offending person or persons that have stolen it from committing any dangerous traffic offences or situations. A great idea, surely the Insurance Council of Australia would see this as a huge money saver for them on claims?

Ok, let's move to something positive, we do need to focus on the positive not the negative! The Far North District is now shifting into high gear for the separating of the current Northern Region back into the Northern and Far Northern Regions in line with the Service Alignment Project (SAP).

I find it extremely encouraging with the SAP that nothing is set in concrete, and the QPS has at last realised that 'one size fits all' does not work and can in many cases cause significant issues.

An example is: years ago the officer in charge of the Cairns dog squad was allocated a newly built house within the suburbs of Cairns. This house was perfect for conditions in Brisbane, (where it was designed and approved), however was completely inappropriate for the tropical weather that occurs up here in far north Queensland.

As the QPU Regional Representative for FNR I am frequently engaging with Inspector Sonia Smith who is now working with Senior Sergeant's Antoni Lesic and Scott Derrington as the transition team for the splitting of the Region. She has informed me she wants to hear from staff, (Yes that includes Constables and Senior Constables!) that can provide constructive input with respect to the changes being made.

She has also made it very clear that she wants contribution from policing veterans of the Far North so the information that has been provided is from those that have worked and lived here for a significant amount of time and have excellent knowledge of the area.

So as we progress into 2021 while things may get difficult always remember that the QPU is here to assist you and that, as always I will always make myself available to assist you with all of your matters whether they be industrial, welfare, legal, personal or any other matter, 24hours a day, 7 days a week.

Marty BRISTOW

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THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



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KEV GROTH

The tragic deaths of two innocent people out walking their dog has polarised the community and highlighted severe deficiencies in the Juvenile Justice System.

Repeatedly juveniles are being caught after committing numerous serious offences and due to the current legislation and revolving door system that is court they are back out on the streets committing further offences.

Our members are putting in countless hours and even risking their lives trying to apprehend these offenders who show a blatant disregard for the legal system, knowing full well that they will receive a slap on the wrist and face no consequences for their actions.

So, where does the blame lie.....is it in the home, is a lack of parental discipline and responsibility allowing these juveniles to roam the streets terrorising the community with impunity?

all the while filming their action live on social media.

And what happens when they are caught?? A slap on the wrist, bailed to return to the streets to commit further offences. Some juveniles are caught multiple times in the same week, yet no action seems to be taken.

The community are outraged, as are our members and rightfully so. Juvenile detention centres are full to overflowing resulting in offenders being held in watchhouses, which are used as a quasi-detention centre. THIS IS UNACCEPTABLE.

So, what does the government and courts do, release the juveniles on

community being terrorised by these delinquents know it.

While on the subject of jails being at capacity, far too many adult offenders are also being held in watchhouses for far too long after being sentenced or remanded. Why is this? Again, there is simply no room, the Inn is full, the no vacancy lights are on...It is high time we built MORE correctional facilities to handle the overflowing custodial facilities.

Recently we have seen two deaths in custody where the deceased had been waiting to be transferred to the Correctional facilities. Our members are being forced into situations that they should simply not be in.

It is not uncommon for offenders to wait a week sometimes two and even three in our watchhouses waiting for a bed to become available for them to be transferred. THIS IS SIMPLY UNACCEPTABLE.

Watchhouses are not built to hold people for this amount of time, our members are doing their very best in trying circumstances but watchhouses are just not designed or built for these circumstances. This is an unacceptable safety risk to our members. ENOUGH IS ENOUGH.

Borallon Prison, Australia's first privately operated Correctional Facility near Ipswich was shutdown in 2012. It was re-opened by the Palacszuk Government in 2016 as prison populations continued to soar.

Yes, we have refurbished and expanded some existing facilities but has that really achieved anything? Capacity is reduced during construction causing

“The community are outraged, as are our members and rightfully so. Juvenile detention centres are full to overflowing resulting in offenders being held in watchhouses, which are used as a quasi-detention centre. THIS IS UNACCEPTABLE.”

Is it the system that holds little to no consequences for their actions, where juvenile detention centres are nothing more than a training ground for these offenders to share their knowledge with other?

Is it the toothless legislation and the weak judiciary that does not hold offenders to account for their crimes, or even remotely come close to meeting community expectations?

Juveniles today hold no fear of getting caught and constantly and repeatedly taunt police driving stolen vehicles recklessly in some sick twisted game

bail, so our detention centres aren't full. Has this worked? Has the juvenile crime rate dropped? The answer is a resounding NO. With only two juvenile detention centres in Queensland, both at capacity.... is it time for a third to be built?

It is high time the Government did something to fix this. It's time to fix the juvenile Justices act. It is time to make breaching bail for juveniles an offence, what's the point of releasing them on bail if there is zero consequence for breaching it. The system is a joke, they know it we know it, everyone in the

further issues and the increases are really minimal compared to what is actually needed.

Its high time the government built more facilities to house offenders so watchhouses are not used as staging areas.



The RAV4 undergoing evaluation as a General Duties vehicle in Gladstone.

RAV4 VEHICLES

Recently we have seen the rollout of the new Rav4 platform as a General Duties vehicle. So far feedback from the membership has been positive. Some of the comments include:

“The vehicle is pretty good so far and one of the best I’ve driven in a long, long time.”

“It handles extremely well in Code 2 situations and for me personally (as a taller person) it is extremely comfortable.”



The RAV4 cabin set up with radios and equipment.

“Has great pick up and go and finally we have a car with good brakes.”

“When it is in Sports Mode for UDD jobs it has zero lag when accelerating.”

“The interior is great, and has plenty of room and the internal finishes aren’t cheap plastic s***t like the Korean cars we’ve had from Hyundai.”

The vehicle will continue to be evaluated but so far it seems a positive reaction from our members. Stay posted for further updates.



The rear cargo area with equipment loaded for frontline response.

SAFETY AND WELLBEING

As Chair of the Workplace Health & Safety Committee for the Union, we work closely with Safety & Wellbeing, Organisational Capability Command and Fleet looking at how we can improve systems, conditions and equipment for you the members.

There is currently a massive body of work being undertaken and this year we will see a lot of new innovations and changes all for the betterment of you the members.

The Our People Matter Committee assisted by Safety & Wellbeing are developing a comprehensive Wellbeing Strategy to reduce stigma and create and maintain a strong culture where leaders look after the wellbeing of their people. The goal is to develop a positive working relationship based on trust and integrity.

The following are a current list of works that the project team are progressing for incorporation into overall Wellbeing

Strategy expanding and reflection the goal of Healthy Minds of Our People Matter:

- (1) Injury Management Review/ implementation
- (2) Annual ‘Wellbeing at Work’ Survey
- (3) Peer Support Officer (PSO) Program Review
- (4) Psychological First Aid (PFA) Policy Review
- (5) Self-Refer External Counselling Program
- (6) Mental Health Training Framework
- (7) Digital Solutions
- (8) Employee Lifecycle Initiatives

IF these programs are successfully implemented and embraced, it is expected that our members and the organisation will reap the following benefits:

- Improved mental health awareness, reduced stigma, increased help seeking and more supportive workplaces leading to earlier intervention and better mental health outcomes;
- Improved choice of access to psychological services both internally and externally;
- Better alignment of resources (Senior Psychologists/Social Workers and PSOs) to ensure primary and secondary interventions are maximised to better support wellbeing and prevent mental health conditions in members;

Leaders and managers who **PRIORITISE** wellbeing in all aspects of operations and are better equipped to respond to the needs of their team:

- Better understanding of our wellbeing climate and the organisational and cultural drivers of employee wellbeing;
- Reduction in lost time, improved psychological injury frequency rate, improved longer term return to work outcomes;
- Reduced WorkCover premiums and Common Law costs;
- Improved morale;
- Improved productivity; and

- A workforce that is better equipped to reduce crime and make Queensland the safest State.

As you can see its an extensive body of work. I am committed to working with the Our People Matter Steering Committee and Safety & Wellbeing to develop, create and maintain processes and programs that will benefit our members.

Especially in the Psychological space, an area that has been neglected for far too long. Stay tuned for future updates as we go along.

APPRECIATION

In February, QPU General Secretary Mick Barnes attended the Mackay District Branch meeting and at the conclusion of the formalities local branch officials presented a Certificate of Appreciation for the care, assistance and support the QPU provided to Mackay Police Motorcyclist Senior Constable John Kenworthy after he sustained serious facial injuries while responding to a Code 1 call during 2020.

John was able to attend the meeting and his sense of humour hasn't diminished as he continues extensive rehabilitation therapy and ongoing surgeries. It was nice to be recognised but I truly believe that Our People Matter, is not just a slogan or program.

The QPU is here to assist members in their times of need and will always continue to do whatever we can to improve the lives of our members. The QPU will continue to assist S/C Kenworthy and his family as he progresses with his treatment.



QPU Mackay Branch President Sgt Marcus Brown, S/C John Kenworthy, QPU General Secretary Mick Barnes, QPU Central Region Rep Kev Groth and QPU Mackay Branch Secretary Senior Constable David Gibson.

VALE

Sadly we have lost a couple of legends this year.



Senior Police Liaison Officer Malcolm Doyle passed away in January after a long illness.

Senior PLO Malcolm Doyle who was one of the first Police Liaison Officers and a larger than life character sadly passed away after a long illness.

'Doyley' was a mainstay in Rockhampton always greeting you with a smile and a joke, and always there when you needed him. I remember a young First Year Constable talking to 'Doyley' once asking him about the PLO's and what they do.

As always 'Doyley' turned, looked at the young Constable with a quizzical expression on his face and replied, "I'm not sure, but if you find out can you let me know," this cracked up the entire day room.

'Doyley' was that sort of character, his laughter and personality were infectious and he always brought a smile to everyone faces. He will be sadly missed.



Senior Sergeant Derek Pickless (Ret) recipient of the George Medal for bravery in attempting to save the life of a colleague who had been shot on duty.

Also retired Senior Sergeant Derek Pickless passed away recently. Derek was the last QPS officer to be awarded the George Medal in 1986. The George Medal is awarded by the United Kingdom and Commonwealth of Nations for acts of great bravery.

On 29 February 1984 at North Rockhampton Derek attended a domestic violence matter with Constable Michael Leslie Low. On arrival, Const Low knocked on the front door and was hit in the chest by a shotgun blast. Derek dragged his colleague to safety while under fire and returning fire, managed to reach the car to radio for help. He returned to Const Low, who subsequently died. Derek was the eleventh and last known awardee of the department.

I had the pleasure of knowing and working with Derek for many years. Derek was quiet and unassuming about his work and just got the job done.

Both Malcolm and Derek will be sadly missed by the Rockhampton policing family. Our thoughts and condolences go out to both the Doyle and Pickless families.

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

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

Kev GROTH

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GRANT WILCOX

We can't sit by while politicians' squabble over who's not doing enough?

First of all, my condolences to the family and friends of Matty Field and Kate Leadbetter and their unborn child, R.I.P.

In this most recent act of lawlessness, an offender released into the community after being arrested on multiple serious charges, 50 no less, kills innocents. 50 charges and serious offences, was he not a risk to the community, is that not the test?

Who's pointing the finger at who?

What we need is affirmative action. This is a matter where children commit offences and act indifferently to the majority of our good community.

We know bail is necessary as people, right or wrong, can make poor choices and mistakes. Those people acknowledging and learning from their shortcomings should get some benefit, **but this must be weighed against the seriousness of their intent** to deprive our community of safety and innocence.

We can't sit by while politicians' squabble over who's not doing enough? The Commissioner is looking for solutions, if we have ideas let the QPS know, lets think about how we can take back the streets.

Will the people of Queensland get what we all want? Parity in justice.

Many years ago, police were feared, I mean when I was growing up, we feared doing the wrong thing, not just the consequences of police involvement but what would also happen when a parent was embarrassed with our poor behaviour.

There is no fear in the face of serious offences, these are choices made by persons capable of understanding right from wrong. There is anger in our community about those that operate in a fantasy world where criminals are treated like stars, that's not real people, that's BS.

That type of fantasy behaviour cost innocents their lives.

We as Police on the front line are actively supported not to pursue stolen vehicles, even more so if they contain young persons. High on ICE and behind the wheel of a weapon, what could go wrong?

We are advised that urgent duty driving is inherently dangerous, QPS Pursuit Policy was designed to reduce road trauma and it does.

But the sad truth of this policy is, as risk adverse as it is, criminals with any brains know how to apply triggers within the policy to ensure police are made eunuchs, to ensure they abandon a pursuit, abandon their oath and abandon their primary objective of stopping crime.

Serious crooks, adults or minors will continue to run in stolen cars knowing police have been neutered and they run like they are playing Grand Theft Auto even if we aren't there, and the consequences, are the loss of innocents. They just think the game

“Reverse the onus on serious offenders, make them construct a bail application, with conditions for serious offenders, with association laws, with anything in our arsenal that can work towards maintaining a safer community.”

Where do we start to take back our safe and beautiful lifestyle? For goodness sake we live in the best state in the best country, surely serious offenders need serious consequences.

The law makers have stringent laws to be policed and we police them as best we can.

There are many considered levels for those whom are minors, adults and first-time offenders to avoid them clogging up the jails. Its not like they are all running around stealing Kit Kats, these are serious offenders who pose a serious risk.

I'm not talking about minor offenders or minor offences. A small element continuing to commit serious offences. I'm talking about serious crime and serious consequences.

Reverse the onus on serious offenders, make them construct a bail application, with conditions for serious offenders, with association laws, with anything in our arsenal that can work towards maintaining a safer community.

The people of Queensland are clearly asking for offenders to be responsible for their actions.

will reset and the consequences will too.

Lets all fight crime not be frightened by crime, let's all take back our safety.

Bring back the biff, bring back our authority to chase the baddies, it cannot all be in the offenders favour.

Congratulations

Sgt Michael McLellan

Thanks to Marietta (Michaels wife) for lending you to us, but you are now free to bother her as much as you like now, cricket and cruising I believe!!

Thanks to District Officer Sawrey for his kind words at morning tea and thanks to Bundy Station for seeing Michael off properly.

Thanks also to Adrian Smith for piping out our retired friend and colleague.

Michael, apologies again for COVID stuffing up plans. Hang in there bloke, Leavo is still cranky COVID destroyed his chances of making your send off.

Thank you for your service.

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

Grant WILCOX

Regional Representative

North Coast Region

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Sgt Michael McLellan & wife Marietta are piped out of Bundaberg Police Station.



District Officer Wide Bay Mick Sawrey, Bundaberg OIC Michael McGarry, Sgt Michael McLellan & wife Marietta are piped out of Bundaberg Police Station.



COL MULLER

OUT AND ABOUT IN THE REGION

The start of the New Year and the work rate for our staff has barely let up from the hectic pace set during 2020.

I've had the pleasure of visiting many stations in the Region since my last Journal article. I visited the Roma and Charleville patrols groups and many areas around the Darling Downs patrol group.

I am impressed by the resilience of the members in the South West and the Darling Downs with the endless border duties that they have performed while still maintaining their day to day policing duties.



The border point at Killarney.



It was technically summer but the members still required heating during evenings of high winds at Wallangarra.



The border compliance team at Texas.



The border crossing team at Goondiwindi were supplemented on some shifts with officers from Dept of Transport.

I had the opportunity to visit the border crossings at Killarney, Wallangarra, Stanthorpe, Texas and Goondiwindi.

Lobbying from the QPU following my visits to the various locations will hopefully assist in some improvements in conditions at the border sites if there is a requirement for them to be re-instated at short notice due to evolving COVID compliance hot spot directions. Commitments were given by management to improve cover and conditions for our members at all border sites.



The old bridge at Goondiwindi was closed to assist redirecting traffic to the main compliance border check point.

I got to take a quick trip and visit the staff at Charleville, Cunnamulla and St George.



QPU Southern Region Rep Col Muller attended the St George Station staff meeting and was impressed some members came in on their day off or hours before their scheduled shift to share opinions with the OIC.

Another major issues of concern by members is the removal of Driver Protection Screens (DPS) from our vehicles. Concerns have been raised and there is a full story in this journal edition if you want more information on why the step has been taken to remove them and what it will mean for the vehicle assets at your station. The concerns from the Southern Region have been raised with management.

BUSH MECHANICS

While in St George, PLO Adam Osbourne stepped me through a program he has established to engage local teens to learn basic mechanics while engaging with Police. Driving around the town it was easy to see it seems to be having an impact, many indigenous teens waved at the members in police vehicles and were not apprehensive to talk to officers.

There's a feature on this program in this edition of the Journal, it's worth a look to see if it could be something to replicate in other smaller country stations.



PLO Adam 'Ossie' Osbourne and QPU Southern Region Rep Col Muller with a car local youths have fixed and are donating back to provide a much needed community service in St George.

LEAVE BALANCES

We have arrived again at the time of the year where our managers are scrutinising leave balances as we head toward the last chapter of the financial year.

The annual leave target was increased **permanently** as at the last amendment of the Certified Agreement to 304 hours annually and 342hrs (north and west of the state).

This is often confused with the additional COVID 2 weeks leave, which was a one-off.

The amendment was made to Clause 55(3) of the Certified Agreement 2019 during the 'wage deferral' amendments.

- (a) Based on this ability, the Service will implement a State-wide annual leave target for all police officers each year. There will only be one target date each year, being 30 June.
- (b) The specified targets of accrued annual leave are 342 hours for non-commissioned officers in the Northern and Western parts of the State and 304 hours for non-commissioned officers in the remainder of the State.
- (c) For commissioned officers, the specified targets are 304 hours in the Northern and Western parts of the State and 266 hours in the remainder of the State. (d) See clause 20.1 of the Award for a description of the Northern and Western parts of the State.

If officers do not voluntarily access appropriate leave, then they may be directed to take leave, provided that such direction is fair and reasonable.

CASHING OUT ANNUAL LEAVE

The following requirements for cashing out of annual leave must be met:

- 1) There needs to be mutual agreement between the employee and the delegate:
 - a. that leave may be cashed out; and
 - b. about the amount of leave that may be cashed out 17 November 2016 Cashing Out of Annual

Leave Guidelines (QPS) (2016/05)
2 Queensland Police Service

- 2) Delegates will need to consider their duty of care to each applicant and the impact of the cashing out on the employee's ability to manage a healthy work/life balance.
- 3) Employees cannot cash out an amount of annual leave if the cashing out would result in the employee's accrued annual leave entitlement being less than their annual accrual, for example:
 - For **Police officers** generally – six (6) weeks' (pro-rata equivalent for part-time members);
 - For **Police officers** engaged in the Northern and Western part of the State – six (6) weeks and three (3) days (pro-rata equivalent for part-time members).
- 4) There must be a written signed agreement between the employee and the delegate for each occasion an employee seeks to cash out their annual leave.

Employees may cash out their leave on a maximum of two occasions within a 12-month period.

SICK LEAVE & MEDICAL CERTIFICATES

21.1 Sick leave - police officers

- (a) Police officers upon being sworn in will receive an annual credit of 114 hours (15 days) sick leave.
- (b) For police officers, entitlement to paid sick leave is subject to the following conditions:
 - (i) The police officer must produce to QPS a certificate of a duly qualified medical practitioner, specifying the nature of the police officer's illness or injury, and the period or approximate period during which the officer will be unable to work.
 - (ii) It is not necessary for a police officer to produce a medical certificate if the officer's absence from work on account of illness or injury does not exceed three consecutive working days.

(iii) If a police officer is absent on sick leave without a medical certificate for more than an aggregate of six working days in any calendar year, then the Commissioner may require a medical certificate for all further sick leave days claimed for the remainder of that calendar year.

(iv) Upon provision of medical evidence to the satisfaction of the Commissioner, additional sick leave without a certificate will be granted in that calendar year for a police officer's chronic or recurring medical condition.

(v) The police officer must promptly notify of their illness or injury and of the approximate period during which they will be unable to work prior to the commencement of the shift. Whenever possible, such notification is to be made at least one hour prior to the commencement of the rostered shift.

(vi) The Commissioner may require the police officer to participate in appropriate rehabilitative, counselling and/or work-related programs, to facilitate a return to normal duty. The Commissioner will provide any such programs and assist the officer to participate, and to retain contact with the workplace.

(vii) Paid sick leave will not be granted to a police officer suffering from an illness or injury resulting from the officer's own wilful misbehaviour or carelessness, which could have been avoided by the taking of reasonable precautions.

(viii) Where the Commissioner has reasonable grounds to question the reason for the absence of a police officer, the Commissioner may direct the officer to attend at the office of a medical practitioner nominated by QPS for examination at no cost to the police officer. If the officer advises that they are unable to visit the medical practitioner due to a medical condition, the officer will allow the medical practitioner to visit and examine.

PIPED OUT

Ipswich Shift Supervisor Sergeant Ron Heene has been finally farewelled from Ipswich Station after 43 years of Service. Having flagged late last year that he would be leaving, lots of his colleagues wanted to ensure his send off was memorable. I wish my good friend and fellow Sergeant a healthy, happy retirement.



Sgt Heene surrounded by team members that greatly benefited from his years of experience and knowledge.



Part of the significant turn out around Ipswich Station to see Sgt Heene piped out on 15 December 2020.

Col MULLER
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Hooroo and Cheers

SERGEANT STEPHEN RYAN (4188)

Sergeant OIC Millmerran Station

43 years Service

Last Day 31 January 2021

Steve started as a cadet in 1978 and was sworn in on February 15 1980, almost his entire service has been in rural and remote postings. Mount Isa Transport Division and General Duties, OIC at Dajarra, OIC Cooyar, and from 2002 until his retirement he was the Sgt OIC at Millmerran.

Steve said there's a simple reason he stayed in country towns, "I don't like big cities and I've found a quality class of person in these bush communities plus it was a great environment for our 3 kids to grow up in. My wife Margaret has been with me all of the way and she's played a big role while I was at solo stations answering the phones and people knocking on our house door after hours."



Steve Ryan served at Millmerran for 19 years.

Being a country cop according to Stephen has some significant rewards, "Over the years I've recovered a lot of stolen property and given it back to the hard working owners. I've turned around a bit of bad behaviour of some people who needed a bit of re-education on manners and right and wrong. That intervention made them better people and they've thanked me through the years for helping to modify what they were doing before it became serious trouble for them."

Steve Ryan has also been involved in the QPU for most of his career, elected as Branch Secretary in Mount Isa in 1985, also as Secretary of Dalby Branch in 1988 through to his retirement. Steve was awarded QPU Life Membership



Steve Ryan during his time at Cooyar in 1988.

in 2013. He said about his Union activity, "Just get involved with the QPU and stay financial



Steve Ryan said working in solo in rural areas was a constant partnership with wife Margaret.

because you never know when you are going to need industrial or legal assistance. It can be cold, lonely and expensive by yourself. Whenever someone asked, 'what has the Union ever done for me?' I say... did you get paid? Are you getting 18% superannuation? Can you afford a barrister if you need help?

During Sgt Ryan's farewell and piping out, almost the entire Millmerran community came out to line the main street to say goodbye. It was a touching end to his career particularly when many people shook his hand and said, "You're not just any copper, you were our copper. Thanks."



Sgt Ryan and wife Margaret are piped out in Millmerran and thanked by the local community.

Hooroo and Cheers

SERGEANT PAUL MICALLEF (4453)

Sergeant Ipswich District Road Policing Unit

41 years Service

Last Day 22/01/21

Paul graduated as a probationary Constable on March 17, 1980 and started his career at Ipswich Station. There was a brief move to Townsville for 3 years but he returned to Southern Region in 1985, serving at North Ipswich and Karana Downs before locking into the Ipswich District Traffic Branch and staying there until he finished his career.

Paul said "Ipswich has been a great place to work, consistently busy and I had the opportunity to do some relieving work at country stations in the District. I've enjoyed my time in the Police, always proud to tell people I'm a police officer and done my



Sgt Paul Micallef says he had no hesitation to transfer to Ipswich early in his career and stay in the area for 36 years.



Paul and his wife Rosa at his formal send off.

best to do the right thing by the people we interact with and be fair to all."

Paul and his wife Rosa have two children and five grandchildren so they intend to be very busy in retirement but it will be on their schedule. The couple are selling up their house and are planning to take to the road as grey nomads for at least two years... the direction they head will rely on any COVID restrictions in place on the day they drive off.



Traffic officers from across Southern Region attended Sgt Micallef's farewell.



Paul received an honour guard and motorcade after decades of service to the Road Policing Unit.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au



KERRIE HAINES

MORETON DISTRICT TRIAL

The implementation of the Service Delivery Redesign Project (SDRP) model will 'go live' on 8 February 2021, before a state wide roll out at the end of the year.

Petrie, Dayboro and Mango Hill/ Northlakes will be transitioning into Moreton District, and have been working with the SDRP to ensure they are part of the detailed design work for the new response methodology. Albany Creek Division will remain with North Brisbane District NBD.

QPU Senior Industrial Officer Stephen Mahoney and I recently met with members at Petrie Station. Members of the Immediate Response/Alternate Response Teams (IRT/ART) - Uniform front line staff, raised concerns the SDRP roster model is a Team Pattern Roster, not a matrix, they predict many shift changes and adjustments to meet the new SDRP demand model, impacting work/life balance.

It is understood changes within a roster are not ideal, and members who have a current FWA and members with individual circumstances such as child care, may require special consideration should changes to rostering need to occur.

Members of the VOLUME and NON-VOLUME Teams (Secondary investigations - Plain clothes and uniform staff) also raised concerns about rosters and the short fall in numbers.

Members accept there will be significant changes and are concerned about the return to 'warehouse policing', in addition to the dynamic implementation subject to change.

Local Branch Officials will monitor and provide feedback to the QPU.

QPU INVOLVEMENT:

- The overall objective to provide more support to frontline officers

- Meetings with QPS Management and the QPU, consultation regarding the concepts has been broad, what has been lacking is the detailed information to members about their roles, responsibilities, duties, locations etc. In addition, there has been no information on rotation policy between teams.
- Petrie members are particularly concerned about staffing teams.
- QPU General Secretary Mick Barnes and Stephen Mahoney have attended meetings at Redcliffe and Burpengary, questions from members were collated and the QPU provided a list of FAQ's. Developed a process to enable QPU Representatives direct access to local management, including the District Officer. These processes will assist all members as the SDRP rolls out across the state.
- The QPU endeavoured to have the start date for the Moreton project pushed out, at least to the start of the roster. This request was declined, however the QPS have indicated they will implement future roll outs at the beginning of a roster period.
- Importantly, the Union will continue to raise issues on behalf of individual members.

I've spoken to the District Officer, Moreton District, he is very positive and will engage with QPU Branch Officials, planning to meet regularly to assist in the consultation process and communications regarding the SDRP.

The Union boundaries will not change, I will continue to support members attached to Petrie, Dayboro and Mango Hill/Northlakes. Grant Wilcox is the Regional Representative North Coast

Region and he too represents members from Moreton District. Grant and I are committed to working together and supporting our members through this process.

WORKPLACE

QPU delegates have raised concerns over the use of Workplace for Operational matters. The delegates reviewed the use of Workplace and the policies, procedures and possible implications of using Workplace for matters that it is not designed for. Part of the review was to contact the QPU to seek the Unions opinion in relation to Workplace.

QPU President Ian Leavers and Vice President Shane Prior are meeting with members of Communication, Culture and Engagement to address concerns and provide feedback.

BLUE HOPE

The Blue Hope coffee van have recently visited stations in NBD and for a gold coin donation they provided breakfast and coffee. Blue Hope do a great job, supporting our members. I encourage you to visit their website.

<http://www.bluehope.org.au>



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SHAYNE TREASURE

WORKING FOR QUEENSLAND WHOSE RESPONSIBLE?

We have recently seen the release of the Working for Queensland results with a variety of responses both good and bad across work units that I represent in a Union capacity. While the powers that be “drill down” and “brief up” as to the results the real question is, who is really responsible for what the troops put forward.

Simplistically we can just blame the OIC, oh, he or she needs this or that and should have done this or that, or my favourite straight out of the Soviet Military HR Manual is we’ll just ‘move’ a few Sergeants they’re to blame, once the others see this they’ll perform better and all will be well. I find these concepts to have the finesse of medieval battlefield surgery and just as terrifyingly inadequate as to the treatment of symptoms.

The organisation really needs to contemplate some serious navel gazing as to what we are, lets forget bold statements and projects for promotion, we need a serious look from top to bottom why mental health breakdowns, human resource conflicts and dissatisfactions are on the rise within the ranks. Not all disharmony festers and evolves in the proletariat zone of the NCO’s.

Lets take policy considerations as an example, Our People Matter, an intent that’s good and true and implemented to benefit the workforce. In application on a Statewide level it meandered away from the path and appeared to have generated coffee pod machine sales and alike.

It’s the intent that fails to align with reality that the individuals circumstances at the coalface are subject to the operational requirements of the work unit and often impossible to achieve.

We have recently seen this with Op Cottonwood deployments where individuals circumstances as to the

ability to deploy are very much not a consideration as to the individual member.

FWA’s another policy with very good intentions but again alignment with reality does not always occur. There is only so many a work unit can sustain. Where does the angst and blame go when you can’t get one, the OIC.

The absence of FWA’s hinders officers wanting to remain in the workforce whilst managing children, officers wanting to study and officers wanting to achieve work life balances and stay mentally fit and healthy.

As an organisation we attempt to straddle the Public Service framework of HR and a Para Military structure of Command and Control. This permeates throughout the way we work in an inconsistent manner of application dependent on leadership/ management styles applied and often creates angst in the recipients.

There will always be good and bad, strong and weak leaders in any organisation but I think using OIC’s as the “fall guy” for matters of an organisational nature is not the best way of problem solving. The Service talks a lot about leadership and communication but really the training in the past has done little to practically assist OIC’s as to what their duties are.

Fortunately the new MDP and Leadership Centre programs will move things in the right direction to support key skills for the NCO cadre in future. I think we should really be solving our

identity and cultural conflicts before we attempt an operational restructure.

ALIGNMENT OR CHAOS

As things start to roll out from ‘in town’ I am becoming more and more concerned as to where this is all going and the potential harm in the name of progress to our people. I am more than satisfied as to local consultation with local management as to preparing for the coming storm but hold grave concerns as to what’s really coming.

I can already see the long term loss of more Crowns than went in the dissolution of European monarchies and the creation of quasi DDO positions on the cheap where spans of control/duties are increased without fiscal remuneration or HR design.

The QPS I fear will be like an ant heap kicked by some giant where there will be a period of chaos to attempt restore order and rhythm of operations. I am advised of many positive things by the folks with big ideas and big smiles about SAP but feel humanistic aspects will come a poor second.

How will we gauge success, how long will we give the brave new world, where are the dissenters, is this a group think exercise? No-one seems to know. I hope for a better organisation for our members and the public but how it’s to be achieved needs better communication.

THE ROMA STREET ALIGNMENT CUP

A wise wag described the alignment process to me like a horse race in

such a manner I think it deserves a mention. 'Place your money on the SAP it's a sure bet regardless.' Local consultation though performing well at local meets won't perform as well as thought, Our People Matter didn't qualify and is being looked at by the stewards.

Tip for second and third will be organisational chaos followed up as a close third by disillusionment. I hope the analogy doesn't play out beyond being an amusement in passing at the water cooler.

ONLINE BUT OFF TAP?

The recent COVID initiated move to online tuition for a component of Academy training has given rise to the valid concern of 'how do we effectively monitor who we are actually getting'.

When all training is face to face, staff can start to pick up on traits and attitudes that maybe outside of what we want. Add to this the little things that all add up like self discipline with uniform, tardiness and courtesy. I have concern the window of opportunity for the staff to weed out those who are 'non optimal' is lessened.

The instructors at the Academy are the gate keepers fending off potential future issues. Lets hope we can avail technology in some way to support gut instinct and observation by the old sweats instructing.

**TISM
(THIS IS SERIOUS MANAGEMENT)**

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- Fulltime Polair coverage

- A workable Injury Management System
- An urgent overhaul of psychological services
- Regional parity for staff, vehicles and training
- Growth of staff and resources in line with population growth
- Moving our first class people out of third class facilities at the Academy.

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

Hooroo and Cheers

SERGEANT TERRY MAYOCCHI (4517)

Sergeant Cleveland Station

40 years Service

Last Day 9/02/21

Terry graduated from the Police Academy in September 1980 as part of the build up to the Commonwealth Games in Brisbane, 36 years later Terry also worked at the Commonwealth Games on the Gold Coast.

During his early career Terry served at Beenleigh, Cairns, Thursday Island, Aurukun, and Mossman, taking on relieving duties in Bamaga, Lockhart River, Cooktown and Edward River. He said his time in the Far North produced many memorable experiences, "I loved it, the variety of jobs we did was incredible. In my first year I took a confession for murder, helped establish the first police boat in Thursday Island and while up North spent four years with the Emergency Squad. So many opportunities to do all the unusual duties that fall to police in those areas, far more than I could've expected working in South East Queensland. I even was selected as a second rower to play for Far North Queensland in the first Police Rugby League Carnival."

In 1991 Terry returned to South Brisbane and then onto Cleveland General Duties in 1992, relieving as DDO and crime manager until his retirement.



Graduation Day for Terry Mayocchi in 1980.

He's known to regularly utter a catchphrase, "That's disappointing but not surprising," and believes every officer should be part of the QPU, "Since Ian Leavers became President I think the Union is heading in the right direction and we've become one of the most prominent, powerful unions in the State. The Government and Opposition certainly understand the influence of the QPU and because we are respected we need to use that power carefully."

Terry and wife Lynell intend to spend a lot of time using their caravan and extensive sailing adventures in the catamaran he built with fellow police officer Paul Baker.



Terry served at Cleveland Police Station for 29 years.



Terry on duty at the Bamaga Show in the early 80's.



ANDY WILLIAMS

I am saddened, but unfortunately not shocked by the events over the last week, a couple, walking their dogs with only the excitement and anticipation of starting their family are now dead, the very next day two of our members are injured in incidents involving juvenile offenders.

As the matters are now before the courts, I will not comment further on these tragic events, only to pass on my condolences to the families of Katherine and Matthew. I also wish our members a speedy recovery.

It was in this very column 12 months ago I warned that the Juvenile Justice System wasn't working, talking about the revolving door system of bail, and how light the penalties were for those found guilty of offending. I also warned of kids walking the street late at night easy prey for predators, and of parental figures unwilling, or unable to exercise care and control over the children in their care.

I begged the Government to do something, anything to change the system.

Unfortunately, these pleas fell on deaf ears. Now the Premier and Police Minister stand facing a rightly outraged public, with no answers on how to fix the issue. I'm pragmatic, I realise we're not going to be able to work out 15% of the child population and build that number of cells.

Something has to be done, we need some kind of intervention for these high-risk, high offending kids.

Something has to be done, we need some kind of intervention for these high-risk, high offending kids.

Intervention, remove them from the environment that causes them to offend on a prolific basis, and put them into

a supportive environment with role models, they can look up to. It has been done elsewhere, I highlighted a program with an 87% success rate that has halved the youth crime in Armadale.

Why can't we try that? Given, that it is reported that it costs \$66,000 per year to keep a prisoner in custody, even if you choose to use spin to avoid the tragic outcomes of child criminals, the benefit of not only saving 66k, but also the benefit of making a good hard working, tax paying member of society.

If COVID has taught us nothing, it is that you learn and evolve with the science, moving quickly to do something different when necessary. It is obvious that the current theories and science around the treatment of our most vulnerable youth is not working. Premier Annastacia, Police Minister Mark let's try something radical to flatten the curve of youth crime.

Speaking of COVID, as I sit here the borders have been open for 12 hours, they opened with a little less celebration than last time, which is understandable, given the last party only lasted 17 days,

I have my fingers crossed that the only time we think about closing the border again is State of Origin.

We also say Goodbye to the Voco Hotel, which leaves the quarantine system at the end of January, the hotel and Zac,

Alex and their staff, contributed to what became the gold standard in quarantine in Queensland, I thank you for looking after the members, with probably a million cups of coffee over the past 300 odd days.

To members from across the state who have served on the border and in the hotels, it has been great to meet you, thanks for your help, hopefully we won't need to call upon your services again (fingers crossed).

CONGRATULATIONS JUGS

The Gold Coast Branch held their recent Branch elections, and Justin 'Jugs' Percival was elected president. He joins Bill Kazimierowicz and for the time being Jonathan Harris as the branch officials.

Thanks to Blair Casey and Richard Fuss for their interest and good nature. We are currently investigating an expansion to include an Arundel Sub-Branch, if this goes ahead I'm sure they will be front and centre to look after the members there.



QPU South East Regional Rep Andy Williams, Bill Kazimierowicz, Justin Percival and QPU General Secretary Mick Barnes following the Gold Coast Branch elections.

LEAVE (TAKE SOME).

I took the opportunity to take the family up north before school went back, sure our 7 days became 5 because of COVID lockdowns at the start and Cyclone Kimi at the end, but the 5 days we got were bliss. We had a ball in the north of the state, and the reports are true, it is fairly quiet up there (which means you can get some great deals).

I know you have all worked bloody long and hard hours over the last year, and although you might normally lust after a destination overseas, that seems unlikely to be an option for some time yet. Don't hold out hoping for a miracle, plan something and go.

You only have another 18 months to use the COVID leave, and no doubt you're getting emails from your OIC, take some time to rest and refresh. Oh and if you fly in at night, take the time to look out over Eagle Farm for the thin blue light that shines over Blue Hope HQ, a nice sight as you arrive (or leave) Brisbane.

TAC

I quite often get calls from members across the state, regarding TAC. Often the members are very keen to relocate to the South East Region, though they limit their ability by choosing a small number of stations to transfer to (often small stations too).



Take the opportunity to make use of your COVID leave entitlement and lock in a deal to holiday in QLD.

Both Districts have an active internal transfer process that means staff from the bigger busier stations are, on request and subject to available spots, transferred to smaller stations. If you are keen to get into the South East, please give yourself the best chance by selecting a number of the bigger stations.

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

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If it happens, protect yourself and your family
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 or your regional representative.
 They will steer you in the right direction.

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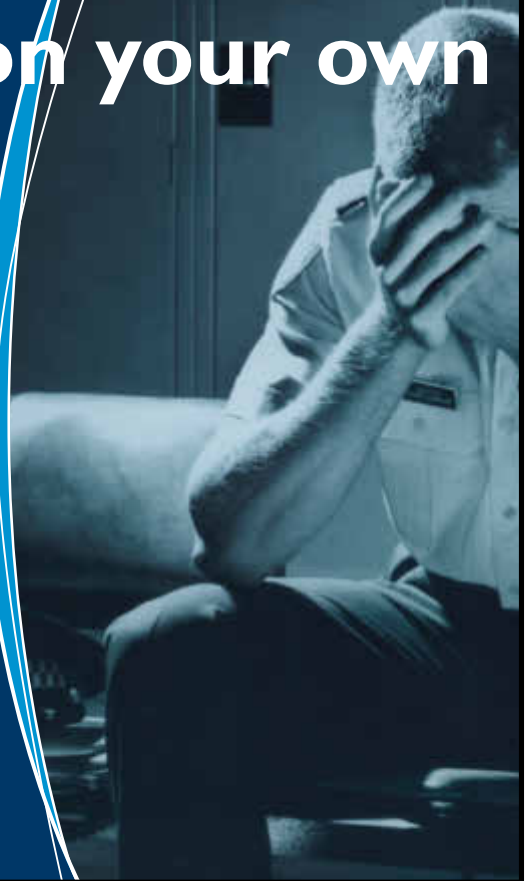
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Youth Justice Taskforce 2021

By Darren Curtis

The Police Officer appointed to lead the youth justice taskforce and implement a suite of reforms has more than 33 years of service and is determined to use the opportunity to introduce lasting and effective change.

During February 2020 Assistant Commissioner Cheryl Scanlon was given the responsibility of Security and Counter Terrorism Command and a year later the Commissioner has now reassigned A/C Scanlon to the newly created Taskforce in response to community anger over the increasing rate of serious repeat juvenile crime.



Assistant Commissioner Cheryl Scanlon said heading up the Youth Justice Taskforce will be a significant test of her leadership ability.

In this edition of the QPU Journal every Regional Representative has called for change in the area of Juvenile Justice and some have offered options based on their own frontline experience. QPU General President Ian Leavers had his own ideas and after seeking opinions from the QPU Executive offered the State Government a multi point plan that

from a police officer's point of view would contribute to improving the effectiveness of the police response to matters involving repeat offenders and concepts to enhance safety for the community.

The trailblazing proposals put forward by QPU General President Ian Leavers received widespread acclaim across the community, with many media commentators and community members praising the initiatives as a true breath of fresh air and were relieved the QPU was adding some real world experience to the debate.

Premier Anastacia Palacyszuk and the Police Minister Mark Ryan openly said each of the ideas from the QPU had merit and not long after, the

Police Commissioner established the Taskforce and appointed A/C Scanlon to investigate trialling or implementing the QPU proposals.

A/C Scanlon said by the QPU combining a range of widespread ideas the proposition managed to ignite a genuine response, "It's great to have these things available to us now being put in place so we can do the testing."

The work of the Taskforce will be statewide with some Regional centres receiving concentrated attention in an attempt to break problem cliques. A/C Scanlon said, "The Premier, Police Minister and Police Commissioner have placed a great deal of faith in me to lead a taskforce for the State,



The QPU lead the way offering solutions to the issue of repeat juvenile offenders. The Union has had enough of members being injured and put in harm's way trying to protect the community from young car thieves who drive recklessly at officers and the public. Photo courtesy Townsville Bulletin.



Police in Townsville charged seven children with multiple offences after a stolen four wheel drive was driven at high speed towards police and members of the public during an incident on January 30, 2021. Photo Courtesy Townsville Bulletin.

“I can tell you in the past 30 years the way some people behave in particular some of the young people we are dealing with at the moment is dramatically different to what it was three decades ago.”

to look at what is happening in youth crime but in particular a hardcore group of recidivists we need to do more work with.”

“That small cohort of repeat offenders is what this suite of reforms is all about. That group continue to show disregard for the law and community sadly so that’s where we are focussed right now.”

The Assistant Commissioner was selected to lead the taskforce as juvenile crime response has been a consistent element of her career. Her first General Duties appointments were at Slacks Creek and Beenleigh, later transitioning into her first plain clothes job with the Woodridge Juvenile Aid Bureau.

This was followed with postings to State Crime Squads before 16 years in Townsville where she was assigned to the CPIU before becoming a Detective Inspector in Townsville, Acting

Regional Crime Co-Ordinator from Cairns to the Cape and later as the Detective Superintendent Child Safety and Sex Crimes Director for the QPS.

Before becoming an Assistant Commissioner Cheryl spent two years at the Crime and Corruption Commission.

A/C Scanlon said, “I can tell you in the past 30 years the way some people behave in particular some of the young people we are dealing with at the moment is dramatically different to what it was three decades ago. There has been a lot of change in society and I think that’s a really relevant context to set this in.”

“We have to find other ways to work much more closely and cohesively around some of these challenges these young people have. Unfortunately there is this small group of about 10% of these youth offenders who cause 48-50% of our crime and that’s

where our focus has to be because we need to get the balance right on community safety, that’s not there at the moment.”

“That 10% are what frontline police call the revolving door offenders. By setting up this Taskforce we don’t want General Duties officers to lose confidence in cautioning and youth justice conferencing. Sometimes kids end up in court once or twice and we never see them again. I don’t want to disrupt the 90% of youth we have success with.”



Seven juveniles were arrested after stealing a landcruiser from a Kelso house and driving at high speed, running red lights before crashing. It’s alleged a 14yr old boy was the driver. Photo courtesy Townsville Bulletin.

The QPU regularly fields complaints from General Duties officers and CPIU members who say they are frustrated with the regular ‘Friday afternoon funnies’ notifications phoned through by Child Safety asking local officers to do dozens of welfare checks they didn’t get to through the week.



The A/C wants senior officers to manage and solve issues locally where Child Safety pass on multiple welfare checks for General Duties Police to do because they were unable to complete the task in their working week.

A/C Scanlon said at face value this job shifting to the QPS raises serious concerns, “My question is why isn’t that officer who is handed these checks to do escalating that up the chain of command to be resolved at a senior level? Local solutions for local problems need to be found, that’s the way it should happen. I want the leadership within our organisation to step up and resolve these issues locally.”

One initiative that has attracted significant attention is the use of GPS trackers on young offenders who are given bail following serious offences. A/C Scanlon said, “Other states like South Australia, Western Australia and internationally in New Zealand are using trackers on young people for this very purpose.

“So it is time to test this on young people here but it’s not for everybody, there are some young people that it won’t be suitable for. There maybe an opportunity to keep a young person at home with a carer with a GPS tracker that doesn’t need to be in custody.”

“One of the really important things we need to do is start looking very closely at who is parenting and caring for these young people that are out there causing this damage, that’s a really complex issue because many of these

children sit in both systems (child protection and youth justice)”.

The Taskforce will also look at the hooning legislation, in the case of parents allowing their children access to the parents vehicles and serious driving offences occur, how can the owners be held accountable. The issue of engine immobilisers will also be reviewed with recommendations referred to State and Federal Governments.

A change for the Gold Coast will be a trial of electronic wanding in the safe night precinct to assist with the detection of concealed knives.

It’s a significant list of reforms and the A/C knows it may take a few attempts to get it right, “Some things may not work but this is about testing some of this stuff to get change. However I’m confident the support is there, the community need us to do this and



A juvenile offender attempting to avoid police road spikes crashed into a tree and police vehicles as the occupants attempted to escape during an incident in January at Condon. Photo courtesy Townsville Bulletin.

“I’m confident the support is there, the community need us to do this and we should do this but I’m buoyed by the overwhelming support for these methods to be trialled.”



Repeat violent juvenile offenders could soon be compelled to wear GPS tracking devices to assist with court ordered curfew compliance. Photo courtesy Townsville Bulletin.

we should do this but I’m buoyed by the overwhelming support for these methods to be trialled.”

The A/C has been fairly blunt as well ensuring the Taskforce isn’t expecting everything to sound sweet, there will be some issues that will be confronting for the community and not every group is going to be so accepting.

A/C Scanlon said, “This is not just a policing problem, this is way wider than that, this is a community issue and I will need every stakeholder, every person who touches the

system to be on the same page in co-operating and having good dialogue about what we are doing. We also need parents, guardians and carers to be on the same page. We are not babysitters, that's not our job we really do need to engage families and people responsible for these young people to be part of the solution."

One strategy has involved a high visibility presence in Townsville. Road policing units assisted by detectives and intelligence officers have been targeting the city's road network commonly used by young offenders.



Crime and Intelligence Command will provide additional 'flying squads' to assist local police to target specific problem areas or violent individuals. Photo courtesy Townsville Bulletin.



Police in Townsville have increased efforts to target traffic, drug and anti-social offences as part of Operation Swordfish and Operation Tango Pheasant.

In the first week of 'Operation Swordfish' 45 people were arrested for 161 offences. 22 of them were adults and 23 juveniles, most of the offences were for traffic issues, break and enters and theft.

The Taskforce Commander is confident the resources required will be available when needed without impacting significantly on BAU. A/C Scanlon said, "Crime and Intelligence Command will rapidly stand up flying squads to target problem areas. I've had all members of the ELT offering up assistance, people are saying what can we do to help you."

A proposed change in bail laws of reverse onus could make it harder for repeat offenders to immediately return to the community after they've been arrested. A/C Scanlon believes this initiative could have a substantial impact, "This hardcore group who

continue with indictable offences will have to show cause why they should get bail. That will allow us to prevent some of the damage that's being done."

"Reverse onus means if a young person on bail commits further serious offences on bail that person will be in a show cause situation why they should be bailed. There's a role here for prosecutors, we've already got some specialist bail prosecutors being trialled at the moment, they are getting some good results utilising their expertise."

A great deal of the heavy lifting on these reforms will be carried by frontline police in every region across the state and A/C Scanlon's message is for every officer to remain agile and flexible to reform and be prepared to give honest feedback on change that's implemented, "The QPS have their own issues in this

area, our slate is not necessarily clean in the way we operate."

"I cannot have police at a District level saying I'm not going to work with Child Safety or Youth Justice. I like to picture our response the same as when disasters hit Queensland and people across the community work together. This is a test of my leadership working with others to come on this journey."

The Assistant Commissioner admits the Taskforce will not be wrapped up quickly, "I'm not in this for the short term. I've been taken offline for at least a year probably longer to get this job done."

QPU President Ian Leavers is confident if the views of frontline police are genuinely listened to and respected the Taskforce could create generational change that will benefit the Queensland community, "I've known Cheryl for a long time. She is well thought of throughout Townsville after her years of dedication working to solve crime in the Region. I believe Cheryl will definitely make a positive difference on this issue."

The A/C said she appreciates the acclaim but the Taskforce will need the QPU to succeed, "It's critical I have QPU support, it's our workforce and I'm very grateful for the support from the Union. I've had Union reps reach out to me since day one. It is important the QPU is a stakeholder in this with us as we work to roll out these changes."

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Art Censure

The Queensland Police Union are strong believers in free speech however abuse of police should not occur in a Queensland Government building paid for by police officers' own taxpayer dollars.

That is why the QPU has taken a strong stance against an exhibit at the Queensland Art Gallery of Modern Art (QAGOMA) of a display that we believe could provoke abuse against police. We reject any sentiment that this is meant to "stimulate thought and conversation on contemporary society issues".

It's pretty simple really, displays like this do not encourage public discourse and only serve to divide our community and further marginalise, demonise and ostracise police and act as tacit justification and lead to a growing acceptance of violence against police. This display should be removed immediately.

Our complaint has received wide public support and from the QPU membership. Encouragingly the position voiced by your Union to have the offending item removed from public display has been backed by Police Minister

Mark Ryan, Commissioner Katarina Carroll, and former Commissioner Bob Atkinson who all support the QPU's stance.

In the following pages we have included their letters in full for the membership to read. The State Opposition were also forwarded a copy of the letter from General President Ian Leavers to the Premier however they have yet to respond to the QPU.

We thank all our members who have written to QAGOMA and the State Government. Our united advocacy and determination will continue.

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

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Ph 3259 1900 (24 hours)

or your regional representative.

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Queensland Police Union of Employees

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 PO Box 13008, George Street, Brisbane QLD 4003
 ABN 75 781 631 327



The Honourable Anastacia Palaszczuk MP
 Premier and Minister for Trade
 PO Box 15185
 CITY EAST QLD 4002

1 February 2021

Dear Anastacia,

RE: Abusive, outrageous and deeply offensive display Queensland Art Gallery Of Modern Art (QAGOMA) current exhibition, "The Motorcycle Design, Art, Desire" and its sub-exhibition "Full Face: Artists' Helmets"

Obviously, motorcycles hold a particular interest for many police and in fact we are proud to be a part of the annual "Wall to Wall Ride for Remembrance" that is held each year around Australia.

You may be aware of the latest exhibition at QAGOMA "*The Motorcycle Design, Art, Desire*"

As a part of a "sub-exhibit" "*Full Face: Artists' Helmets*", there is a piece of "so called" art by Arlene de Souza, who uses the alias, "TextaQueen", which is a motorcycle helmet.

This helmet has highly offensive and abusive imagery, slogans and concepts toward police such as "FTP" that stands for "F**k The Police" and images of police cars that have been set on fire.

The associated blurb for this helmet, in the words of the person who produced it is as follows:

Defund the Police Helmet 2020

Enamel paint, synthetic polymer paint, coins, and found plastic and ceramic object on Biltwell Gringo ECE helmet

Made this in alignment with Black Lives Matter protests against police brutality and movements for abolition of the prison industrial complex in favour of services that prevent, address and resolve harm within communities. I've taken stylistic inspiration from 60s era protest imagery including a Power to The People sign held by Marsha P. Johnson.

Willing to offer this piece for sale or auction towards abolitionist causes after exhibition. DM me.

#DefundThePolice #BlackLivesMatter #FTP #CommunityHeals #BadCopNoDonut #MotorcycleHelmet #PoliceHelmet

[Image descriptions: (1-5) Photos rotating around a white modern motorcycle helmet, hand painted with spaced out 60s era graphic flowers over whole surface; on forehead a flaming so called Australian blue checkered cop car with the letter F T P in fire; the brim decorated with signs held by various brown hands each displaying a different colour letter of the words "Community Heals" and another long sign saying "Power to the People"; the temples show blue checkerboard squares broken apart; the rear shows broken prison bars with the words "No More Prisons End Slavery" within; on crown sits a ceramic

money box in the shape of a pink sprinkle donut with an 'x' over the coin slot. (5) A black and white photo of a very melanated Black femme, Marsha P Johnson, standing in front of a brick wall smoking a cigarette. She wears a furry jacket and an indescribable expression on her face' She holds a cardboard sign reading "Power to the People"]

Further, just two weeks ago QAGOMA conducted an organised session for the producer of this helmet specifically targeted to juveniles aged 13-18 years old.

I, and indeed most police consider this helmet to be highly inappropriate to be displayed in QAGOMA, a Government owned gallery funded by our taxpayer dollars.

I respectfully request this helmet is withdrawn from display immediately.

We are not some modern day "anti free speech" puritans in the vain of the late Mary Whitehouse wanting the statue of David to be covered by a leaf, we simply think it is highly inappropriate for state government sanctioned exhibits to display, embrace and encourage imagery and displays inciting violence against police particularly among juveniles, and particularly at this current time in Queensland.

The Queensland Police Union are strong believers in free speech and this person has, unfortunately, every right to display their deeply offensive helmet, however this should not occur in a Queensland Government building paid for by police officers' own taxpayer dollars.

We as police often hear the old chestnut that displays such as this helmet "provoke thought and conversation". We reject this sentiment completely particularly in state government organisations such as QAGOMA. Displays such as this do not encourage public discourse and only serve to divide our community and further marginalise, demonise and ostracise police and act as tacit justification and lead to a growing acceptance of violence against police, a concept I am sure you abhor as much as we do.

Some serious questions need to be asked as well.

How was this helmet commissioned? Who deemed it appropriate to be displayed?
How much of taxpayers' dollars was spent to fund this helmet?

Has the Minister for the Arts seen this display?

We further request a statement from the Minister for Arts repudiating this helmet and apologising to police for any issues the commissioning and display of this helmet has caused for Queensland's police.

We ask for a full enquiry into how this situation occurred.

We also question the insight shown by those who manage QAGOMA, who saw fit to feature this helmet on their social media on 9 December 2020 specifically using this helmet to promote anti-police sentiment to juveniles?

We also question who authorised the "Workshop and Talk" held at 6:00pm on 14 January 2021 for teens with the producer of the helmet, organised and "moderated" by QAGOMA staff?

In this current climate, where police are daily the victims of vicious assaults and lawlessness committed by juvenile offenders, this approval by QAGOMA and, vicariously, the Arts Minister is yet another slap in the face for police by your government and this type of display and endorsement of the concepts by the state government only makes the job of police that much harder in fighting the uphill battle to keep the community safe.

I look forward to your response and I want to work with you to have this abusive, outrageous and deeply offensive display removed from a state government building.

Yours faithfully,



IAN LEAVERS APM
GENERAL PRESIDENT & CEO

CC:
The Honourable Mark Ryan MP, Minister for Police
The Honourable Leeanne Enoch MP, Minister for the Arts



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

***for a fair and just outcome
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 **QUEENSLAND POLICE UNION OF EMPLOYEES**
Telephone: 07 3259 1900 • Fax: 07 3259 1950



Minister for Police and Corrective Services and
Minister for Fire and Emergency Services

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02 FEB 2021

Mr Ian Leavers APM
General President and CEO
Queensland Police Union of Employees
PO Box 13008
George Street
BRISBANE QLD 4003

Dear Mr Leavers ^{IAN}

Thank you for providing me with a copy of your recent correspondence in relation to a current exhibition at the Queensland Art Gallery of Modern Art (QAGOMA).

I certainly appreciate your concerns and take this opportunity to share my views with you and your members.

Let me state very clearly: I fully support the stance taken by you and all police, and I do not support this helmet being displayed at QAGOMA.

I can further assure you that, if it were up to me, this helmet would not be on display.

As you are aware, this decision is not mine to make, however, I have made my own representations on this issue and have reiterated your views as well.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Mark Ryan', written over a white background.

The Honourable Mark Ryan MP
**Minister for Police and Corrective Services and
Minister for Fire and Emergency Services**



QUEENSLAND POLICE SERVICE

COMMISSIONER'S OFFICE
200 ROMA STREET BRISBANE QLD 4000 AUSTRALIA
GPO BOX 1440 BRISBANE QLD 4001 AUSTRALIA

Email: commissioner@police.qld.gov.au



4 February 2021

Mr Ian Leavers APM
General President & CEO
Queensland Police Union of Employees
PO Box 13008
George Street
BRISBANE QLD 4003

Dear ^{lan} Mr Leavers,

Thank you for providing me a copy of your recent correspondence to the Premier, concerning the Queensland Art Gallery Of Modern Art (QAGOMA) exhibition, "The Motorcycle Design, Art, Desire" and its sub-exhibition, "Full Face: Artists' Helmets".

From a personal perspective, I am in complete agreement with your view, and of the Queensland Police Union of Employees, that the display of the helmet with its abusive anti-police words and imagery is deeply offensive to the Queensland Police Service and its employees.

I further hold deep concerns about the consequences of such inflammatory commentary. It has the potential of dividing society, inciting negative actions against police and alienating police from the very communities we are entrusted to protect.

I acknowledge and absolutely support the fundamental human rights of individuals to equality before the law, the right to freedom of political expression and to participate in political activity. However, the public display of this helmet does not contribute in a meaningful or constructive way towards building deep trust, mutual respect or healing to improve relationships within our community.

The relationship between police and our First Nations people has not always been positive or consistent with the views of contemporary Australia. However, in recent years we have worked tirelessly through numerous proactive initiatives to overcome those aspects of our history.

I am aware a number of requests have been made for the offending helmet to be removed from display, and I personally support such requests. I too have written to the Chair of the QAGOMA Board of trustees expressing my concerns and seeking the withdrawal of the artwork.

If I may be of any further assistance, please do not hesitate to contact me directly.

Yours sincerely

KATARINA CARROLL APM
COMMISSIONER

BOB ATKINSON AO, APM

Ian Leavers APM
General President
Queensland Police Union of Employees
PO BOX 13008
BRISBANE 4003

4 February 2021

Dear Ian,

I write in support of your efforts to effect the removal of the piece 'Defund the Police Helmet 2020' as a part of the current GOMA motorcycle themed exhibit.

There would seem to be no doubt about the messaging of the helmet piece. Similar to a police motorcycle helmet, use of the blue and white checks symbolising police, the letters 'FTP' above a burning police vehicle. Essentially that messaging is of, aggressive non-cooperation with and, criminal violence towards police officers.

The primary role of the police is the protection of the communities they serve. It is not possible to do that without putting their own safety at risk. They do that knowingly as part of the job at the start of each and every shift.

Motorcycles, are and, have been an important aspect of policing for nearly a century. During my term as Commissioner of Police three police motorcyclists were killed on duty in the course of their public safety duties. One had four children at school. Another's wife was pregnant with their first child. The families of those officers would presumably be dismayed that a publicly funded entity with the status of GOMA would facilitate and promote this exhibit and its messaging.

There is a sad irony in that the success of GOMA and the entire Southbank precinct is based on the sense of public safety that positively embraces the area. Due in substantial part to the presence of the adjacent Southbank Police Station. The exhibit's messaging clearly undermines that public safety role of police.

There appears to be a double standard at play in this matter. It is doubtful that GOMA would give a similar opportunity, (and neither should they), to other individuals who wish to promote say, extremist right wing views, an anti-vaccination for COVID-19 stance, or religious based homophobic opinions.

My thanks for pursuing this important issue.

Regards,



Bob Atkinson. AO. APM.

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The QPU office Ph 3259 1900 (24 hours)
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They will steer you in the right direction.



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Why DPS Is No Longer An Option

Article compiled by: Kev Groth QPU Health & Safety Committee Member, Andrew Quinlan PSBA Fleet Procurement & Scott Raven Fleet Asset Management

There has been a lot of angst from the membership in relation to the announcement to remove the Driver Protection Screens (DPS) from new vehicles as of January 1st 2021.

The Union's Workplace Health and Safety team have been working closely with Fleet and OCC to answer all concerns and dispel any rumours in regards to this change. We will continue to work in partnership with both departments to ensure the best possible vehicles are provided for our members now and into the future.

The decision to remove DPS was not something done in haste and was made with the best intentions and considerations for all members.

Let's start from the beginning and talk about vehicle selection. When purchasing fleet vehicles PSBA/QPS leverage off the QFleet Whole of Government pricing arrangement and applies the same principles wherever possible, as outlined in the QFleet Utilisation Strategy for the Queensland Government motor vehicle fleet. One principle for a vehicle to be added to Fleet Selection, the model must:

- (1) Have a five-star ANCAP rating;
- (2) Meet the minimum fit for purpose requirements;
- (3) Provide value for money; and
- (4) Address environmental considerations.

Vehicles purchased that do not comply to the above standards are by exception only, with consideration given to the service delivery role and operational requirements of the vehicle.



Driver Protection Screens were first installed in the early nineties in Queensland Police vehicles.

Let's talk about ANCAP. The Australian New Car Assessment Program (ANCAP), is Australasia's independent vehicle safety authority. Using a rating system of 0 to 5 stars and a series of controlled tests, ANCAP indicates the level of safety a vehicle provides for occupants and pedestrians in the event of a crash, as well as its ability through technology, to avoid or minimise the effects of a crash.

The Vision 'Safe vehicles for all', the Mission 'work with members and partners to eliminate road trauma through independent assessment, market influence and consumer advocacy.' For more information on ANCAP, visit ancap.com.au.

Standard safety tests and rating protocols were adopted by ANCAP and the European NCAP in 2018, with new tests being added in 2020. One of the

testing changes is the increase to the number of physical crash tests from five to eight, it now includes two far-side impact tests.

These tests will assess "intrusion injury risk" to occupants seated on the opposite side to where the impact occurred in addition to occupant-to-occupant interaction in the side-impact and oblique-pole tests.

ANCAP states this will encourage manufacturers to consider additional measures to reduce the risk of injury in these types of crashes with features such as front centre airbags.

New protocols are also being introduced in 2021 that will likely result in an even sharper focus on safety from manufacturers. Each vehicle tested from this year will need to score enough points on each of

the assessment areas to achieve a maximum 5-star crash safety rating

Even more stringent changes to protocols are expected in 2022, which may include airbags for the rear passengers, deploying from the seat in front.

“Even more stringent changes to protocols are expected in 2022, which may include airbags for the rear passengers, deploying from the seat in front.”

Let’s talk manufacturers. What do the additional safety tests and protocols mean for them? To ensure vehicles remain competitive in the market, manufacturers want to achieve a 5-star ANCAP rating. As such they are now focusing on developing and installing front centre airbag safety systems, which will deploy on impact from between the front occupants, most likely from the centre arm rest or the side of the seat.

Some manufacturers (Toyota, Hyundai and Kia) have already developed this technology and have introduced it into several models now being sold in Australia, with other manufacturers following suit.



Front centre airbag systems deploy on impact between front seat occupants.



Airbags can now deploy from the centre arm rest and seat sides.

Fleet Assets regularly engage with manufacturers to discuss vehicle supply and new models. As QPS represents only a very small percentage of their overall global market, manufacturers are not able to

produce a ‘police pack’ vehicle, it’s just not financially viable for them. QPS has a fleet of approximately 2800 vehicles across 20 different makes and models and although it would make life easier for everyone, we will never be able to achieve this.

Let’s talk about Driver Protection Screen (DPS). While no official records exist, it is estimated the DPS was fitted in QPS vehicles sometime between 1991 and 1994. This information has been obtained from speaking with officers who have at least 25 years’ service.

It is possible the DPS was trialled for a period and went through several iterations before the final product was approved. The DPS was fitted to a number of, but not all vehicles, hereafter.

There is a genuine risk that the DPS would compromise the additional safety features and in fact the placement of the DPS itself may cause harm, should a collision occur.

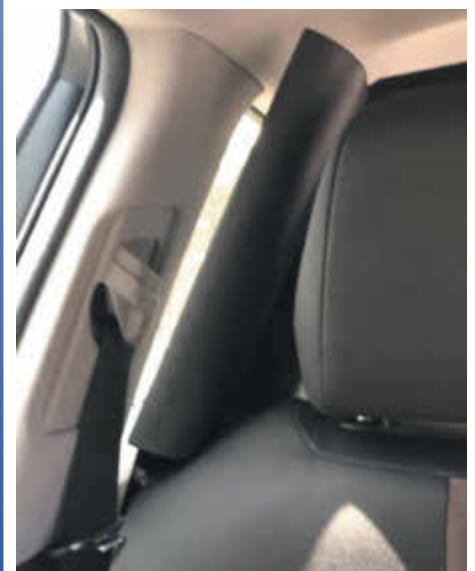
With manufacturers moving to include front centre airbags in new models and based on the airbag deployment zone information available to Fleet from the manufacturers, it will be impossible to install a DPS and guarantee that it will not adversely impact the airbag deployment.

There is a genuine risk that the DPS would compromise the additional safety features and in fact the placement of the DPS itself may cause harm, should a collision occur.

The safety of all occupants in the vehicle must be considered.



DPS screens still had gaps between the pillar that could enable a rear passenger to project bodily fluids into the front compartment.



DPS screens had gaps that could allow a rear passenger to reach through and exert pressure on the seat belt of the front seat passenger and driver.

Modifying the DPS to accommodate the side curtain airbags has made the fitment of the DPS far less effective in terms of enhancing officer safety than when the DPS was initially developed to assist with prisoner control. The modifications to the DPS resulted in

large spaces between the DPS and the passenger/driver B-Pillar, 200mm in some instances.

An unrestrained/unsupervised prisoner can reach around the DPS and access the front seatbelts and driver/passenger head area, it is also possible for spittle to be projected into the front cabin through the same area.

There have been a number of documented incident/injury notifications of same. Fleet Assets are also seeing a higher frequency in the reporting of complaints regarding driver comfort due to the DPS impinging on seating space, with many stations/units opting to remove the DPS altogether.



Fleet Assets have had an increase in driver comfort complaints due to reduced seating space for officers due to DPS.

The policy for transporting offenders has remained largely unchanged for many years. One of the most important aspects of this training has been the requirement of an officer to sit beside the person being transported.

A 5Mile product developed by the Academy training section will revisit this requirement. It is good practice to never place an unco-operative person in the rear of a vehicle, even if the vehicle has a DPS fitted. Alternatives such as requesting the assistance of a prisoner transport vehicle (PTV), i.e. 4WD with a Varley pod or an iLoad, is recommended.

You may be interested to know:

- The QPS is the only member of the Australia New Zealand Policing Advisory Agency (AANZPA) which fits a DPS to police vehicles.

- The removal of the DPS increases the vehicle selection options for the QPS. There is currently a trial of the Toyota Rav4 for GD's which would otherwise be unsuitable should a DPS be fitted.
- In 2015, 437 vehicles were fitted with a DPS. There has been an increase of 252 vehicles in the fleet since this time however only an additional 15 vehicles have been fitted with a DPS.
- Annually, QPS Fleet Assets receive approximately 5 requests to remove the DPS.
- In 2015, 5% of the total fleet were PTV. In 2020, 11% of total fleet are PTV.
- Alternative protection screens have been considered, however there is no option available which does not in some way interfere with airbag deployment or officer/passenger comfort.

Let's talk Single Officer Stations.

In consultation with Organisational Capability Command (OCC), PSBA Fleet Assets is working on a strategy to ensure single officer stations that currently have a vehicle with a DPS will receive a 'fit for purpose' vehicle at the time of changeover.

The type of vehicle will depend on the geographical location of the station, analysis of calls for service and current District vehicle allocations. Any changes required to vehicle selection will be funded by the Fleet Assets capital budget.

FAQ's

- **Why don't you just deactivate the front centre airbag? Even if this was**

possible (Fleet Assets would need approval from the manufacturer which would be difficult if not impossible to obtain) it would make the vehicle unroadworthy and uninsurable.

- **My vehicle currently has a DPS, will you be removing the DPS while the vehicle is still in operation?** *No, the DPS will remain in the vehicle until the vehicle is replaced, which is based on age and kilometres travelled.*
- **My station had a vehicle with a DPS, the new vehicle we have received does not have front centre airbags installed, yet there is no DPS in it, why?** *The decision to phase out the DPS from 1 January 2021 was made to ensure consistency across the fleet, taking a holistic approach to align QPS with the inevitable inclusion of this safety feature in fleet vehicles.*
- Since mid-2020, the QPS 'Fleet Management Dashboard' has been available to regional and district officers for review of vehicle utilisation in areas under their command. The information on the dashboard also provides information to assist Fleet Management in distribution, type and number of vehicles needed in a specific area. This includes the management and distribution of PTV.

If you have any concerns or questions in regards to the future direction of fleet please send your inquiries to QPU Health & Safety Committee Member Kev Groth kgroth@qpu.asn.au



DPS screens will not be removed until the vehicle is scheduled to be replaced.

Unrecognised Valour

By Darren Curtis

The Queensland Police Union is supporting efforts to recognise the bravery of a police officer who was gunned down protecting a family at a domestic violence incident 56 years ago.

Senior Constable Des Trannore was shot on an isolated property west of Gordonvale on Sunday October 26, 1964 as he tried to shield two children from their enraged father who had a rifle. The single officer didn't have a radio, weapon or back up.

He was shot once in the chest by a .310 rifle and despite his injuries he urged the children and the offenders wife to flee. Senior Constable Trannore died at the scene.



Senior Constable Des Trannore served in Cairns, Thursday Island and Gordonvale before he was murdered 17km outside Gordonvale.

The offender later fled and more than 300 off duty police searched the nearby canefields for him along with

community members. Eventually the gunman, John Thomas Verney surrendered and was convicted of the murder of Senior Constable Trannore.

Desmond Trannore was 36 years old, he was married with three children, 11 year old Wayne, 9 year old Karen and Shane who was just 18 months old at the time.



One of the last photos of Des Trannore with his children, baby Shane, son Wayne and daughter Karen.

The Police Service has never officially recognised the bravery and valour of Senior Constable Des Trannore. A police boat was named after him however the family have never been offered a citation or medal to acknowledge his selflessness

protecting vulnerable members of the community in a way that ultimately cost him his life.



The former police boat D Trannore that served conducting marine enforcement, search & rescue at Redland Bay until 2018.

Karen Trannore says after all these years she feels deeply let down by the Queensland Police Service, "If you put today's values on it, my father's bravery would've been immediately recognised and his family looked after.



Des Trannore worked as a cane cutter before deciding to join the police.

“Mum turns 89 in mid February and my youngest brother is very unwell, so we need this to happen before we lose them both and they can rest knowing dad’s brave act was honoured by his peers and the QPS. To be honest, it’s disgusting how it’s been overlooked all these years. I know it’s just a certificate and a medal but it’s what it stands for that’s important for us.”

Now retired Sergeant Steve Webb did make an application for valour to be awarded in 2005 but the family say they were never advised of an outcome. Letters have been tabled in the Queensland Parliament from local MP’s also supporting appropriate recognition but again the family claim they did not get a positive response from the Police Commissioner.



The memorial stone for Senior Constable Des Trannore positioned prominently at the front of the Gordonvale Police Station.

Senior Constable Kathryn Matthews said, “I thought it bizarre that Des Trannore hadn’t received anything. I thought it was an error, I contacted Honours and Awards section and they came back to me saying they found nothing, however a report now in 2021 would be considered.

“Officer Trannore’s family deserve to have an appropriate award to proudly say ‘look what my dad did.’ There’s a family alive today because he gave his life to protect them. The Trannore’s no longer have a dad, it’s the least the Service can do.”

QPU General Secretary Mick Barnes recently visited Gordonvale Station and was moved by the passion the officers displayed for their valour



The Police funeral procession for Senior Constable Des Trannore through Gordonvale in 1964.



S/C Schwartz has refurbished the gravesite of Des Trannore at Gordonvale every year while he’s been posted to the Far North community.

Gordonvale General Duties Officers Senior Constables Glenn Schwartz and Kathryn Matthews are submitting another application on behalf of the entire Gordonvale Station team to Honours and Awards hoping the report will now be looked on favourably.

A memorial stone honouring Senior Constable Des Trannore has been set outside the new Gordonvale Police Station and S/C Schwartz leads a working party every year to maintain the gravesite of S/C Trannore at Gordonvale cemetery so his memory never fades in the local community.

recognition project, “This work by the staff at Gordonvale recognises the level of commitment by an Officer a long time ago. It doesn’t matter how many years have gone by but a brave act is still bravery and I think the QPS policies about recognition have developed a lot now.

“Senior Constable Trannore paid the ultimate price with his life to protect others within the community.”

“It’s a good opportunity for the leadership of the modern day QPS to act appropriately and award this level of bravery in this case. It would be a real error of judgement if this was not given favourable consideration in 2021.”

Mick Barnes also urged the QPS to expedite the process so Senior Constable Trannore’s widow and children can be together to share in the pride of any awards that are bestowed.

Mr Barnes said, “Despite the length of time passed I believe it would be most fitting for Colleen, Wayne, Karen and Shane plus their children and grandchildren to honour the man who’s life was stolen from them. Don’t forget the Trannore’s are all still part of the blue family.”

Daughter Karen says acknowledgement of her dad’s bravery would help to clear years of trauma and resentment, “When I now hear about police officers killed on duty it’s shocking and I hope that officers family never have to endure the bravery of their loved one never being recognised. I think this



S/C Trannore on his Police Service BSA motorcycle at Aloomba near Gordonvale.

“It’s a good opportunity for the leadership of the modern day QPS to act appropriately and award this level of bravery in this case. It would be a real error of judgement if this was not given favourable consideration in 2021.”

simple recognition would bring closure and allow mum to really know what dad sacrificed was respected by every police officer in Queensland.”

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Learning some discipline

By Calvin Gnech, Criminal Lawyer/Director Gnech and Associates.

The scrutiny police are under on a daily basis means that as a serving police officer you are more than likely to come into direct contact with the police discipline system at some point in your career.

It is therefore in your best interest to at least have a basic understanding of the processes and law which is applicable. If not, your Regional QPU Official is available as a first point of contact to assist you. The QPU has a very generous and unrivalled legal defence program for officers in need of more extensive assistance.

This is the first of a six-part series of articles which will step you through the significant aspects of the Queensland Police Discipline System. I have broken the system down into 10 separate parts for ease of analysis.

- (1) Purpose of Discipline Proceedings and Legislative Overview
- (2) Complaints
- (3) Criminal Interviews and Discipline Interviews
- (4) Investigation Stage and Report to Ethical Standards Command and Crime and Corruption Commission
- (5) Interim Action: Professional Development Strategies/Local Management Resolutions/Redeployments/Stand Down/Suspension with salary/Suspension without salary
- (6) Statute of limitations in relation to disciplinary action
- (7) Sanctions
- (8) Abbreviated Discipline System (ADP)
- (9) Discipline Proceedings

(10) Queensland Civil and Administrative Tribunal (QCAT) Overview

WHAT IS THE PURPOSE OF DISCIPLINE PROCESSES AND OVERVIEW OF LEGISLATION

Aspects of the *Police Service Administration Act 1990* codifies the legal principles laid down by the well know high court cases of *Hardcastle v Commissioner of Police*¹ and *Police Service Board v Morris*². These cases identify very broad principles including that discipline proceedings are:

- Discipline is protective in nature **not** punitive;
- Sanctions are **not** imposed to punish an officer for wrongdoing;
- Discipline is necessary to protect the reputation of the service and the community generally

These fundamental principles have always been different to that of criminal proceeding where the purpose is to hold offenders to account and punish them according to community standards.

Following the introduction of a new legislative scheme on 30 October the main purposes of discipline have been altered to some degree. No longer is the focus on, “guiding, chastising and disciplining subordinates” as per the old system, but rather to provide a system for, “...guiding, correcting, rehabilitating and, if necessary, disciplining officers...”.



This is a **fundamental change** in the approach to police discipline, which now must recognise police officers are human and will make mistakes.

It is an approach which is designed to embrace modern management practices and support subordinate staff with a view to increasing their professionalism through guidance and training, with sanctioning occurring only where necessary, and then in combination with professional development strategies.

Section 7 of the *Police Service Administration Act* now provides:

The main purposes of this part are:

- (a) to provide for a system of guiding, correcting, rehabilitating and, if necessary, disciplining officers; and
- (b) to ensure appropriate standards of discipline are maintained within the service to—
 - (i) protect the public; and
 - (ii) uphold ethical standards within the service; and
 - (iii) promote and maintain public confidence, and officers' confidence, in the service.

A sanction can now only be imposed where it is necessary to do so, and in circumstances where professional development strategies such as guiding, correcting and rehabilitating alone are not sufficient to remedy the misconduct.³

The new system is retrospective and applies to allegations made against officers prior to the commencement of the legislative scheme on 30 October 2019.

In keeping with the philosophy of the new discipline system and its purpose, primary regard must be had to imposing an outcome (including any sanction) which is designed to increase the professionalism of the subject officer through education, support, supervision and/or management, which is tailored to the particular officer.

Naturally, this includes taking into account the amount of insight demonstrated, and any rehabilitative or professional improvement steps already undertaken by the officer. The officer's conduct after the incident is also highly relevant.

The new system is a great improvement on the old discipline system. It brings the police discipline system into the modern age and intends to leave behind archaic attitudes towards the disciplining of an employee.

“The new system is a great improvement on the old discipline system. It brings the police discipline system into the modern age and intends to leave behind archaic attitudes towards the disciplining of an employee.”

The new legislative regime has now been in operation for a little more than one year. There has certainly been evidence of the QPS embracing this new discipline philosophy but unfortunately, at the same time we are a long way from where it was hoped to be.

There is still a lot of focus on punishment from persons directly

involved with the discipline system. It takes time to implement change of substance and we hope this general attitude to the new philosophy will continue to improve as time passes.

COMPLAINTS

The oversight of police is based upon a complaints system. In the 2018/19 year there were 4,363 complaints made against police, this amounts to 12 complaints a day across the state.

Interestingly of those complaints further action was taken in regard to 1,478 complaints and no further action was taken in regard to 2,885 complaints. These figures were taken directly from the QPS website.

All complaints against police must be first assessed by the Crime and Corruption Commission (CCC). The CCC will then decide if they will maintain carriage of the investigation themselves, if they will send it back to the QPS with a requirement to report back to the CCC or send the matter back to the QPS to deal with as they see fit.

One can usually adopt an educated guess as to how serious the matter is being viewed by who has been assigned carriage of the matter. If the CCC or QPS Ethical Standards Command (ESC) has carriage of the matter it is usually being deemed serious in nature or has a high

profile as opposed to a local investigator being assigned the matter.

The investigator will first have to make a decision about criminal charges before transitioning to a discipline investigation. Both investigations must be siloed from each other and will be addressed in later editions of these series of articles.

One aspect of the legislative regime which a police officer must have a completed understanding of the statutory obligation to report misconduct if you know or reasonably suspect misconduct has occurred. See section 6A.1 *Police Service Administration Act*.

“A failure to report misconduct is likely to amount to disciplinary action in itself.”

A failure to report misconduct is likely to amount to disciplinary action in itself.

If you make a decision either to report or not report conduct you must be aware it is best practice to make a note of your actions or reasoning for not reporting so as to protect yourself in case your decision is scrutinised at a later date.

It is always a difficult situation to deal with when deciding to report the conduct of a colleague. The QPU has lawyers to provide advice in this regard and they also offer witness support services if you are not willing to trust the QPS.

If faced with a difficult situation like this, you should contact your regional QPU Representative or the QPU Assistant General Secretary, Shayne Maxwell, to seek assistance of the services made available by your Union.



Calvin Gnech served as a Queensland Police Officer for nearly 10 years and later as the QPU in-house lawyer for 12 years before moving into private practice and is the Director of a QPU preferred law firm.

1 (1984) 53 ALR 593
2 (1985) CLR 397
3 PSAA, s7.1(a).

Capturing a coward

By Darren Curtis

It's taken over 21 years but an alleged offender will now face the courts for the attempted murder of police officer Neil Scutts during a bank robbery at Browns Plains in 1999.

Detectives arrested 49 year old Shane O'Reilly Ryan in December just days after a press conference on the last day of November 2020 announcing an increase in the State Government reward to \$500,000 following new information in the investigation.

Ryan faces 13 charges including the attempted murder of Senior Constable Neil Scutts and another officer on scene at the time, robbery of officer Scutts .357 revolver, robbery of the National Australia Branch and a car jacking as part of the thieves escape after the original getaway car was blocked by S/C Scutts before he entered the bank and was shot in the groin.



S/C Scutts has regularly relived the events of the day he was shot in 1999. He was fired on while a bank employee was also held hostage with a gun aimed at her.

The investigation into the incident was never sidelined but it received renewed focus through Operation Salt with a review of all the evidence in November 2019 lead by Detective



Det Snr/Sgt Graham Pannowitz, Det S/C Kate Plant, S/C Karen Harvey formed an energetic team for Operation Salt determined to get a result from their case review.

Senior Sergeant Graham Pannowitz (Logan DDO).

The team uncovered a potential for new evidence to surface and worked to exploit the information they discovered.

Det Snr/Sgt Pannowitz said, "The Operation group really worked with passion to achieve an outcome. Detective Senior Constable Kate Plant (Homicide Squad) and Senior Constable Karen Harvey (Logan TCS) were really single minded on getting a result. We also had a group of officers join the group from different squads and sections that really impressed us all with their tenacity."

"All the hours we put in, overcoming setbacks and finally placing someone

in custody was worth everything when I had the pleasure of letting S/C Scutts know we were laying charges.

"The look on his face was priceless and triggered a range of emotions for him. This has been very tough on him for over two decades, the bloke nearly died and yet has continued in the job. Now the matter will finally get to court," Det Snr Sgt Pannowitz said.

The holdup involved another male offender and a female. Operation Salt is continuing investigations and they're well advanced in preparations to charge another principal offender and accomplice.

Part of that investigative work is being done during January 2021 in the muddy waters of the Logan River



Police Divers have spent hours over multiple weeks searching a specific location in the Logan River for evidence.



Diver S/C James Hall used a metal detector to find objects of interest and then had to use his hands to dig through deep silt to retrieve the pieces for further sifting and evaluation.



Detectives and divers are confident the items they are looking for will still be in the river despite significant floods over the past twenty years.

at Loganholme. Police Dive Squad have been grid searching the silt for a critical piece of evidence they believe was dumped there in 1999.

Police Diver Senior Constable James Hall has spent hours on the bottom of the river in zero visibility hand searching, responding to alerts generated by a metal detector through

layers of debris that's settled in the target area.

QPU General President Ian Leavers said, "This sends a very clear message to criminals and anyone who harms a police officer that police never give up. These violent thugs may think initially they're clever and can conceal what they've done but we will track

you down and you will face justice. I praise the resolute way the Operation Salt team has approached this case and have worked to bring some peace for S/C Scuttis who endured one of the most terrifying and traumatic experiences an officer can through in their service to the Queensland community. The QPU looks forward to further arrests and successful convictions for these offences."

The \$500,000 reward had very clear parameters to be claimed, it was for the first person to come forward with information that lead to the arrest and conviction of those involved and is at the final discretion of the Police Commissioner.

There has not been official confirmation yet whether a person has made an application to collect the reward.

Thanks a Bunch

By Darren Curtis

As Innisfail prepared for the potential of a direct hit from Tropical Cyclone Kimi in January and all the anxiety it can generate from the public looking to local police for guidance, advice and leadership it was interesting to see officers at the station pause amongst all the pressure filled environment for a moment to read the noticeboard near the OIC's office.

Tacked to the board is a thank you note and a Christmas card.



The notice board at Innisfail station features hand crafted artwork that means a great deal to all of the officers assigned to the far north community.

Amongst the squiggles, crayon swirls and hand drawn faces are messages of thanks from the educators and students at Goodstart Innisfail, an early learning facility that cares for children from nursery age to Kindergarten.

The simple messages mean a great deal to the Innisfail team Acting OIC Senior Sergeant Mark Cini said, "One of the staff from the kindy brought it into the front counter and it was really nice that they thought about us and said thankyou for the job we do.

"This was totally unexpected and that means a lot, I like to have it here prominently to remind our teams on the busy or tough days that the community do see us on the road whether we realise it or not and the way we conduct ourselves is noticed."



Acting S/Sgt Mark Cini believes the thankyou notes provide Innisfail officers with a reinforcement the work they do is appreciated by the local community.

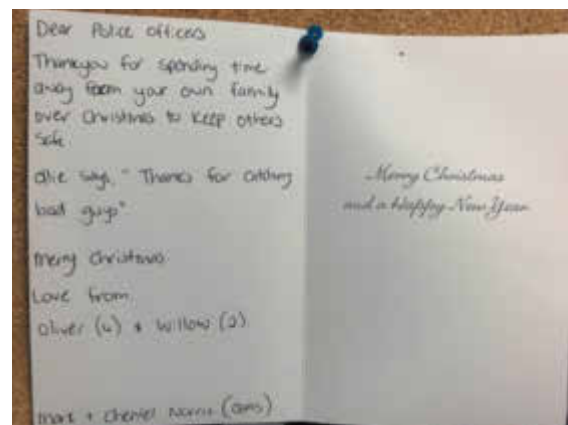
The paper note has quotes including 'thanks for getting the bad guys', 'thankyou for helping us', 'stay safe', 'thumbs up', 'love' and 'good job'. Concepts and feelings the kindy kids can identify with and now attach those thoughts when they think about police.

Pinned next to the kindy note is a card hand delivered by a local family during December. Acting S/ Sgt Cini said, "The parents came in with their two children before Christmas to pass on the card. One of the little fellas Ollie was just mesmerised by the police on duty



Words and sentiments like those from the local Kindy don't come in everyday but when they do they're really appreciated.

with all sorts of questions about their uniforms and equipment, the other child was apparently the same about firefighters. The parents are involved with QAS so it's a real first responder family. It was great they took time out of the pre Christmas hustle to think about our people working."



Ollie has got it right! on the Norris family Christmas card presented to Innisfail police)

QPU General Secretary Mick Barnes was impressed the thank you's were on display, he said, "Its obvious the Innisfail team are well respected in their community and its refreshing to see the values we hold as police are being reflected in future generations.

"I'm sure these messages will help reduce stress and increase happiness amongst the entire Innisfail team. I once read that showing gratitude is one of the simplest yet most powerful things humans can do for each other."

If your station, police beat or work unit have received some unsolicited thankyou's from the public email us at journal@qpu.asn.au



QPU General Secretary Mick Barnes, Acting S/Sgt Cini, Sgt Andy Campbell & Sgt Mick McGuire discuss how everyone enjoys a bit of gratitude.

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Unfit for QPS Duty

By Sciacca's lawyers Special Counsel Ryan Heath and Solicitor Melinda Lovell.

The medical retirement process can be a very confronting process for officers. It is certainly daunting reading the words 'retire' and 'dismiss' on official documentation, especially when it is served by the QPS.

Section 8.3 of the *Police Service Administration Act 1990* (Qld) gives the Commissioner of Police certain powers if it is suspected on reasonable grounds that an officer is unfit for duty.

The majority of medical retirements are initiated by the QPS in circumstances where the officer is suffering from symptoms which preclude them returning to first response policing.

It is important that officers are aware that if they are medically retired from the QPS, they may have an entitlement to access total and permanent disablement (TPD) benefits pursuant to their QSuper policy.

"It is important that officers are aware that if they are medically retired from the QPS, they may have an entitlement to access total and permanent disablement (TPD) benefits pursuant to their QSuper policy."

The entitlement to a TPD benefit exists irrespective of the cause of the medical condition resulting in the medical retirement. More often than not, the medical retirement arises from injuries sustained in the course of duty. These injuries may be physical or psychological in nature.

However, it is important for officers to remember that just because they are medically retired from the QPS, they

are not automatically entitled to a TPD payment. When determining whether an officer is entitled to a TPD payment, QSuper makes reference to the relevant provisions of the trust deed and insurance terms.

To succeed in a TPD payment officers need to provide opinions of not less than two medical practitioners:-

"That the member is unlikely ever to be able to work again in a job for which they are reasonably qualified by education, training or experience that they have acquired or could reasonably be expected to be able to acquire in the future within a suitable rehabilitation/retraining program."

Complications may arise when an officer making an application for a TPD payment fails to provide the appropriate medical evidence to satisfy this definition. In this instance,

QSuper may direct the officer to attend a further independent examination with a specialist.

If the medical specialist is able to identify positions that the officer would be capable of working in given their education, training and experience it is likely that the TPD application will be rejected.

The issue with a medical opinion obtained from a QSuper appointed doctor is that they would have limited knowledge of the officer's injury and employment history.

We believe that a report from a treating medical practitioner, be that a GP or a specialist, should be preferred to that of an independent practitioner due to the ongoing nature of the relationship with the officer.

Accordingly the nature of the medical evidence that is placed before QSuper in determining whether an officer is entitled to a TPD payment is crucially important.

In this regard, we encourage officers to contact us if they have been medically retired or they believe they may be entitled to a TPD payment. Sciacca's Lawyers have enjoyed considerable success in having these applications accepted with QSuper.



WILL A TPD PAYMENT AFFECT MY CLAIM FOR COMMON LAW DAMAGES?

It is important to note that if the injury resulting in the medical retirement has arisen as a result of the officer's employment they may well have further entitlements pursuant to the Workers Compensation Legislation. Clearly if an injury is suffered in the course of employment the officer is entitled to lodge a claim with Workcover Queensland.

“If the claim is accepted by Workcover, they are obliged to make payments for any time off work as well as medical expenses treating the injury. This applies equally to injuries of a physical or psychological nature.”

If the claim is accepted by Workcover, they are obliged to make payments for any time off work as well as medical expenses treating the injury. This applies equally to injuries of a physical or psychological nature.

It is important to remember that the obligation upon Workcover Queensland to pay for lost wages will continue even subsequent to an officer's medical retirement in circumstances where the injury is not yet determined to be stable and stationary.

Once Workcover determines that the injury is stable and stationary they may issue the officer with a Notice of Assessment containing an offer of lump sum compensation based upon their degree of permanent impairment (DPI).

Should the officer be assessed with a DPI of less than 20%, they will need to make an irrevocable choice as to whether they wish to accept the amount

of lump sum compensation or proceed with a claim for common law damages.

A claim for common law damages will only exist where the officer is able to establish that the injury suffered was caused by the negligence or breach of duty of care of the QPS.

Should we be able to establish negligence or breach of duty of care the officer will then be entitled to recover damages for pain and suffering and loss of amenities of life, any economic loss past or future, loss of superannuation entitlements and damages for any medical expenses that have or may be incurred in the future.

In circumstances where the injury is significant enough to result in the officer's medical retirement the amount of damages may be substantial. Any award of compensation recovered in a common law claim will not reduce or affect the entitlement to pursue a TPD claim.

Should any officers have any queries with respect to a potential common law action and/or TPD entitlements pursuant to the QSuper policy they are invited to contact Sciacca's lawyers as the official solicitors for the Queensland Police Union on 3867 8839 to discuss.



Sciacca's Special Counsel Ryan Heath said Police discharge their duties with strength, courage and dedication so when they apply to medically retire he believes they deserve to be well represented in their claims for potential compensation.



Solicitor Mel Lovell joined Sciacca's in 2016 and has been admitted to the Queensland Supreme Court to represent clients in personal injury law.



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Glove Up

By Darren Curtis

Police officers are constantly at risk of blood borne and communicable diseases through needlestick injuries, in particular frontline and watch house staff.

Since January 2020 there have been 23 reported cases of needle stick injuries from police officers to the QPS. Thankfully the number is low due to officer awareness and training protocols however the numbers can be broken down to highlight the highest risk activities, twelve were sustained from searching a residence or bag, seven during a pat down procedure on an offender, three at a property point and one while cleaning a police vehicle.

A new product has come onto the market promising to protect officers from skin punctures through contact with hypodermic syringes and sharp implements. The HWI protection gloves are being imported from the United States and stockists are reporting they've become the most popular glove for law enforcement in both America and Australia.

Owner of G&A Tactical on the Gold Coast Lee Haslett said the HPG100 gloves are made with two layers of cut resistant flexible mesh, "It's taken a long time to get some gloves that perform like this, they give dexterity allowing fingertip sensation, they also allow the user to operate an ipad and mobile phone without having to take them off. At a trade show I attended in the USA last year every company told me the HWI glove was the best puncture proof glove they knew of."

Mr Haslett was so confident in the glove he put them on and then pressed a syringe needle into the fingers of the glove. The needle not only failed to penetrate but the tip bent with more resistance applied.

Manufacturers claim the palm will also enable an officer to grab a knife blade without sustaining a laceration, the



The back of the glove is made of spandex and neoprene to resist abrasions and maintain flexibility.

gloves provide a level of protection as well while handling broken glass.

The gloves have been tested to American specifications and achieved the best resistance possible to puncture. Mr Haslett said, "Some Australian prison services have been



The HPG100 gloves are rated to withstand fingertip and palm needle puncture while still providing dexterity for weapon handling.



The HPG100 gloves were rated as level 3 resistance to hypodermic needle puncture and high A9 resistance to cuts based on American test standards for law enforcement products.

ordering these gloves for staff and recently I've taken orders from needle exchange services in Queensland. The exchange staff did their own tests and they know what they are talking about as they deal with this risk every day.

"So far I've sold 300 pairs to police and corrective services officers. A couple of Vicpol officers came in to our Burleigh shop last week and bought multiple pairs they were taking back for their colleagues."

The QPU does not endorse the HPG100 gloves however anything that could improve the odds for our members from contracting an insidious disease like hepatitis or HIV is something to consider.

G&A Tactical at Burleigh Heads (www.gatactical.com.au) imports the gloves direct from the American manufacturer and sells them for \$69.99 however police who attend their store or order online and mention this article, confirming they are Queensland Police Union members are being offered a discount.



Staff at G&A tactical will happily demonstrate the resistance to hypodermic needles.

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Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



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Member Support

By Darren Curtis

The Queensland Police Union offers a variety of support features for members and unfortunately it's often not until adversity strikes that many Police realise the value of having the QPU in your corner.

The Regional Executive Members take on the responsibility to represent members on all sorts of fronts, the hours are long and on top of their frontline policing duties but with that representation often comes the satisfaction of knowing they've made a difference.

In January 2021 we received an email from a QPU member from Metro South Region and he asked if it could be published for members across Queensland to read and appreciate the value of Union membership.



S/C Brendon Winslow and his wife Marjana when he was presented with the Police Officer of the Year Award for Redlands in 2020.



QPU Metro South Regional Rep Shayne Treasure was recognised for his efforts in providing assistance and resources to S/C Winslow and his wife as they confront a significant family health hurdle.

Team,
I wasn't sure how exactly to write this, who to send it to or even what to say but feel I need to acknowledge something very positive for us.
August last year, our lives were turned upside down when my wife who is a Corrections Officer was diagnosed with stage four bowel cancer. That's not the positive thing by the way, in fact far from it. Sucked and still sucks big time. I've been off work mostly since then and have only recently returned a couple days a week.

My wife had some surgeries, is getting smashed with chemo and is nowhere near returning to work (as yet).
I won't go into too many details but so many colleagues (both mine and hers) have offered so much support it's absolutely overwhelming.

I won't narrow that down by naming them as will run out of ink but this being a Queensland Police Union magazine it's appropriate to name our QPU and our rep Shayne Treasure.

Someone gave him a heads up as to our situation. He rang me and I ended up in tears; not because he sang me a sad Country and Western song about a dead dog or running out of beer, but because of what he offered.

He penned something that was presented to the board (I think) which resulted in a bank deposit to assist us in our immediate predicament. It didn't change the health issue we were dealing with but it did greatly assist in our in relieving some pressure.

There was a lot more to it than that with follow up calls and the likes but for me personally, this was a great show of the blue brotherhood (and sisterhood) that police are.

Thank you very much!
Cheers Brendon

Brendon Winslow
Senior Constable
Bayside District Crime Prevention Coordinator

I blogged our journey so far and anyone interested in a very politically incorrect, very raw, very real but also very funny and with more than a few vulgarities, is welcome to read or subscribe to it at Woodstockbones.com. A disclaimer though: I did say politically incorrect with vulgarities.

'DJ Ace' Spins again

By Darren Curtis

Blue Light dance parties are set to resume in February after a lengthy suspension due to COVID restrictions and a Sunshine Coast cop is busting to get the beats thumping again.

Senior Constable Jeff Frazer is known as 'DJ Ace' across the Sunshine Coast after devoting 26 years to the Blue Light Disco concept in his community. He started out just going along to help one night and realising the impact it can have become devoted to the project. He's been the President of the Caloundra group for the past 12 years and believes the past 12 months have been the toughest to endure.



Blue Light dances have added inflatable castles to the events to add an additional fun experience.



The Blue Light dances have survived generational change where children can interact face to face in a safe supervised environment.



Senior Constable Jeff Frazer aka 'DJ Ace' is happy the Blue Light dance will be returning as an effective youth program on the Sunshine Coast.

"We have not held a function since March 2020. We are desperate and passionate to get back into it and try to maintain the link with the community. The biggest fear is the kids won't come back. We have added some really fun elements including inflatable jumping castles and the walking bungee.

"Kids love that extra option, so they get the latest music, video clips, light show, jumping castles and we also set up for ball games outside with police and recruits playing with the kids," S/C Frazer said.



The team have invested in new lighting, music videos and the first in the country to use 'crowd DJ' where participants can add their own music playlist.

The Blue Light dance parties are also under pressure from other organisations that have tried to ride on the back of the success of the police run operation, however the 'copy cat' businesses are not run to the same standard.

S/C Frazer said, "We have had some other groups set up and for a short time they are popular because there is a lot of freedom and almost zero discipline at the dances. They are even happy to do things that are a bit dangerous because

it's just about numbers not safety or supervision."

It opens the question about why police are still committing their time to run Blue Light dances and not letting other groups provide an outlet for youth activities.

S/C Frazer bristles at the suggestion the Blue Light dances have outlived their lifespan, "The purpose of the Blue Light dance is still for children to have

interaction with police on a friendly basis early in their lives, so that when they are older the impression is already set that they see police as reliable, friendly and approachable.

"That's still the drive and objective. There's also a side issue trying to alter the attitude of kids that maybe losing their way, we can see it and try to help them or guide them towards programs that may assist."



Police can also use the dance parties to convey important local safety messages.

"I was at a social function the other night and a young woman in her twenties came up and asked me if I was 'DJ Ace' from the Blue Lights. She remembers turning up as a teenager with alcohol to one of our events and was caught. We gave her a pretty rough talk and she says she's never had a drink since."

QPU General Secretary Mick Barnes said Blue Light dance is a voluntary duty police take on because they are invested

in the communities they serve, "It goes to show it's not all about making arrests and putting people before the courts, it's creating relationships to try and prevent people crossing that line in the first place."

Sunshine Coast residents can also take some positive action with Blue Light dances that can improve their quality of life.

Skate parks have been a magnet for local youth and it doesn't matter what time of day there is generally a crowd close by and it's starting to upset some of the neighbouring residents who don't hesitate to call for police to attend.

S/C Frazer says he's appealing for those affected to get active, "We know some kids at the skate parks are damaging property, that's why I encourage people who live nearby to help us promote the Blue Light Friday night events.

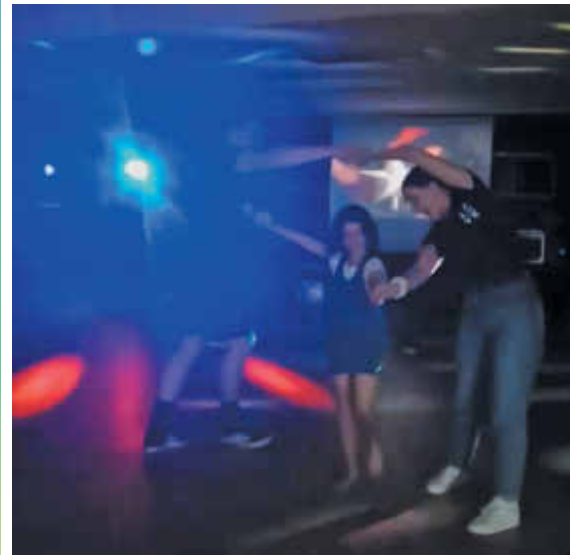
"It's not a complete fix but it has the potential to break the cycle and it would be great for parents who once came to our events as teenagers to come along and see what we do, how it's changed and how positive it can be to have their kids away from computers and interacting face to face, having fun with some great supervision."

Managers at a new housing estate close to Caloundra have given a commitment they want Blue Light dances in their community centre to supplement the

entertainment available in the area and offer something different to the skate park.

From May 2021 Blue Light will be the central feature of a monthly Friday Night Festival at Aura providing youth recreation for thousands of young families living in the West Caloundra precinct.

QPU General Secretary Mick Barnes said, "I think the intent of those involved in the Blue Light dance movement are pure in their intentions and beliefs. They do it to provide a safe space after hours for youth and I think it's a significant testament to Jeff and his team's commitment to the community that people want their program to expand further"



The Sunshine Coast Blue Light program will extend to a new housing estate keen to have local youth regularly interacting with police.

Senior Constable Frazer has a reputation as a pretty no-nonsense police officer. During his 18 years at Caloundra the community regarded him as very fair and prepared to take action on community complaints. Since relocating to the Maroochydore watch house he's had to be firm and direct when it comes to many of the people he encounters so the Blue Light dances are his opportunity to de-stress and activate his compassionate side.

When asked why he continues to invest so much passion into the organisation



S/C Frazer and QPU General Secretary Mick Barnes discuss the importance of cost sharing support from Sunshine Coast Regional Council to continue Blue Light dance activities.

the 58 year old father of two gets a bit misty eyed, "If I hear children leaving a Blue Light dance and they say boy that was great we are coming to the next one, that's my favourite thing and I know we've done it right and made an impact, that's what keeps you going. I just love seeing them being active, having a good time and talking to cops."

Mick Barnes has known S/C Frazer for decades and said his mate has given hundreds of hours to the Blue Light organisation but has consistently remained humble about what the project has achieved, "Jeff is a longtime operational copper who has had to deal with some very confronting scenarios on the Sunshine Coast yet he still maintains a focus on youth in the area.

"He is one of many of our members on the Sunshine Coast who have been doing the hard yards for years without proper recognition."

The return to Blue Light dance on the Sunshine Coast will be done under COVID safe rules at Beerwah on February 26 and Caloundra on the 26th of March. It runs for two hours starting at 7pm and costs \$10 for a child or \$20 for a family. The details can be found on facebook @ Caloundra Blue Light Dance Party.



QPU General Secretary Mick Barnes believes even though his dance repertoire is dated officers like S/C Frazer have kept Blue Light events relevant.



The dedicated team that have kept the Blue Light dance at Beerwah operational and ready for a new COVID regulated operation.

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Hooking into Road Safety

By Darren Curtis

A small police station in Northern Region is making such a significant impact with a unique road safety initiative, local residents are actively trying to get police to pull them over and check their vehicles for compliance.

Halifax, 90 kilometres north of Townsville is on the Herbert River and close to the beachside town of Lucinda, and the Hinchinbrook Channel one of the most popular recreational fishing and seafood spots in Queensland but there have also been issues with boaties drink driving and leaving boat ramps with unsecured loads.

Halifax OIC Sergeant Gio Tantalo said, "We've had instances where fisherman have pulled away from the ramp with their boats not tied down properly, eskies tumbling out the back, towels and fishing rods fluttering out of boats and even fishing knives bouncing down the road as the fishermen head home with their catch. It was incredibly dangerous for anyone following behind or who came across these items on the road."

area for fishing so the problem was multiplying.

Sergeant Tantalo came up with an idea to offer five different fishing lures to be handed out for drivers intercepted who passed a breath test, were wearing seat belts, not using phones, were aware of driver fatigue issues and had ensured their boats and trailers had secured loads and met registration compliance. His plan successfully secured a \$3,000 road safety grant from the Department of Transport.

tell them they're being rewarded for passing the safety test.

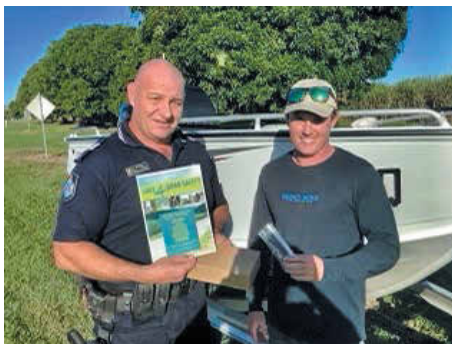
"It's brilliant, tourists at first think they are in for a tough time but when we discuss the need to really secure loose items in their boats the barriers fall away and they are really on board with what we are doing. Word spreads pretty quick around the caravan parks and we even have grey nomads diverting into Halifax to try and get a lure after they heard about it through their 'van network'."



One of the popular Nobi lures being offered to drivers found to have secured their fishing gear before leaving the boat ramp.



The road safety lures have become a sought after item by local fishermen and tourists across the Lower Herbert community.



Sgt Tantalo with a driver who passed the compliance test near the Dungeness Boat ramp at Lucinda and was presented with a road safety fishing lure.



The road safety message engraved in each lure will hopefully remind fishermen why they received it long after the campaign is finished.

The three caravan parks and camping grounds in the area can add another thousand people to the population year round and most are drawn to the

The money was used to purchase 300 fishing lures engraved with a road safety message. Sgt Tantalo said, "It's called the lure 4 road safety and you should see the smiles on people's faces when we complete the intercept and

QPU General Secretary Mick Barnes recently spent time with the crew at Halifax and was impressed with the initiative developed by a local team of officers who identified a problem and came up with their own way to solve it.

"It's a champion idea and word has spread not only around Halifax but the entire Townsville fishing community. I'm aware that many fishermen are trying to be pulled over hoping to collect the full set of lures.

"That's what community policing is all about, everybody is keen to do the right thing. They want to be intercepted by the local police after a long day out on the water, who would've ever thought of that."

At the end of the campaign a major prize draw was conducted for a \$2,000 TV and sound system donated by the Department of Transport.

"I commend Sgt Tantalo and Senior Constable Andrew Cary for the great work they are doing, I'm sure they would be happy to share what they've learnt



Primary School students from Halifax helped raise the awareness around driveway safety and children in their community.

QPU Northern Region Rep Peter Thomas said, "The Halifax crew have set a high benchmark when it comes to community policing and its proof that one and two man stations that are actively involved in their patrols are making a huge difference.

from their unique road safety resources with other patrols across the State."

Curiously no-one knows if the lures actually work, Sgt Tantalo said, "Of all the lures we've handed out no-one has told us they've used them yet. They

"These types of road safety initiatives should receive significant recognition from the QPS, fines have been issued where appropriate but the campaigns are swinging the pendulum towards overall compliance not punishment.

"These types of road safety initiatives should receive significant recognition from the QPS, fines have been issued where appropriate but the campaigns are swinging the pendulum towards overall compliance not punishment.

seem to be a prized possession and nobody has yet received an entire set of the five different lures. It seems to be a bit of contest between the fisho's to collect all five before they want to get them wet."



The 5 lure road safety set helping to reinforce the fatal 5 plus load restraint.

Halifax Station under Sergeant Tantalo has become a bit of an inspiration for road safety ideas in recent years. In 2018 children from the towns two primary schools joined together to use painted handprints to highlight messages around driveway safety and in 2017 Senior Constable Shelley Millns won the State First Prize in the Government sector for a Golden Ticket campaign.

Drivers detected for good driving behaviour were issued a golden ticket.



Sgt Tantalo and S/C Millns during the award winning Golden Ticket road safety promotion in 2017.



QPU General Secretary Mick Barnes, QPU Northern Region Rep Peter Thomas, Halifax OIC Sgt Gio Tantalo, S/C Andrew Cary cant stop smiling after community members revealed they are deliberately trying to be stopped for post fishing compliance checks.



Halifax police play a significant role in initiatives to protect road users passing through their patrol.

Origin on the Gold Coast

By Darren Curtis

Police State of Origin Rugby League is returning and the QPS teams are planning on dominating to become the undisputed Australian Police Champions.

Following a year of disruption to the playing schedules in 2020 due to COVID, organisers of this year's Tri Series Carnival have proposed an event that will set a new standard for the men and women's competitions.



Origin standard Police Rugby League will return in 2021.

For the first time Women's Police Rugby League will be added to the carnival program set down for the Gold Coast between July 16-18 2021. The QPSWRL will play New South Wales Police Rugby League Women's side at Pizzev Park Burleigh on Saturday July 17. It will be the first time the two States have played an Origin game in the Women's Division.

QPSWRL President Liv Smith said, "This has really put a competitive fire into the belly of all of our players. We're very excited at the opportunity to play Origin. I can guarantee the intensity will be higher than anything we've been through before. The gravity of who we are representing, all of the people of Queensland and every

member of the QPS is going to take us to a new level. We want to represent the QPS with honour."

The QPSRL Men's team will play against New South Wales Police and also Affiliated States and Territories. Both rounds will be important but the game against NSW is not only for pride



QPSWRL will select their team in March from the annual City V Country game to be played this year in Townsville.



Competition to be selected in the inaugural QPSWRL to play Origin against NSWPRRL is expected to be intense.



QLD are looking for complete Tri Series dominance to be declared Australian Police Champions.

but it will be the 6pm curtain raiser to the NRL game between the Titans and Parramatta at CBUS Stadium on Friday July 16.

QPSRL President Garry Watt said, "From what I hear every player is looking forward to it, after 2020 there was no footy for the men due to COVID restrictions, the only game played was the Women's City V Country Game at Beenleigh. It's the pinnacle of Police Rugby League to play in the Tri Series.

"The team could also look significantly different to previous years, there's a lot of new police that have been sworn in over the past 12 months with really good rugby league pedigree, so it could be a very different team in 2021. I don't think any previous Queensland players should wrest on their laurels believing they are a shoe in for selection."

The selection process will take place at the regional carnival in Townsville during March 23-27, where a 25 man Origin squad will be selected.

Mr Watt said, "We have drawn with NSW for a couple of years, but in 2019 in Darwin we were able to win the tri-series proper. To win both games made us the undisputed Australian Police champions. We want to go back to back for quite a few years and establish a dynasty. I'm confident we will have the team to do it."

There's also the possibility of further representative honours with an Australian Police Rugby League Team selected to potentially play a touring British Police team in Sydney in September 2021 if COVID restrictions allow international travel.

Selection for the Queensland women's side will also take place in Townsville

during the March carnival with the annual City V Country game. Liv Smith said, "The interest in QPSWRL has really increased, we've had lots of inquiries about people trialling due to the coverage we've received in the QPU Journal and our extensive social media profile. It's still not too late for ladies to have a crack at joining a team and undergoing State selection. Either way, anyone who comes to watch our game of Origin whether a police officer or not will witness history being made. The more people there and cheering for Queensland, the more it will lift the girls to beat those Blues."



The QPSWRL players cant wait to make history during their first Origin game scheduled for July 2021.



Selections for the 2021 QPRL team will be made from the 8 Regional teams playing in Townsville in March.



The QPSWRL competition is growing in popularity every year and the players don't hold anything back when they know they are competing for rep selection.



The QPRL team want to establish a pattern of dominance for the Tri Series honours.

QPU General President Ian Leavers believes QPS sport is a great outlet for members to maintain healthy body and minds in their day to day lives. He said, "Not everyone can play at this level, it is above the ordinary and we are lucky as Queenslanders to have so much

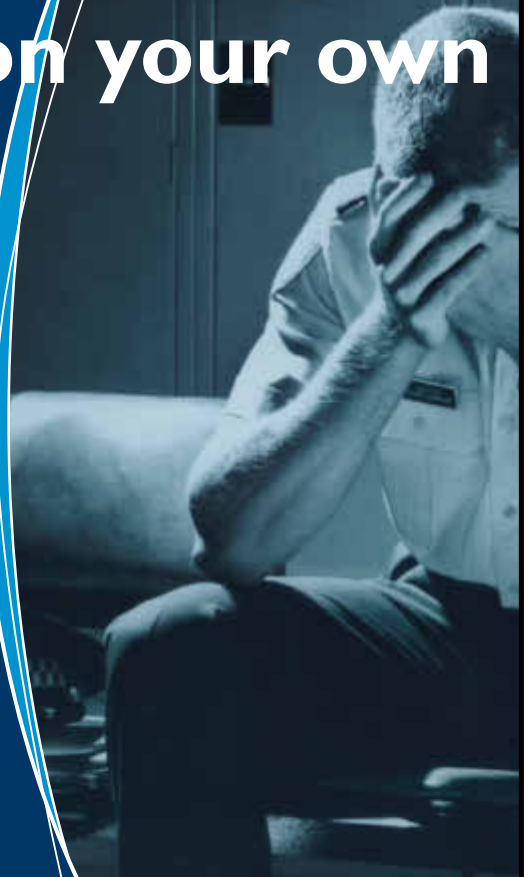
talent available to us in the ranks of the QPS.

"I encourage as many members as possible to put in for some leave over the three days of the tri series carnival to come to the Gold Coast and cheer

on our colleagues. We have the home ground advantage in 2021 and we need to exploit every bit of it we can. I'm confident our teams will be holding those champions trophies and the women's game no matter what the result will be history making."

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Kicking Goals

By Darren Curtis

A debilitating sports injury could have a silver lining for a Charters Towers Constable who is now developing a range of skills during her rehabilitation that will benefit her colleagues when she returns to frontline policing.

Constable Carla Caputo joined the Townsville Brothers Premier League women's soccer team in 2020 after transferring to Charters Towers General Duties early last year. The team were keen to sign the striker to their roster after she scored 3 goals in just five games for her team in Brisbane before opting for the North Region transfer.

to join them it was great to link with a team that was consistently winning and well structured."

The demands of playing Premier League can be a tough balance when you're stationed at Charters Towers 140 kilometres from where the team trains and plays in Townsville.

"It was a bit tricky at first committing to soccer and shift work but you make it work where you can. Most of the people I've dealt with in the job here seem pretty understanding of me playing and wanting to be the best I can be in the sport," Const Caputo said.

Things were going well, training and duty had evened out but then during a



Townsville Brothers Premier League Coach Steven McNaughton presented Carla Caputo with her team jersey after signing with the club following her move from Brisbane.

Constable Caputo said, "I wanted to experience country policing early in my career so I thought the move to Townsville Region would be a great option. I grew up in Brisbane and soccer has always been a passion. It's pretty much the only sport our family plays, with our Italian heritage you could say it's in our blood. I'm very competitive so winning is something I like doing. When Brothers offered me an opportunity



Post surgery and potentially a 12 month recovery period to begin physical training again.

game in August 2020 Constable Caputo tore her ACL and her season was over. A significant operation to repair the damage in November and the star player is facing a 9 to 12 month recovery and rehabilitation program.

It's also meant a switch in duties and that's where the opportunity became apparent. Constable Caputo initially spent time preparing statements at Charters Towers Station while her mobility was restricted but has since moved to Townsville to operate out of the District Disaster Co-Ordination Centre and the timing has been an experience gold mine.

The centre has had to deal with significant flooding, brewing cyclones and COVID assistance in just the past few weeks, "I love it, having grown up in Brisbane I didn't realise how extreme the weather can be up here, the COVID quarantine operation as well has been really educating.

enriching her development. He said, "This case fits the four pillars of the Our People Matter Strategy, healthy bodies, healthy minds, healthy workplaces because Carla is still actively engaging with her peers and fair and positive workplaces enabling Carla to stay positive and remain included despite her injury."

"Outside of work Carla is putting in significant effort to be an elite athlete, Premier League is a substantial achievement and if she recovers well there could be the opportunity for representative honours. The QPU has taken an interest to ensure Carla can have a work environment that allows her to fulfil her duties but also gives her the best chance at rehabilitation services in Townsville that aren't available in Charters Towers.

Fitness is a key responsibility for frontline police and the sooner Carla can achieve a suitable fitness level that's

Soccer is also a major component in maintaining a healthy balance away from the job for Carla, "When you are on the field there is too much to think about rather than dwell on some ugly things you've dealt with as a police officer. It takes your mind off a lot of things, it's definitely a release, my team mates are very supportive, outgoing and fun, being around the team really elevates your mood."



Const Caputo has blended well with the team and community in Charters Towers and is looking forward to regaining full fitness.

QPU Northern Regional Rep Peter Thomas is looking forward to Carla returning to frontline policing, "I'm sure Carla will be an asset when she returns to General Duties with a diverse set of skills that she may not have acquired this early in her career if it wasn't for this injury. As painful and disappointing that it was for Carla at the time its enabled her to evolve into a skilled and proficient Constable."



Carla Caputo (back row, third on left hand side) with her Brisbane Premier League Reserve Team where she was identified early as a gifted striker.

"My Sergeants tell me I'll be taking back a lot of skills that the staff at Charters Towers don't really have there at the moment. I've been exposed to skills and processes that a lot of other General Duties colleagues haven't experienced yet. I will be a better officer from this."

QPU North Region Rep Peter Thomas said it's important the QPS has found a way to help Carla be productive, while still assisting those on the frontline and

pain free, the better it will also be for her mental health." Mr Thomas said.

Constable Caputo still has aspirations to return to playing Premier League, "I'd like my soccer career to progress further if it can, I'm playing Premier League now, the next step would be National Premier League, but my focus is on receiving a clearance to return to full operational policing."

PCYC Germ Buster

By Darren Curtis

While many government departments have struggled adapting to COVID health regulations and private businesses battled with financial strain during the pandemic the PCYC at Innisfail has become a model for success.

In the first week of the Government enforced shutdown in 2020 the number of people who kept their membership dropped to just 160 people however during the 9 week lockdown Sergeant Mick Maguire worked to have the facility set up to go beyond basic COVID safe plans for gyms when the approval was given to re-open.



Sergeant Mick Maguire is often seen with disinfectant spray bottle in hand sanitising all touch points in the Innisfail PCYC.

Sgt Maguire said, 'During the shutdown we re-positioned all of the gym equipment to be at least 1.5 metres apart, invested in disinfecting misting sprays, installed pre recorded voice prompts over the public address system, all 8 staff undertook a course to achieve a Cert 3 in infection control,

adopted a digital check in that married in with the member electronic fob door system and established a regime to sanitise all touch points and deep cleaning the entire complex.

"This went way beyond the COVID safe plan set out by Fitness Australia and allowed the PCYC at Innisfail to re-open within 12 hours of the go ahead given by the Chief Health Officer. I think we were the first PCYC to come back online.'

The response was immediate from the community, membership bounced back to over 400 in a matter of weeks and the club is on track to exceed their best ever pre COVID membership numbers.

Gym member Mhornin Kerrigan said a big factor in members returning is the reassurance of safety and top notch hygiene practices to protect visitors to the gym from COVID, "Cleanliness enabled me to return to the gym quicker during the pandemic. Everyone feels secure with these protocols in place, I know I'm in the at risk category but a bottle of spray disinfectant and a cloth are now an essential part of my workout routine, it will become a constant now especially as I age.

"The cleaning is something we all need to become conscious of, in fact when the reminder messages play over the sound system you see people just automatically give everything a wipe over."



Everyone working out needs to sign in digitally and use an electronic tag to enter the facility plus use a spray bottle and cleaning towel at every equipment station.



Gym member Mhornin Kerrigan believes the standard of cleanliness has people of all ages confident they can work out without the risk of contracting COVID.

Max Santarosso uses the facility often at unusual hours due to his work shifts, he said the cleaning regime and focus was definitely noticeable, "It's pretty full on now, the equipment is looking clean and the gym room smells good. I'm glad Sergeant Mick is doing everything needed to ensure everyone is comfortable and confident to work out here. It can never hurt to be too clean in a facility like this."

Sgt Maguire has been at the Innisfail PCYC now for 5 years, after transferring from Cloncurry where he also worked at the PCYC for 3 years. He's passionate about making the local PCYC a focal point of each community, "Planning is the cornerstone to ensuring the PCYC stays sustainable and stays in the community.

"The more money you generate the more successful you are and the different programs you can run. I'm driven towards getting customers through the door so we can re-invest into the community in many different ways.

"I'd much rather try and steer young people clear of crime through the positive things we do here rather than arrest them afterwards. I find it becomes a revolving door once they've started down that path," Sgt Maguire said.

The Innisfail PCYC also has a strong gymnastics program for children aged preschool to senior competition level. Due to the areas wet tropical climate often the only consistent sporting option available for children is indoor gymnastics.

They've now added two additional classes a week to the already packed session of 17 classes a week. Administration officer Katelynn Tomlinson is also studying to obtain coaching qualifications to assist with the increasing demand.

The cleaning regime includes a special focus on the gymnastics facility, it's completely misted with nanosan disinfectant after every class.



Innisfail gymnastics offer classes from kindy to competition levels.

Innisfail PCYC offers a police bootcamp as well for all local officers and their families to attend. It runs for an hour and is an opportunity for police and their partners to mix socially and develop unofficial mental health support networks.

QPU North Region Rep Peter Thomas believes the police bootcamp initiative will produce significant benefits for the members who regularly attend the sessions, "I think all police have an acute awareness of their own health and wellbeing these days and part of that is physical fitness that can lead to better psychological welfare. I applaud the offer to reach out to the partners of police because they often also share the trauma, they're also often the first person that can identify worrying changes."

QPU General Secretary Mick Barnes recently visited the Innisfail PCYC after hearing of the facilities post COVID success, "What I have recognised with Innisfail is the level of commitment and dedication they've injected here, clearly Mick and his team have proved they are dynamic and prepared to change at very short notice to comply with changes to the Chief Health Officers Directions.

"Here you have Mick who has faced a fair bit of adversity drawing together



Sgt Maguire has instituted a regular cleaning regime and nanospray disinfectant misting of the entire PCYC complex.

his team to keep their local community engaged, not only doing world's best practice for the gym and youth club activities they've also increased the patronage during COVID and the condition of the entire club facilities is A1.

"The level of confidence in the hygiene practices in place here and standard of the equipment is recognised and appreciated by the community," Mr Barnes said.

The QPU General Secretary admits he hasn't been to every PCYC facility in Queensland however from what he's seen at Innisfail he's confident

management could adopt a few ideas from the team 80 kilometres south of Cairns "certainly if everyone working at a PCYC was like Mick there's lessons to be learned as an example of how police officers are contributing to not only the youth of their communities but also the whole community."

Sgt Maguire was humbled by the praise admitting the work done at Innisfail PCYC is one of the few beneficial aspects of the COVID pandemic "this is a positive place where people feel comfortable and safe and people like to feed off that energy rather than negativity."



Sgt Maguire moved from General Duties to PCYC's hoping to have an impact on crime prevention.



The Innisfail PCYC is an all weather community venue proving to be sustainable and financially viable.



Sgt Mick Maguire, and AO Katelynn Tomlinson discuss with QPU General Secretary Mick Barnes about the COVID safe plans they've developed to ensure a rapid re opening of Innisfail PCYC.

Spanners & oily hands working on reducing arrests

By Darren Curtis

In a dusty tin shed at the back of a service station off the main street in St George a group of local children are learning the basics of mechanics and it's a project that's keeping them out of trouble and producing enormous benefits to the local community.

It's the idea of St George Police Liaison Officer Adam Osbourne who has teamed up with a local mechanic to offer classes in vehicle maintenance and repairs for local high school students. The bond with the school is very important. If the students don't meet the basic requirements attending class they cannot attend "Ossie's garage".

what's required for simple repairs. The QPS assisted by gifting two vehicles that had been collecting weeds in the St George holding yard at the end of the legal process after being seized or forfeited.

One of the cars is a commodore sedan and the only two females in the program put their hands up to make it their focus.

PLO Osbourne said, "We started out with the two girls originally only being able to identify things like the radiator, fuel cap and dipstick. Now they've stripped the sedan, got it going and made it a fully serviceable vehicle.

Soon it will be put back together and resprayed with a view to donating it to an organisation called 'Care Bolonne' who are responsible for meals on wheels in town. They now have an extra 40 customers this year and this car will be really beneficial to them."



PLO Adam Osbourne is encouraging youth in St George to learn basic mechanical skills hoping they will develop trade skills and not become unlicensed drivers.

PLO Adam Osbourne said, "They need to stay at school, I check they've done their hours at school before they are allowed to attend each week. It has worked because the Principals give me feedback to say the participants are engaging more and more."

Inside the garage the lessons started with basics identifying car components, how they work and



Two of the vehicles gifted by the QPS that had been sitting in a holding yard for two years after they were forfeited as proceeds of crime.



PLO Osbourne was impressed by the work ethic of the two teenage girls who stripped the commodore and used the skills they'd learned to get it mechanically operating again.

A second car, a small hatchback is also about to undertake a second life due to the efforts of the mechanical students.

"In six weeks 12 boys took this from wreck to roadworthy status, it will now become a community resource for any member of the public who has their learners permit but don't have a roadworthy vehicle to obtain their log book hours. They can use this free of charge with volunteers who will supervise their instruction," PLO Osbourne said.

St George has a significant juvenile population all within the age range of soon obtaining their learners permit, PLO Osbourne said police identified there was the potential issue with illegal driving activity if something wasn't done, "There was a strong likelihood these kids would risk activities in a non roadworthy vehicle or doctor log books, which nobody wants. We want them to have the skills to drive particularly on these remote country roads.

"By providing this car it instils confidence in them because they will be sitting alongside people who are volunteers or even off duty police teaching them proper driving skills. It also opens up the way for conversations that could have a lasting impact on the young learners."

back hopefully and realise this was the project that got them on the straight and narrow and stays with them for generations."

St George is over 500 kilometres south west of Brisbane, the economy relies on agriculture in particular cotton,



The course assists not only teaching trade skills but helps families get equipment working again that they wouldn't normally be able to afford the labour costs.

them. Through the course they buy the parts and we put in the time to get them going and get them registered. This exposes them to a trade or skills they'd never normally be able to turn their hand to, the opportunity wouldn't ordinarily be there for them to learn how to fix stuff," PLO Osbourne said.



Smiles all around when a course participant successfully starts a motorbike he worked on for weeks.



PLO Osbourne and QPU Southern Region Rep Col Muller with the vehicle the participants restored that will be donated to assist Meals on Wheels services in St George.

QPU Southern Region Rep Col Muller spent time with PLO Osbourne in the shed going over the workmanship of the students and discussing the impact the project has had, "This is thinking outside the box. I see this as country policing at it's best. Adam is a very active PLO in his community and has a strong rapport with young offenders and some of the indigenous children in the town.

"I think that bridging the gap here is a great initiative, I think down the track these course participants will look

wheat and sheep production. Having a licence and using a vehicle is a significant stepping stone in obtaining meaningful local employment. Many residents use motorcycles as a cheap way to get to outlying properties. The course also has options on bike mechanics.

"With the motorbikes, we go over them from handlebars to exhaust pipe. Often the bikes and quads are in terrible condition, it's either theirs or a relatives bike they've brought in and they don't have the money to fix

"We now have a young bloke who wants to join the army and qualify as a diesel mechanic. Others want to participate in traineeships and apprenticeships. After interacting with police through the garage some are even talking about joining the QPS.

"That's a big call and shows a significant shift in community thinking. I'm already seeing a change on the street, kids will now wave to the cops they've met here rather than stare at the ground as the officers drive by."

Col Muller believes the project has tapped into a vein that works in a small country town, "I think most kids out here are involved in cars, bikes or driving and when you fold that together offering them some skills and direction it gives the participants an ability to learn amongst some positive role models.

"PLO Osbourne has a rapport in the community and he's introduced other police into that as well, so the children are happy to interact with police and the mechanical sessions really give them something positive to look forward to."

The shed is rented and there's a significant power bill however the local council is supportive of the program. Council staff have commented they believe the initiative along with Adam's indigenous painting project are responsible for reducing the number of youth aimlessly spending time around the main street and parks. Council is considering to offer a grant to keep the projects going.

St George OIC Danny Gallagher is monitoring local statistics to determine if there's a figure that can help with assessment of the project.

PLO Osbourne believes there may be long term results, "It's my job to do engagement and I can see real benefits for the next 20 years, it can be as subtle as the young kids here looking at the police in the eye rather

than the ground when they talk. I'll be proud of these kids regardless, staying out of trouble is the thing I hope most for them. If I can give them that opportunity with the help of the QPS I will continue to do it."

"That's a big call and shows a significant shift in community thinking. I'm already seeing a change on the street, kids will now wave to the cops they've met here rather than stare at the ground as the officers drive by."



'Ossies garage' project is credited with reducing delinquency in St George and may receive additional funding.

**THERE COULD BE A
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Ph 3259 1900 (24 hours)

or your regional representative.

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A Mum's Love

By Darren Curtis

Sergeant Steve Ryan age retired from the QPS on January 31, 2021. He came into the service under the old Cadet Scheme in January 1978 as a 16 year old, he graduated in February 1980.

From the time he left home until his retirement his mum Desley has carried the burden like all mums worry about the safety of her children while at work. Almost all of Steve's service was in rural and remote postings often as a single officer having to defuse and neutralise confronting situations on his own.

In March 2002, Steve was involved in an incident with an armed man who made attempts to stab the Sergeant. The restraint shown by Sgt Ryan not to shoot the offender and eventually put him into custody earned him Certificates from the Assistant Commissioner.



Desley Ryan joined her son and Steve's wife Margaret for his farewell in the main street of Millmerran.

At Sergeant Ryan's farewell, his mum Desley recited a poem she had written and it touched a nerve with many in the room. Steve said, "Mum's a tough old bird, she not only had to contend with me leaving home at 16 but two

My Boy In Blue

*At 16 I handed him over to you
You gave him a badge, a gun, and a shirt of Blue
He's worn them all, and served with pride
Loving wife and family by his side
Forty three years a "Country Cop"
The time has come for him to stop
Loving wife and family still by his side
He's earned his time to relax and ride
To hand back that badge he served with pride
Hang up the Blue shirt, take off the gun
Hand him back please,
I'm his Mum.
Desley Ryan*



Steve and his mum Desley share a close bond and her poem was appreciated by the friends and family who gathered at Steve's farewell dinner.

of my sisters also married cops so the concern for us on the job was amplified for her.

"I hope by sharing this poem those of us who put on the blue shirt realise that it's not just us taking on the anxiety that we may not come home at the end of the shift."

Wall of Cash

By Darren Curtis

The annual Wall to Wall Ride of Remembrance may have endured a significant change in format during 2020 due to COVID but that didn't stop the fundraising effort in Queensland.



Wall to Wall Convenors Andrew Frick and Bradyn Murphy took part with QPU General Secretary Mick Barnes in a symbolic cheque handover of funds to QLD Police Legacy Manager Andrew Gough.

QPU General Secretary Mick Barnes, along with Queensland Wall to Wall convenors Andrew Frick and Bradyn Murphy presented Queensland Police Legacy Manager Andrew Gough with a cheque for \$21,919.84 for money raised by Queensland participants who took part in various regional satellite rides, purchased memorabilia or gifted their original entry fees for the ride to Canberra.

Despite the altered ride due to COVID restrictions the amount was still more than \$5,000 higher than funds raised and distributed during the 2019 event.

Over the past 11 years of the Wall to Wall concept operating, the charity has raised over \$158,000 for Queensland Police Legacy to assist Queensland Police Families.

The 2021 Wall to Wall Ride from Queensland is scheduled to leave Brisbane from the State Police Memorial in the City Botanic Gardens on Wednesday September 15 headed for the National Police Memorial Service in Canberra on Saturday September 18, 2021.

The travel route will be determined due to any COVID directions at the time.

Registration is due to open in May 2021, details can be found on the Wall to Wall Facebook page or on the QPS Workplace Facebook page.



IS

PROPERTY A SOUND 2021 INVESTMENT?



By Danny Buxton, Director Triple Zero Properties

Last year may have changed the way we do a lot of things.

One thing has remained the same: buying the right property at the right price remains a solid long-term investment for you and your family.

Whether it is a property to live in or as an investment, now is a great time to take that all important first step. Interest rates are extraordinarily low and appear to remain so for some time and the property market is tipped to be red hot this year.

Here is a snapshot of what is happening overall in the property market:

1. First-home buyer activity is at record levels, stimulated in recent months due to the low-interest rates and government stimulus.
2. A shift to what has been labelled the 'exodus to affordable lifestyle' resulting in regional housing value rising at twice the pace of capital city markets.
3. House values have risen by 3.5% over the past six months while unit values are unchanged, according to CoreLogic January 2021 research.
4. According to CoreLogic, every capital city witnessed a rise in housing values in January 2021, reaching a new record high as values continue to rise across the country.
5. Rental vacancy rates are at an all-time low in many areas (except for some inner-city units), which are putting pressure on increasing rents.

So how do you buy the 'right property' in 2021?

1. Formulate a plan: understand what you want to achieve and then make decisions accordingly – buying property should be a long-term investment.
2. Be cautious: you'll find everyone is going to give you advice. Rather than listening to well-meaning friends, it's important to only listen to people who have achieved the success you are looking for.
3. Research, research, research: mortgage rates, the area you want to buy and who to build with – please don't go and buy the first property you see!
4. Focus on what matters: Glossy brochures and the latest interior design trends are nice but investigate your builder's structural quality and financials. Not everything that glistens is gold!
5. Gather an independent team of experts: Conveyancer, mortgage brokers, developers, builders, there are a lot of moving parts in the process.

Now is the time to take action and set yourself up for the opportunities that will present themselves in 2021, the market will move on!

If you want to build your property portfolio or take the first step into the market, the Triple Zero Property team can guide you to make smart decisions for you and your families' future.

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Police Health



LET'S TALK ABOUT TALKING TO SOMEONE...

Police in Australia have been at the frontline of the battle against COVID-19 for almost a year. Even the most resilient officers can be affected by stress and trauma related to their work, as well as other life challenges.

Not only have you had your own personal worries related to the effects of the pandemic, you've been dealing with an increasingly frustrated and emotionally exhausted public; tensions are high, making your job even harder.

The pandemic has changed the way many police and auxiliary workers perform their roles – some officers are working from home and having to juggle home schooling with policing, while suddenly being around their partner 24/7.

Others, who are still physically going to work, are missing their work-life balance with no downtime to socialise and decompress after a shift.

Now, more than ever, it's important to safeguard your mental health and make sure you 'empty your bucket'.

With Police Health, you're covered to access a counsellor, psychologist or psychiatrist, depending on your needs.

WHAT'S THE DIFFERENCE BETWEEN A COUNSELLOR, PSYCHOLOGIST AND A PSYCHIATRIST?

Counsellors

- Use talk-based therapy to help develop self-understanding and make changes in your life.

- Help to gain perspective, develop coping strategies, increase self-awareness.
- Counselling can be individual, couple or family based.
- Referral not required but benefits can only be paid when a counsellor is accredited and registered with the fund (further information below).

Psychologists

- Use scientific methods to study the factors that influence human behaviour i.e. how we think, feel, learn and behave.
- Help with depression, anxiety, behavioural problems, addiction, pain management, insomnia, trauma and grief, learning difficulties, stress management, improving confidence, personal growth, eating disorders, and relationship problems, separation and divorce.
- Referral not required; however, a GP can refer you to a psychologist as part of a Medicare funded treatment plan (further information below).

Psychiatrists

- Treat complex and serious mental illness and have a deep understanding of physical and mental health and how they affect each other.
- Help with complex conditions such as severe depression, chronic fatigue, postnatal depression, chronic pain management, schizophrenia, bipolar disorder, suicidal thoughts, PTSD and ADD.
- Referral from GP required.

The four main differences between psychiatrists and psychologists are:

1. Psychiatrists are medical doctors, psychologists are not.
2. Psychiatrists can prescribe medication, psychologists can't.
3. Psychiatrists tend to treat complex and serious mental illness, while psychologists tend to treat less serious conditions.
4. You need a referral from your GP to see a psychiatrist, while you don't for a psychologist.

Working together

Psychiatrists, psychologists and counsellors often work together. A psychiatrist might make an initial assessment and diagnosis, then refer you to a psychologist or counsellor for ongoing psychological treatment (talking therapy).

Psychiatrists and psychologists also work together in hospital and out-patient rehabilitation, as part of mental health teams.

Who should I see?

If you are unsure who you should make an appointment with, talk to your GP. Depending on your unique situation and the type of treatment you need, they can give advice about whether a psychiatrist, psychologist or counsellor is right for you.

What is the difference between using the public healthcare system and private health insurance?

Counselling

Police Health pays benefits towards counselling when the counsellor is accredited by the Australian Counselling Association (ACA) and/or the Psychotherapy and Counselling Federation of Australia (PACFA) and

registered with the fund. Search for one near you at <https://policehealth.com.au/find-provider-page>.

With Extras cover, in Queensland, our Counselling Consultation benefit is 80% up to \$80.00 per session up to an Annual Maximum of \$850 (combined Annual Maximum with Psychology)*. Medicare rebates are not available for counselling.

Psychology

In Australia, your GP can refer you to see a psychologist as part of a Mental Health Treatment Plan, which is funded by Medicare. This entitles you to up to 10 individual and 10 group appointments, but you must have a review with your doctor after the first 6 appointments.

Police Health also offer benefits towards Psychology consults, however, be aware that if you are claiming benefits through Medicare you can't double dip and also claim benefits through private health insurance.

Here's how Police Health's Psychology benefits measure up against a sample of some of the big funds:*

In Queensland...	Police Health Rolling Extras	BUPA Top Extras 90	Medibank Top Extras 90
Psychology Benefit Examples	Subsequent visit – \$237.30	Subsequent visit – \$89.00	Subsequent visit – \$80.10
Psychology Annual Maximum Examples	\$850 (combined Annual Maximum with Counselling)	\$750 per person	\$500 per person

Information from the *relevant Private Health Information Statement published on PrivateHealth.gov.au as at 20 January 2021*

Police Health also lets you Rollover unclaimed Psychology and Counselling Annual Maximums from one calendar year to the next, meaning you could have access of up to \$1,700 as a Rollover Maximum for Psychology and Counselling if you are not paid a benefit for psychology and/or counselling services in the previous year.*

Psychiatry

Through private hospital cover, Police Health pay benefits towards psychiatrist treatment when a member is admitted to hospital and becomes an 'in-patient'. In-patient medical treatment that attracts a Medicare payment is generally eligible for relevant health insurance benefits,

depending on the specifics of a patient's health insurance policy.

However, if a member is treated by a psychiatrist as an 'out-patient' (no hospital admission), no private health insurer is able to pay a benefit. A Medicare benefit may or may not be available. No Extras benefits can be paid towards a psychiatry appointment in the same way you cannot claim benefits to visit your GP.

**Waiting periods and other conditions may apply – please call 1800 603 603 for further information*

Costs

As treatment for mental health is usually an ongoing process, we recommend you discuss this with your provider and contact Police Health before commencing treatment, so you have informed financial consent.

What should I expect when going to see someone for the first time?

While the idea of going to talk to a professional the first time may seem daunting, the process is no different

than your first appointment at the GP or the dentist.

When you check in with the receptionist, you'll likely be asked to complete a personal information and medical history form while you're waiting. You'll then be called into your appointment when the practitioner is ready. If your therapist has a home practice it may be a more casual environment.

It's important to remember that you do the work in these sessions. Some members find it easy to talk about how they are feeling straight away, but for others it takes time.

The therapist will typically ask certain questions about you and your life,

to allow them to make an initial assessment of your situation. These questions may include:

- Your personal history and current situations at home or work.
- Why you are seeking treatment.
- Your current symptoms (insomnia, appetite changes, etc.).

There are a few things you can do to make your first session as successful as possible:

- Be open and honest about your feelings when you respond to questions.
- Prepare for the appointment by listing the reasons you're seeking help and how they make you feel. This may help you describe the issue to the therapist.
- Ask questions – the more you understand how the therapy process works the more comfortable you'll be.

Everybody has a different personality and a different style of communication; it's important to find someone you feel comfortable with. If you don't click with the first person you see, we urge you to try again with a different provider. There's someone out there to suit everyone.

At Police Health, we identify the need for our members to have excellent access to mental health services, which is why we were one of the **first** private health insurers in Australia to introduce counselling benefits. Having looked after the health and wellbeing of the police community for 85 years – we understand the demands of front-line work more than any other insurer. Give our friendly team a call on 1800 603 603 if you'd like to see how we stack up against other funds.

If you would like further clarification on what benefits are available to you as a member of Police Health, please get in touch.

If you or someone you know needs help:

Blue Hope 1300 00 2583

Lifeline 13 11 14

Beyond Blue 1300 224 636

Please note: some information in this article has been compiled from material obtained externally. Although we make every effort to ensure information is correct at the time of publication, we accept no responsibility for its accuracy. Health-related articles are intended for general information only and should not be interpreted as medical advice. Please consult your doctor. The views expressed in articles are not necessarily those of Police Health.

Police Recipes

CURRY IN A HURRY

The bright golden hue is the eye catching element of this quick and easy Thai chicken curry recipe that produces a delicious warm comfort food.

Recent studies have confirmed using curry powder boosts the immune system, can help relieve the pain of arthritis, lower cholesterol and boost metabolism, enhance blood flow and improve blood vessel function.

This recipe is easy and quick to put together, it takes about 10 minutes prep time and is finished cooking in 25 minutes to be served immediately or as left overs the flavour is really enhanced the next day.



A taste bud tantaliser full of colour and warm flavours.

What you will need:

- 2 small chicken breasts diced
- 1 270ml can coconut milk
- ¼ cup of fresh coriander
- 2 handfuls of baby spinach
- 1 medium brown onion
- 1 long red chilli
- 1 tablespoon of lime juice
- 1 tablespoon of curry powder
- 2 cloves of peeled garlic
- 2 teaspoons ginger powder
- 2 tablespoons of coconut oil (for cooking)

What to do:

Curry Sauce

Blend the coconut milk, fresh coriander, lime juice, chilli, curry powder, garlic cloves and ginger powder until smooth.

In a pan melt the coconut oil, add the diced chicken and onion and saute until chicken is browned. Should take about 5 minutes

Reduce the heat to low and add the curry sauce to the pan, cover and simmer for 20 minutes stirring occasionally.

Add spinach and stir until wilted.

Serve with traditional rice or cauliflower rice.



The ingredients are fresh and full of anti-inflammatory benefits.

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

HealthStart

HealthStart are asking you, 'Do you know your numbers?' in 2021

Under their Be Aware pillar HealthStart, in conjunction with Bupa, have distributed a total of 200 HealthStart hubs to stations throughout the state.

The hubs are home to a blood pressure monitor and a retractable tape to measure waist circumference. The hub provides all staff at the stations easy access to important health data daily. QR codes provide links to health information and instructions on what to do next if results are above ideal.

BLOOD PRESSURE NUMBERS ARE ONE OF THE BEST WAYS...

- *to protect yourself from the risk of stroke and other chronic disease.*
- *to predict potential development of Post Traumatic Stress (PTS) or to maintain PTS indicators.*

If you would like some free support to improve your health please contact HealthStart at S&W.HealthStart@police.qld.gov.au and **FOLLOW US** on the HealthStart workplace page where you will find evidence based and QPS specific diet, exercise and wellbeing information.

WAIST CIRCUMFERENCE NUMBERS HELP SCREEN FOR POSSIBLE...

- *chronic disease health risks which come with weight gain and obesity (e.g. heart disease, type 2 diabetes).*
- *chronic psychological stress.*



The HealthStart Hub at Mt Isa Station.



Police Living

By Darren Curtis

ROCKAY SPORTS SOCKS

They're the sports socks that promise to keep you blister free and clear of sore spots on your feet and the purchase is helping the environmental life of the planet.

Rockay have developed an array of sports socks made using recyclable plastic that was once pollution in the Java Sea around Indonesia. They also blend in plastics and carpet fibres harvested from landfill sites around the world to produce socks with a lifetime guarantee.

To top it off the makers say you don't have to wash them, simply rinse them out and hang to dry and the socks will not grow odour causing bacteria. They're assembled without seams to prevent rub points and are designed to apply compression to the arch of the foot providing a better fit, non-slip in the shoe and apparently assist running technique and recovery.



Made from recycled plastics the socks are moisture wicking and the makers claim stop blisters.



The compression supports the arch of the foot and prevents the heel slipping into the back of the shoe.



Rockay claim in 4 months during 2020 they harvested tonnes of plastic from the Java Sea.

Each pair of sports socks is the equivalent of taking 13 plastic bottles out of the ocean. They're available in multiple colours and range in size from extra small to extra large.

The Danish company making them is now expanding the range to compression calf sleeves, women's tights and cycling socks. When you browse online each product has a comparative list of how much discarded plastic the garment has converted from the environment.



A pair of women's tights converts 38 discarded bottles to fabric.



Compression calf sleeves convert 13 discarded bottles and waste to fabric.



Cycling socks are made from upcycled carpet fibres and floating plastic debris.

The Rockay range of socks start at \$14 and can be purchased online from rockay.com or Amazon.com

Got a photo of yourself amid some great scenery during recent travels? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at journal@qpu.asn.au, and you might see yourself in the next Journal.

Book Review - A woman of force

By Darren Curtis

Detective Superintendent Deborah Wallace is credited with being the driving force behind the attempt by New South Wales police to disrupt the State's Outlaw Motorcycle Gangs.



A woman of force is the story of NSW Police Officer Deborah Wallace who earned a reputation as the gangbuster.

A *woman of force* chronicles the life of Deb Wallace, starting work in the typing pool at her local council before joining the NSW Police in their push to increase female officers in the 1980's. From her early days in the uniform it was obvious she didn't lack determination. On her very first shift out of the Academy a female Sergeant advised her, "Never compromise your integrity or your femininity. You are a policewoman not a policeman. Always be true to yourself."

There's a few good stories about her early days in General Duties at Blacktown breaking up brawls, dealing with Asian gangsters at the height of the Cabramatta drug wars and refusing to identify herself as a female officer in her written reports (which was convention at the time).

The author also includes revelations on how Deb Wallace was singled out as a potentially crooked cop by jealous colleagues trying to sabotage her career, but in a bizarre twist a few days after her interrogation by the head of IA she ended up being offered a job at Internal Affairs and a promotion to Inspector.



Deborah Wallace graduated at the NSW Police Academy in Redfern in 1983.

The book documents tales of arrests, interesting cases and how Deb Wallace kept climbing the leadership ladder. However it wasn't all positive, in 2010 one of the officers in her team, 26 year old Detective Constable Bill Crews was accidentally shot and killed by a fellow officer during a raid. The book details her reactions both with the squad and what she felt privately.



Det Const Bill Crews who was mortally wounded by a fellow officer during a shoot out with an offender in 2010.

Taskforce Raptor was formed in 2009 and Superintendent Deb Wallace was given the task of interrupting and breaking up the State's OMCG's. She surrounded herself with a variety of specialists and told them to think outside traditional methods of policing utilising laws already in place. Within months many of the OMCG clubhouses were shutdown and gang members facing a variety of charges.



Det Supt Wallace told Strike Force officers to use any legal means possible to stamp out the OMCG's.



Deb Wallace directed the Strike Force to shut the biker clubhouses down and dismantle everything, using chainsaws and pulling doors off with tow trucks if needed.



After retiring from the NSW Police Deb Wallace took up a position with the Combat Sports Authority to ensure those competing and promoting sports were not connected to organised crime.

Detective Superintendent Deborah Wallace, Commander Criminal Groups and Strike Force Raptor retired in December 2020.

'A woman of force' was released by publisher Pan Macmillan in 2020 and is available from Dymocks for \$27.99.

From the Archives

By Darren Curtis

POLICE AIRWING



One of the two ex-Army Cessna's purchased by the QPS included larger wheels, better landing legs and reinforced wings.

The Queensland Police Air Wing had an 'unofficial' start in 1952 when Police Officer Ronald Rooke who was also a passionate civilian pilot was stationed in Camooweal and decided to use his own Avro Sports Bi-plane to assist in the search for a thief trying to flee Mt Isa after a robbery.

Sergeant Rooke found the vehicle in question stuck in floodwaters, landed on the road and dressed in civilian clothes offered to transport the thief to the safety of Camooweal, the bloke agreed and only realised he'd been taken into custody when he landed and was escorted to the local lock up.

The plane was used in a variety of missing person searches and other police duties but it was all unofficial. The Avro aircraft however didn't continue in the service, it was crashed during an airshow in Cloncurry in 1959 and never flew again.

The official Queensland Police Airwing was established in 1975 with the purchase of two single engine Cessna 180E tail wheel aircraft from the Australian Army. They had been used during the Vietnam war and came complete with a spare engine and equipment upgrades for \$12,000.



Constable Ronald Rooke when he joined the QPS at age 24, he also held a private pilots licence and bought his bi-plane for \$120.



Bob Jamieson joined the airwing in 1976 as a qualified engineer and saved the QPS a fortune in serving costs and provided a boost in aircraft reliability confidence for the pilots.

The aircraft flew an average of four hours a day, assisting with aerial photography of crime scenes, stolen vehicle searches, detection of drug plantations and supporting the stock squad.

The Queensland Police Union was crucial in discussions during the late seventies with the Industrial Relations Commission for the police pilots to obtain entitlements of an additional \$260 a year flying allowance.

One of the original Cessna aircraft purchased from the Army was later destroyed in a storm that swept across Archerfield Airfield in Brisbane during 1980.



Induction of the first Police Pilots September 23, 1975. L-R Sgt 2/c Rob Doneman, Sgt 2/c Ronald Rooke and S/C Mal Lynch.



The Cessna despite being tied down was significantly damaged by the 141km/hr winds that hit Archerfield during a storm in 1980.

As for the young officer who got it all underway unofficially... Sergeant Rooke eventually transferred out of Camooweal and joined the

Queensland Police Air Wing in 1975 serving in the unit until 1981.

(This article was produced with the assistance of the Queensland Police

Museum and details from the book 'This Pig Did Fly' by Inspector (ret) Bob Doneman)

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.

Hero Award

By Darren Curtis

Longreach Police Officer Bede Little is the recipient of the 2020 Queensland Hero Award from the Royal Flying Doctor Service.

Senior Constable Little was announced as the winner in February 2021 for his efforts in raising the awareness of mental health issues in the rural community of Ilfracombe after several years of destructive drought conditions and the impact it was having on farmers and residents across the district.

As the only police officer in Ilfracombe S/C Little saw a lot of people struggling with diminishing incomes, stock losses and the desperation that comes from years of zero rainfall. Along with a small cohort of volunteers S/C Little established the Ilfracombe Family Fun Day in 2019 at the towns recreational centre.

It was an opportunity for family's to break the feeling of a bleak future and open a casual discussion about the importance of maintaining good mental health. The town only has a population of around 150 but more than 300 people came to the event for some free entertainment and to learn about the various support systems available to them.



Senior Constable Bede Little recipient of the prestigious RFDS Queensland Hero Award.

Bede said, "The idea was to increase and promote a strong happy family unit to get people out of depressive states, and at the same time have a fun event that introduces people to services they can approach if they need help."

The event raised \$4,000 for the Royal Flying Doctor Service to support the RFDS Mental Health Service.

Ergon Energy Retail sponsored the award and the company's General Manager Ayesha Razzaq said, "The work

done by Bede exemplifies the spirit of mateship at a time when looking after community has never been more important."

QPU Central Region Rep Kev Groth praised the initiative shown by S/C Little in identifying a very serious issue in the community where he lived and worked and doing something about it, "Bede's resourcefulness goes to show the strong ties he established within the community, sensing there was an urgent need for this discussion for the safety and welfare of his community."



Part of the large crowd that attended the family fun day raising money for the RFDS mental health service.



The emergency services display at the family fun day.

“Policing in rural communities is more than dealing just with crime, as Bede has shown working with residents in times of drought ensuring mental health is a priority just as much as dealing with law breaking shows the positive role police play in looking after their communities.”



A dedicated group of Ilfracombe volunteers worked together to make the family fun day a well supported event that will probably continue for years.

As part of the award Bede was presented with a grant of \$7,500 to give back to his community through a health care initiative. S/C Little has already indicated it will be reinvested in another Ilfracombe Family Fun Day when a date can be set pending on COVID restrictions.

At the award presentation S/C Little admits he was surprised to hear his name read out as the overall winner, “I was a bit shocked when I found out I was nominated, I was a little embarrassed to find out my mum nominated me.

“Like a lot of officers, you join the police because you want to help people in a crisis. I wanted to go out west because I enjoy the laid back lifestyle, and getting out and about. I’m a country boy at heart.”

Bede has spent most of his service in the bush, serving at Thargomindah, Ilfracombe and now Longreach. There’s obviously a bond with rural life for the young Senior Constable, he’s known for also assisting with hay runs to help drought affected farmers and invests a lot of his time into country road safety programs.

If you know a QPU member who deserves acknowledgment for outstanding initiatives that not only assist the community but also the Royal Flying Doctor Service in Queensland, nominations can be made online at www.rfdslocalhero.com.au

“Policing in rural communities is more than dealing just with crime, as Bede has shown working with residents in times of drought ensuring mental health is a priority just as much as dealing with law breaking shows the positive role police play in looking after their communities.”



Country policing has a lot of appeal in particular immersing officers within all aspects of the community.



For the entire month of May

Run 4 BLUE

\$35 per person | Registrations open 1 March 2021

HOW FAR CAN YOU RUN?

Challenge yourself, your friends, your family or your colleagues. Every kilometre you do will help raise money to help the families of fallen police officers.

You can walk or run – any distance, anywhere, any time. Just register online; then pick your time and place, and start your Run 4 Blue!

Register at run4blue.net



Driver Protection Screen Changes

By Luke Hodge QPU Industrial Officer & Greg Rynne Organisational Capability Command.

Members will soon notice a significant change to vehicle fit-outs and it's a result of technological changes to vehicle safety rather than any operational decision.

Driver Protection Screens (DPS) currently fitted between the front and rear seats will no longer be able to be installed.

It has already been observed in our current fleet that the inclusion of side curtain air bags has made the fitting of the DPS far less effective in terms of enhancing officer safety than when these units were first developed to assist with prisoner control.

Over time, the development of side curtain airbags forced FASG to reduce the shape and size of the DPS to allow for side airbag deployment.

Due to increased vehicle crash testing and rating protocols introduced by ANCAP in 2020, manufacturers will now be required to implement additional safety measures to reduce the risk of head injuries in occupant-to-occupant side impacts (head/body clashes) to

receive a 5 star ANCAP crash safety rating. This will see manufacturers developing and installing centre airbag safety systems, which will deploy on impact from between the occupants, most likely from the centre arm rest.

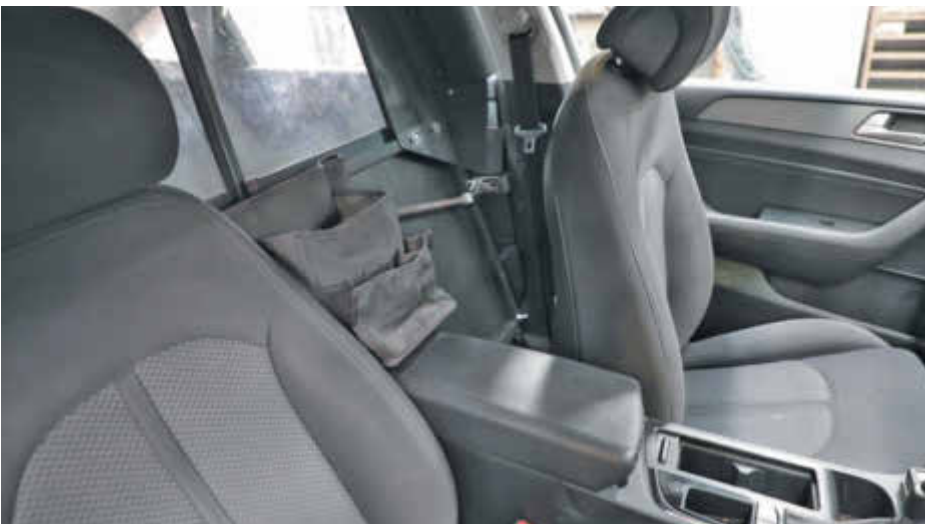
Some manufactures (Toyota, Hyundai and Kia) have already developed this technology and are introducing it into some models sold in Australia, with other manufactures following suit.



Queensland is the only Australian State to still have DPS fitted.



QPU General Secretary Mick Barnes inspects the damage to a service vehicle during the Union's investigations into DPS removal.



DPS will be phased out as vehicles are returned to fleet at the end of their service life.

With the addition of a centre airbag it will be impossible to install a DPS without it directly impeding on the airbag deployment zones, thereby rendering the safety system completely useless and potentially dangerous as the airbag deploys with substantial force.

The QPS is the only state currently using a DPS in Australia.

To overcome this, the QPS/PSBA/QPU are working to ensure an adequate number of POD style vehicles remain available to ensure officer safety. Officers should also ensure any

Driver Protection Screen Changes

available POD style vehicles are operationally deployed as a matter of priority.

Previously, the requirement to install a DPS limited the type of vehicle capable of having one installed. Removing the DPS has generated an opportunity to look at alternate options for an operational vehicle. The Toyota RAV4 Hybrids are now being delivered into the GD fleet. Not only do the RAV4 style vehicles provide a different operational capability, they offer alternate interior cabin space options such as seating which some members may prefer.

The first RAV4 Hybrid has been delivered by FASG and is operational in the Central Region.

fitted with a screen or not.

- Where possible a pod vehicle or a van should be used where available as a preference, efforts are being made to ensure the availability of vans and pods is reviewed by the Districts to increase availability where needed.
- Given that there will be many vehicles in the fleet fitted with screens for some years as this is being slowly implemented, we can adjust any training, procedures and practise accordingly over time.

Further concerns have been raised relating to an increased risk due to COVID-19. The QPU is in constant contact with QPS Safety and Wellbeing

If you have any specific COVID-19 concerns please contact your Regional Representatives or the QPU Health and Safety Officer.

The QPU Workplace Health and Safety (WH&S) team continue to have a close working relationship with the Organisational Capability Command Fleet team and the current PSBA Fleet Asset Services Group. Together, a number of significant improvements have been delivered into the vehicle fleet, ensuring members operate fit-for-purpose, appropriately equipped vehicles.

In 2020 this included the regional roll-out of Toyota Prado's, improved air conditioning of pod vehicles and dog



QPU General Secretary Mick Barnes and Deputy Commissioner Doug Smith review the RAV4 without DPS to be trialled as a General Duties vehicle.



QPU President Ian Leavers, QPU Vice President Shane Prior and Central Region Rep Kev Groth go over the enhanced emergency lighting and safety features of the Prado before the vehicles were delivered by QPS fleet.

The QPU has fielded concerns that recruits are no longer adequately trained to transport prisoners and has sought advice from Operational Training Services at the Academy in relation to use of vehicles without DPS. The QPU is committed to ensuring members continue to receive appropriate training in relation to safely transporting offenders.

Operational Training have advised:

- Recruits are training in putting people in and getting people out of sedans as part of recruit skills.
- Recruits are trained using sedans not fitted with driver protection screens.
- The skills are taught this way to ensure that police have techniques and tactics that work in any police vehicle regardless of whether it is

and Operation Sierra Linnet to ensure all appropriate PPE is available and procedures are developed to ensure the safety of our members.

squad units, new vehicle decals and enhanced emergency lighting capability.



QPU President Ian Leavers along with QPU General Secretary Mick Barnes and the QPU WHS members were briefed about the DPS changes by Andrew Quinlan Acting Director PSBA Fleet Assets.

Assistant Mates

By State President of the QRPA and former QPS Assistant Commissioner Greg Early.

Retired Assistant Commissioners Don Braithwaite APM (89), Allan Hilker APM (88) and Terry McMahon APM (87) have been firm friends for over seventy one years.

Don became a cadet in the Queensland Police Force in October 1948 and Allan joined him a month later. Both were appointed to the Recruiting Section which was then located at the Petrie Terrace Police Depot.

Terry came into their lives in August 1949 when he was interviewed for a Cadetship and posted to Fortitude Valley Station.

Over time they became members of different Probationary groups and all topped their classes.

Upon being sworn in they were posted across the state and took different career paths.

The passing of time saw Don married to Pam, Allan wedded to Jill and Terry married to Coleen. The wives were friendly and the families socialised.

The three friends rose to Assistant Commissioner rank and before their retirement together in August 1989 they held the following positions: Don was Assistant Commissioner (Personnel), Allan was Assistant Commissioner (Administration) and Terry was Assistant Commissioner (Crime).

Over the years, regular phone calls and home visits kept them in touch and during 2008 they organised a reunion at the Queensland Police

Academy of those police officers who passed through the Depot gates between 1948 and 1952. It was a coat and tie affair and Commissioner Bob Atkinson was the guest of honour.

Sadly, Jill passed away in 2001 with Pam and Coleen following in 2020.

Since then, the three widowers have found comfort in their mutual companionship and in the company of other retired police officers.

All three men are proud to have served as police officers and share the view that policing is an honourable career in that it is the grass roots guardian of the public good.

Don, Allan and Terry are Veteran Members of the Queensland Retired Police Association.



Terry McMahon, Allan Hilker and Don Braithwaite in October 2020, all bonded for life through their service to the QPS.



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – Feb/Mar 2021



MESSAGE FROM GREG EARLY, STATE PRESIDENT GETTING GOING AGAIN

It is great to advise that all Branches have returned to meeting again and in some instances conducting their annual luncheons or dinner. All Branches seem to have survived the pandemic very well and no doubt are looking forward to a more relaxed 2021.

LUNCHEONS/DINNER TO BE HELD

23.02.2021 Redlands @ Redlands Sporting Club,
Bernie Coleman 0402 983 225

25.05.2021 Sunshine Coast Branch, Headlands Golf Club,
Roly Dargusch 5479 4651

13.07.2021 Gold Coast @ Twin Towns,
Dave McNamara 0458 778 792

24.07.2021 Gladstone @ Chinatown Restaurant,
Darryl Saw 0447 417 746

25.08.2021 Gympie QRPA Annual Lunch,
(Venue, etc., to be confirmed)

13.09.2021 State @ Geebung RSL,
Bob Pease 3355 7441; 0401 399 839

15.10.2021 Mackay Whitsunday @ South Suburban Bowls Club,
Dennis Hansen 07 4957 2699

21.10.2021 Logan Beenleigh @ Club Beenleigh,
Col Thorne 0407 905 017

15.11.2021 Rockhampton @ Frenchville Sports Club,
Dennis Smith 0408 321 416 (Dinner)

01.12.2021 Bundaberg @ Bundaberg RSL Club,
Rowan Bond 0409 286 483

01.12.2021 Townsville @ Carlyle Gardens,
John Urquhart 0407 734 497

09.12.2021 Ipswich @ Brothers Leagues Club,
Ken Martin 0407 345 500

NEW MEMBERS

- Former Sergeant Caroline Marion Barker – Far North Queensland
- Former Inspector David Gino Dini – Far North Queensland
- Former QPS Public Servant Robyn Clare Dini – Far North Queensland
- Former Senior Constable Darryl John Chandler – Far North Queensland

- Former Senior Constable Kim Lorelle Eaton – Far North Queensland
- Former Superintendent Robert John Joseph Harding – State
- Former Sergeant John Andrew Read – Southern Downs and Granite Belt
- Former Constable Alex Frank Jones – Redlands
- Former Constable Graeme Kenneth Bensley – Logan-Beenleigh

NEW ASSOCIATE MEMBERS

- Tracey Ellen Read, spouse of new member John Andrew Read – Southern Downs and Granite Belt
- Louise Vickers, spouse of member Graham Vickers – Far North Queensland
- Nina Van Egmond, spouse of member Conrad Van Egmond – Far North Queensland

QRPA Certificates

Veteran Member Certificates

(>75yrs & 10yrs continuous financial membership) –

Richard Philip Conder, Darling Downs Roger John Lund, Sunshine Coast, John Kevin O’Gorman, Near North Coast, Brian Robert Button, Logan-Beenleigh, Phillip John Clohesy, Gold Coast, Brian Stewart Dinte, Sunshine Coast, Owen Carl Herbert, Hervey Bay, Keith Stanley Lipp, Bundaberg, Delvine Sprenger, Gympie, William Robert Sprenger, Gympie and James Godfrey Wagner, Logan-Beenleigh.

Senior Associate Member Certificate

(>65yrs & 10yrs continuous financial membership) –

- Marilyn Button, Logan Beenleigh

90 And Over

- Life member Graham Adrian Dank, Gold Coast, 96 years on 4 February 2021
- Veteran member Robert Ensinger, Sunshine Coast, 92 years on 28 February 2021
- Veteran member Douglas Jones, Gladstone, 90 years on 6 February 2021
- Veteran member Charles (Jock) Lumsden, STATE, 90 years on 21 February 2021
- Member Rex Lawrence McCall, STATE, 90 on 5 February 2021
- Member Robert Meagher, STATE, 92 years on 6 February 2021
- Associate member Gladys Waters, Ipswich, 92 years on 4 February 2021

OBITUARIES – May they Rest in Peace

Members

Veteran member and former Sergeant Peter Rudolf Venardos, 23.12.2020, aged 82 years

Veteran Associate member Donald Barter, 28.12.2020, aged 86 years

Associate member Valmai Lesley Wallis, 29.12.2020, 78 years

Member and former Senior Sergeant Terrence Michael Ryan, 06.01.2021, aged 65 years

Member and former Senior Sergeant Derek Ian Pickless, 17.01.2021, aged 62 years

Non-members:

Former Senior Constable Deryck Arthur Carr, 25.11.2020.

Former Senior Sergeant Brian Samuel Sheehan, 06.12.2020 aged 84 years

Former Superintendent Mervyn Frederick Prove, 12.12.2020

Former QPS officer Randal Allan Binnie, 11.12.2020

Former Detective Senior Sergeant Geoffrey Thomas Walter Barton, 01.01.2021, aged 72 years

Former QPS officer Philip John Brian Hatfield, 17.01.2021, aged 59 years

SERVING MEMBERS

Serving member

Police Liaison Officer Malcolm John Doyle of Rockhampton, 07.01.2021

AROUND THE BRANCHES

BUNDABERG

Meeting held on 29 January 2021. Vice President Julie Sharpe welcomed all to the meeting. The members welcomed Morrie and Carol Turner who have moved to Innes Park from Toowoomba. Morrie outlined his service particularly as a prosecutor. Welfare: Ian Hargreaves reported that he had been in contact with Gordon Storer who is still going OK. Secretary Rowan Bond reported that on the day of the meeting President Grannie Pearce was in Brisbane undergoing some heart surgery. Bowls Day. Grannie reported through Rowan Bond that the Police Legacy Bowls Day on 5 May 2021 had been booked into the Bargara Club which has been recently refurbished. It wont matter if it rains this year as the greens are all undercover now. Rowan Bond also reported on how he managed to completely drown an expensive camera while on holidays in Townsville to the merriment of the other members. Next meeting: 25 February 2021.

GOLD COAST

Meeting held on 2 February 2021 at the Currumbin RSL Club. On 5 February 2021 Neil Raward officially stood down as Treasurer and Social Secretary for the past seventeen years. The new Treasurer is Mike Sparke and the new Social Secretary is Denise Sullivan. Neil will assist Mike and Denise with the transition. Murray Underwood assisted Des Sorensen with Protocol Officer duties at the recent funeral of Brian Sheehan. The next social meeting will be held at the Nerang RSL Club on 25 February 2021. Welfare: Mike Sparke gave an update on the health of Bob Dempsey. Russell Robertson is still recovering

from torn tendons in his foot. Neil Raward is feeling well. His cancer trial treatment is ongoing. Don Braithwaite is getting on with life although he has serious health concerns. Guest speaker: Raelene Williams from White Lady Funerals who gave an informative talk about funeral planning. Next meeting: Southport RSL Club on 2 March 2021.

GYMPIE

Meeting held on 3 February 2021 at the Tin Can Bay Country Club. Julie Davey's application to join as an Associate Member was recommended for approval. Julie is the spouse of member Frank Davey. Welfare: Unfortunately Peter Eiby is quite ill at present. Welfare Officers Norm Breen and Tony Barton advised the members they had contacted were doing quite well. Some ideas were put forward for a trip sometime in 2021 and after discussion it was resolved that the next social outing would be to the Gympie Mining Museum on 24 June 2021. Next meeting: 7 April 2021.

LOGAN-BEENLEIGH

Meeting held on 21 January 2021. Stewart Wall, President of the Jacobs Well Air Sea Rescue, was guest speaker. Stewart provided a very informative talk about the volunteer service and the work that they carry out, albeit with little assistance from the Government. It was interesting to find out that the Jacobs Well Air Sea Rescue volunteers number approximately 100 who support the large boating community of South East Queensland 24/7. Jacobs Well Air Sea Rescue began as the Beenleigh Air Sea Rescue over 40 years ago. It not only carries out rescues and assistance to stranded boaties but also conducts training courses in boat licensing and first aid. It was resolved to donate \$200 to the Jacobs Well Air Sea Rescue. Welfare: It was great to see some members present who have been absent for a while. The application to join the Association by Graeme Bensley was recommended for approval. The Executive decided that members who are present in the month of their birthday and members receiving membership certificates will receive a free drink. Members with birthdays in December will receive their free drink in January as there is no December meeting. Discussion ensued about the vacant Secretary position. No nomination was forthcoming and Treasurer Col Thorne volunteered to fill the position until the AGM in July.

SUNSHINE COAST

The 25 January 2021 meeting was cancelled due to renovations being undertaken at the usual venue, Headlands Golf Club. Next meeting: 23 February 2021.

SOUTHERN DOWNS AND GRANITE BELT

The 8 January 2021 meeting was held at the Condamine Workers Club, Warwick. Fifteen members were present. President Laurie Bell presented Sue Burgess with her Senior Member Certificate. The Branch had donated \$400 to the Queensland Police Legacy Scheme. Secretary Monica O'Mara gave a talk regarding Qbank and Westpac separating and the impact on banking for herself and Treasurer Kristine Grayson. It was noted that members who pay by cheque could use Bank at

Post. Next meeting Friday 5 March 2021 at the Tenterfield Bowls Club commencing at 10.00 am Queensland time.



Sue Burgess receiving her Senior Certificate from President Laurie Bell.



QRPA members attending the 8 January 2021 meeting.

ROCKHAMPTON

Meeting held on 3 February 2021. A minutes silence was observed in remembrance of the passing of Judith Saw, Merv Prove, Derek Pickless, Malcolm Doyle and Geoff Barton. Prospective member John Trenaman submitted an application to join the QRPA and it was recommended for approval. Secretary Dennis Smith advised that the Friends of the Queensland Police Museum had been in contact with him regarding the restoration of the grave of Constable James Harris who died on 24 August 1915 near Gracemere as a result of a riding accident. A contractor has been contacted who will liaise further with Dennis. The annual dinner will be held on 15 November 2021 at the Frenchville Club. The BBQ at the Beach will most likely be held in the bush at Cockscombe Retreat on 21 March 2021. Next meeting: 3 March 2021.

MACKAY-WHITSUNDAY

Meeting held on 12 December 2020. Welfare: Barry Downs reported that he had been in contact with Bob Maher, Col Duncan, Ray Hodgson and Tony Wynne. On 3 December 2020 seven members were given a tour of the Sarina Station by Officer in Charge Michael Jones. A couple of the members recalled the old station which was attached to the court house. Times have changed as the new station has increased staffing, ducted air conditioning, plenty of office space, state of the art security and equipment, CCTV in critical areas, back up power, a fully equipped gym and its own boat. Guest speaker: John Blackwell, a recently joined member, spoke about his previous police service in Victoria as a cadet then in uniform and the CIB, with the New Guinea Police before independence in Rabaul and as Chief of the CIB for New Guinea. Currently he is a Volunteer in Policing at Mackay Station. Next meeting: 20 February 2021.

IPSWICH

Due to restrictions caused by the virus and requirements imposed by the Government on the management of Brothers Leagues Club, the 13 January 2021 meeting had to be cancelled. Welfare report by John Hawkins via the Branch newsletter: Cec Horne is still full-time carer for his wife Myrle and rang him on 6 January 2021 to wish him a happy 95th birthday. Lola Riggs is still at Cascade Gardens and still driving. Vince Beutel is OK but is somewhat movement incapacitated and bored. Elaine and



Norah Spreadborough receiving her Veteran Associate Member Certificate from President Bob Maher.

Matt Dale are both OK. Matt is improving slowly after his back operation but is still plagued by vertigo. Dot Hogan is going OK and slowly getting over Ted's passing. Spoke to Graham and Sharon Broom and they are both OK. Greg Polzin had a stroke and fortunately it only affected his ability to talk. With hospital medication he is now OK. Ron Lobwein is going OK and leading a very quiet life. John himself had a Basal Cell Carcinoma removed just before Christmas. Test result OK and slowly healing by virtue of a skin graft.

TOWNSVILLE

The meeting planned for 3 February 2021 was cancelled due to the venue being unavailable.

GLADSTONE

Meeting held on 3 February 2021. Welfare Officer John Sayre reported on the health of Keith Allan. He has not been feeling too good, is still coping and spends a lot of time in bed. Ann Vidler's voice has been affected but she is doing OK. Her son



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

Ross is doing OK but is having a few problems coping with everything. John contacted Helen Vale and she and Peter are going OK. Mike Ball advised his blood tests indicate he is

improving and Irene is still suffering with arthritis in her feet. Associate member Liz Cunningham was awarded Gladstone Regional Council Citizen of the Year in recognition of her very good work for the benefit of the community. The meeting/venues calendar for the year was sorted out and the annual luncheon will be held at Chinatown Restaurant on 24 July 2021. Next meeting: 3 March 2021 at the Club Hotel, Gladstone.

DARLING DOWNS

Meeting held on 10 December 2020. A special welcome was given to Assistant Commissioner Mike Condon and Kevin and Valmai Ramm (NSW RPA). Later in the meeting, Kevin presented Bob Scarff with a New South Wales Retired Police Association Veteran Certificate. John MacKay will be producing a new Buddy Sheet as at 1 January 2021. Guest speaker: Assistant Commissioner Mike Condon gave a very detailed and informative account of the logistics involved in the border closures. Next meeting: 11 February 2021.

NEAR NORTH COAST

Meeting held on 25 January 2021 at the Caboolture Sports Club. Welfare: Allan Hawkins reported on welfare issues involving Norm Wesener, Des Kelly and Gerry Morgan. Discussion ensued about the Branch's annual luncheon. It was generally resolved that owing to the previous venue no longer being available the Executive would make inquiries regarding a new venue and pricing. October was noted as the preferable month to hold the luncheon. Next meeting: Caboolture Sports Club on 15 February 2021.

REDLANDS

Meeting held on 19 January 2021. Welfare: Ken Luskie advised that Mike Mills is taking a break for a while to get on top of a few issues, Clarrie Staib is at home and receiving physio (recovering well and hopes to be back at the odd meeting soon), Barry Ingham is improving slowly and hopes to attend the annual luncheon and Secretary Eddie Gallo is recuperating well from recent surgery although he is still experiencing considerable pain. A vote of thanks for those involved in organising the 2020 Christmas lunch was carried by acclamation. Members were urged to complete a funeral planning request form which is available on the QRPA website or from the Secretary. The annual luncheon will be held on 23 February 2021 and the next meeting will be on 23 March 2021.

FAR NORTH QUEENSLAND

The next meeting will be held on 26 February 2021. A surprise reunion was held on 29 January 2021 for Frank Wagner at his 80th birthday celebration. Frank enjoyed meeting old friends and reminiscing about the days in the Queensland Police Force/Service. Frank and wife Imelda are now living back in Cairns where they are surrounded by family.

HERVEY BAY

Meeting held on 19 January 2021. President Ian Anderson thanked those members who attended the Christmas BBQ at Quota Park. Guest speaker: Crimson Williams from the Department of Fair Trading presented a well-received address on the current frauds and scams impacting on the general public in the Hervey Bay area. Discussion ensued about the

annual luncheon planned for 19 June 2021. The transfer of Shane Moss from Gympie Branch to the Branch was noted. The



Joe Jackson, Lillian Kay, Trevor Crawford, Trevor Adcock, Graham Vickers, Mal McKaskill celebrate the 80th birthday of seated Frank Wagner.

next BBQ will be held at The Pines, Hervey Bay, on 16 February 2021, commencing at 11.00am. Next meeting: 16 March 2021.

VAN DIEMEN'S LAND

The next meeting will be in March with the date and venue yet to be decided. Message from President/Secretary Andy Beasant: If travelling in Tasmania and looking for accommodation please support our members:-

Gretna Green Hotel – Lyall Highway, Gretna. Phil & Colleen Sharpe 03 6286 1332 sharpet401@bigpond.com

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

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

Touchwood – 31 Church Street, Stanley Chris & Gretta Blom 03 6458 1348 enquiries@touchwoodstanley.com.au

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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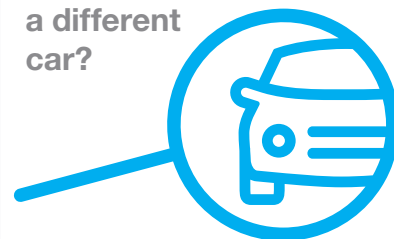
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Police Divers have spent hours over multiple weeks searching a specific location in the Logan River for evidence.



Diver S/C James Hall used a metal detector to find objects of interest and then had to use his hands to dig through deep silt to retrieve the pieces for further sifting and evaluation.



Detectives and divers are confident the items they are looking for will still be in the river despite significant floods over the past twenty years.

at Loganholme. Police Dive Squad have been grid searching the silt for a critical piece of evidence they believe was dumped there in 1999.

Police Diver Senior Constable James Hall has spent hours on the bottom of the river in zero visibility hand searching, responding to alerts generated by a metal detector through

layers of debris that's settled in the target area.

QPU General President Ian Leavers said, "This sends a very clear message to criminals and anyone who harms a police officer that police never give up. These violent thugs may think initially they're clever and can conceal what they've done but we will track

you down and you will face justice. I praise the resolute way the Operation Salt team has approached this case and have worked to bring some peace for S/C Scuttis who endured one of the most terrifying and traumatic experiences an officer can through in their service to the Queensland community. The QPU looks forward to further arrests and successful convictions for these offences."

The \$500,000 reward had very clear parameters to be claimed, it was for the first person to come forward with information that lead to the arrest and conviction of those involved and is at the final discretion of the Police Commissioner.

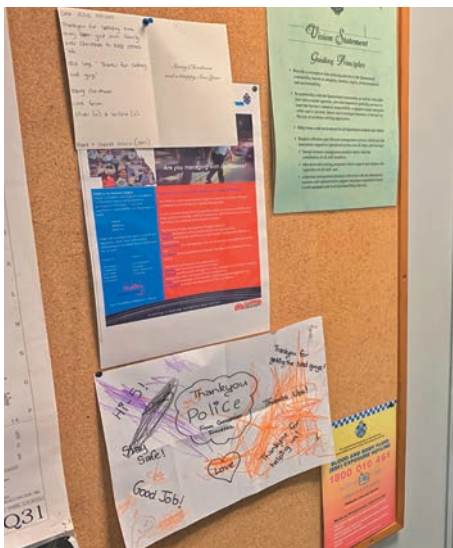
There has not been official confirmation yet whether a person has made an application to collect the reward.

Thanks a Bunch

By Darren Curtis

As Innisfail prepared for the potential of a direct hit from Tropical Cyclone Kimi in January and all the anxiety it can generate from the public looking to local police for guidance, advice and leadership it was interesting to see officers at the station pause amongst all the pressure filled environment for a moment to read the noticeboard near the OIC's office.

Tacked to the board is a thank you note and a Christmas card.



The notice board at Innisfail station features hand crafted artwork that means a great deal to all of the officers assigned to the far north community.

Amongst the squiggles, crayon swirls and hand drawn faces are messages of thanks from the educators and students at Goodstart Innisfail, an early learning facility that cares for children from nursery age to Kindergarten.

The simple messages mean a great deal to the Innisfail team Acting OIC Senior Sergeant Mark Cini said, "One of the staff from the kindy brought it into the front counter and it was really nice that they thought about us and said thankyou for the job we do.

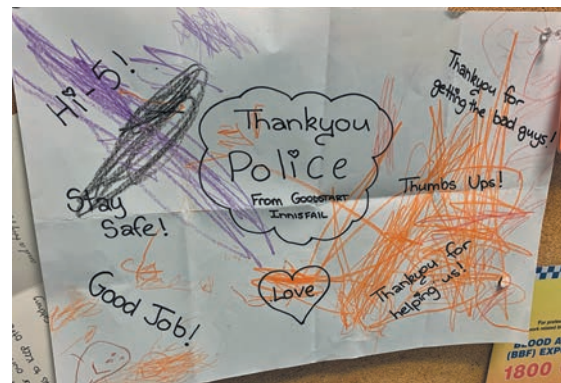
"This was totally unexpected and that means a lot, I like to have it here prominently to remind our teams on the busy or tough days that the community do see us on the road whether we realise it or not and the way we conduct ourselves is noticed."



Acting S/Sgt Mark Cini believes the thankyou notes provide Innisfail officers with a reinforcement the work they do is appreciated by the local community.

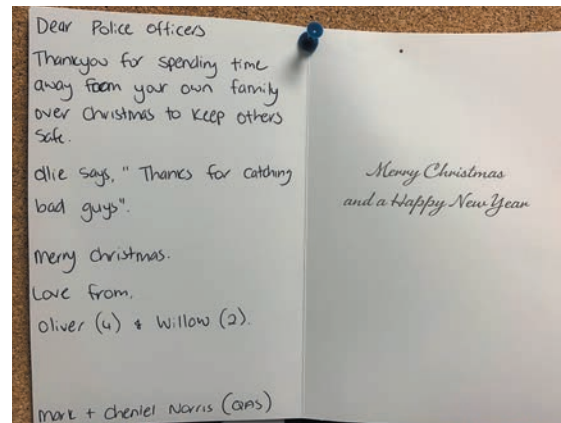
The paper note has quotes including 'thanks for getting the bad guys', 'thankyou for helping us', 'stay safe', 'thumbs up', 'love' and 'good job'. Concepts and feelings the kindy kids can identify with and now attach those thoughts when they think about police.

Pinned next to the kindy note is a card hand delivered by a local family during December. Acting S/ Sgt Cini said, "The parents came in with their two children before Christmas to pass on the card. One of the little fellas Ollie was just mesmerised by the police on duty



Words and sentiments like those from the local Kindy don't come in everyday but when they do they're really appreciated.

with all sorts of questions about their uniforms and equipment, the other child was apparently the same about firefighters. The parents are involved with QAS so it's a real first responder family. It was great they took time out of the pre Christmas hustle to think about our people working."



Ollie has got it right! on the Norris family Christmas card presented to Innisfail police)

QPU General Secretary Mick Barnes was impressed the thank you's were on display, he said, "Its obvious the Innisfail team are well respected in their community and its refreshing to see the values we hold as police are being reflected in future generations.

"I'm sure these messages will help reduce stress and increase happiness amongst the entire Innisfail team. I once read that showing gratitude is one of the simplest yet most powerful things humans can do for each other."

If your station, police beat or work unit have received some unsolicited thankyou's from the public email us at journal@qpu.asn.au



QPU General Secretary Mick Barnes, Acting S/Sgt Cini, Sgt Andy Campbell & Sgt Mick McGuire discuss how everyone enjoys a bit of gratitude.

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Unfit for QPS Duty

By Sciacca's lawyers Special Counsel Ryan Heath and Solicitor Melinda Lovell.

The medical retirement process can be a very confronting process for officers. It is certainly daunting reading the words 'retire' and 'dismiss' on official documentation, especially when it is served by the QPS.

Section 8.3 of the *Police Service Administration Act 1990* (Qld) gives the Commissioner of Police certain powers if it is suspected on reasonable grounds that an officer is unfit for duty.

The majority of medical retirements are initiated by the QPS in circumstances where the officer is suffering from symptoms which preclude them returning to first response policing.

It is important that officers are aware that if they are medically retired from the QPS, they may have an entitlement to access total and permanent disablement (TPD) benefits pursuant to their QSuper policy.

are not automatically entitled to a TPD payment. When determining whether an officer is entitled to a TPD payment, QSuper makes reference to the relevant provisions of the trust deed and insurance terms.

To succeed in a TPD payment officers need to provide opinions of not less than two medical practitioners:-

"That the member is unlikely ever to be able to work again in a job for which they are reasonably qualified by education, training or experience that they have acquired or could reasonably be expected to be able to acquire in the future within a suitable rehabilitation/retraining program.

QSuper may direct the officer to attend a further independent examination with a specialist.

If the medical specialist is able to identify positions that the officer would be capable of working in given their education, training and experience it is likely that the TPD application will be rejected.

The issue with a medical opinion obtained from a QSuper appointed doctor is that they would have limited knowledge of the officer's injury and employment history.

We believe that a report from a treating medical practitioner, be that a GP or a specialist, should be preferred to that of an independent practitioner due to the ongoing nature of the relationship with the officer.

Accordingly the nature of the medical evidence that is placed before QSuper in determining whether an officer is entitled to a TPD payment is crucially important.

In this regard, we encourage officers to contact us if they have been medically retired or they believe they may be entitled to a TPD payment. Sciacca's Lawyers have enjoyed considerable success in having these applications accepted with QSuper.



"It is important that officers are aware that if they are medically retired from the QPS, they may have an entitlement to access total and permanent disablement (TPD) benefits pursuant to their QSuper policy."

The entitlement to a TPD benefit exists irrespective of the cause of the medical condition resulting in the medical retirement. More often than not, the medical retirement arises from injuries sustained in the course of duty. These injuries may be physical or psychological in nature.

However, it is important for officers to remember that just because they are medically retired from the QPS, they

In determining what could be acquired in the future, the insurer will consider if the injury or illness prevents the member from being able to undertake retraining or rehabilitation to acquire education, training or experience."

Complications may arise when an officer making an application for a TPD payment fails to provide the appropriate medical evidence to satisfy this definition. In this instance,

WILL A TPD PAYMENT AFFECT MY CLAIM FOR COMMON LAW DAMAGES?

It is important to note that if the injury resulting in the medical retirement has arisen as a result of the officer's employment they may well have further entitlements pursuant to the Workers Compensation Legislation. Clearly if an injury is suffered in the course of employment the officer is entitled to lodge a claim with Workcover Queensland.

“If the claim is accepted by Workcover, they are obliged to make payments for any time off work as well as medical expenses treating the injury. This applies equally to injuries of a physical or psychological nature.”

If the claim is accepted by Workcover, they are obliged to make payments for any time off work as well as medical expenses treating the injury. This applies equally to injuries of a physical or psychological nature.

It is important to remember that the obligation upon Workcover Queensland to pay for lost wages will continue even subsequent to an officer's medical retirement in circumstances where the injury is not yet determined to be stable and stationary.

Once Workcover determines that the injury is stable and stationary they may issue the officer with a Notice of Assessment containing an offer of lump sum compensation based upon their degree of permanent impairment (DPI).

Should the officer be assessed with a DPI of less than 20%, they will need to make an irrevocable choice as to whether they wish to accept the amount

of lump sum compensation or proceed with a claim for common law damages.

A claim for common law damages will only exist where the officer is able to establish that the injury suffered was caused by the negligence or breach of duty of care of the QPS.

Should we be able to establish negligence or breach of duty of care the officer will then be entitled to recover damages for pain and suffering and loss of amenities of life, any economic loss past or future, loss of superannuation entitlements and damages for any medical expenses that have or may be incurred in the future.

In circumstances where the injury is significant enough to result in the officer's medical retirement the amount of damages may be substantial. Any award of compensation recovered in a common law claim will not reduce or affect the entitlement to pursue a TPD claim.

Should any officers have any queries with respect to a potential common law action and/or TPD entitlements pursuant to the QSuper policy they are invited to contact Sciacca's lawyers as the official solicitors for the Queensland Police Union on 3867 8839 to discuss.



Sciacca's Special Counsel Ryan Heath said Police discharge their duties with strength, courage and dedication so when they apply to medically retire he believes they deserve to be well represented in their claims for potential compensation.



Solicitor Mel Lovell joined Sciacca's in 2016 and has been admitted to the Queensland Supreme Court to represent clients in personal injury law.



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Glove Up

By Darren Curtis

Police officers are constantly at risk of blood borne and communicable diseases through needlestick injuries, in particular frontline and watch house staff.

Since January 2020 there have been 23 reported cases of needle stick injuries from police officers to the QPS. Thankfully the number is low due to officer awareness and training protocols however the numbers can be broken down to highlight the highest risk activities, twelve were sustained from searching a residence or bag, seven during a pat down procedure on an offender, three at a property point and one while cleaning a police vehicle.

A new product has come onto the market promising to protect officers from skin punctures through contact with hypodermic syringes and sharp implements. The HWI protection gloves are being imported from the United States and stockists are reporting they've become the most popular glove for law enforcement in both America and Australia.

Owner of G&A Tactical on the Gold Coast Lee Haslett said the HPG100 gloves are made with two layers of cut resistant flexible mesh, "It's taken a long time to get some gloves that perform like this, they give dexterity allowing fingertip sensation, they also allow the user to operate an ipad and mobile phone without having to take them off. At a trade show I attended in the USA last year every company told me the HWI glove was the best puncture proof glove they knew of."

Mr Haslett was so confident in the glove he put them on and then pressed a syringe needle into the fingers of the glove. The needle not only failed to penetrate but the tip bent with more resistance applied.

Manufacturers claim the palm will also enable an officer to grab a knife blade without sustaining a laceration, the



The back of the glove is made of spandex and neoprene to resist abrasions and maintain flexibility.

gloves provide a level of protection as well while handling broken glass.

The gloves have been tested to American specifications and achieved the best resistance possible to puncture. Mr Haslett said, "Some Australian prison services have been



The HPG100 gloves are rated to withstand fingertip and palm needle puncture while still providing dexterity for weapon handling.



The HPG100 gloves were rated as level 3 resistance to hypodermic needle puncture and high A9 resistance to cuts based on American test standards for law enforcement products.

ordering these gloves for staff and recently I've taken orders from needle exchange services in Queensland. The exchange staff did their own tests and they know what they are talking about as they deal with this risk every day.

"So far I've sold 300 pairs to police and corrective services officers. A couple of Vicpol officers came in to our Burleigh shop last week and bought multiple pairs they were taking back for their colleagues."

The QPU does not endorse the HPG100 gloves however anything that could improve the odds for our members from contracting an insidious disease like hepatitis or HIV is something to consider.

G&A Tactical at Burleigh Heads (www.gatactical.com.au) imports the gloves direct from the American manufacturer and sells them for \$69.99 however police who attend their store or order online and mention this article, confirming they are Queensland Police Union members are being offered a discount.



Staff at G&A tactical will happily demonstrate the resistance to hypodermic needles.

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Ph 3259 1900 (24 hours)

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QUEENSLAND POLICE UNION



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Member Support

By Darren Curtis

The Queensland Police Union offers a variety of support features for members and unfortunately it's often not until adversity strikes that many Police realise the value of having the QPU in your corner.

The Regional Executive Members take on the responsibility to represent members on all sorts of fronts, the hours are long and on top of their frontline policing duties but with that representation often comes the satisfaction of knowing they've made a difference.

In January 2021 we received an email from a QPU member from Metro South Region and he asked if it could be published for members across Queensland to read and appreciate the value of Union membership.



S/C Brendon Winslow and his wife Marjana when he was presented with the Police Officer of the Year Award for Redlands in 2020.



QPU Metro South Regional Rep Shayne Treasure was recognised for his efforts in providing assistance and resources to S/C Winslow and his wife as they confront a significant family health hurdle.

Team,
I wasn't sure how exactly to write this, who to send it to or even what to say but feel I need to acknowledge something very positive for us.
August last year, our lives were turned upside down when my wife who is a Corrections Officer was diagnosed with stage four bowel cancer. That's not the positive thing by the way, in fact far from it. Sucked and still sucks big time. I've been off work mostly since then and have only recently returned a couple days a week.
My wife had some surgeries, is getting smashed with chemo and is nowhere near returning to work (as yet).
I won't go into too many details but so many colleagues (both mine and hers) have offered so much support it's absolutely overwhelming.
I won't narrow that down by naming them as will run out of ink but this being a Queensland Police Union magazine it's appropriate to name our QPU and our rep Shayne Treasure.
Someone gave him a heads up as to our situation. He rang me and I ended up in tears; not because he sang me a sad Country and Western song about a dead dog or running out of beer, but because of what he offered.
He penned something that was presented to the board (I think) which resulted in a bank deposit to assist us in our immediate predicament. It didn't change the health issue we were dealing with but it did greatly assist in our relieving some pressure.
There was a lot more to it than that with follow up calls and the likes but for me personally, this was a great show of the blue brotherhood (and sisterhood) that police are.
Thank you very much!
Cheers Brendon
Brendon Winslow
Senior Constable
Bayside District Crime Prevention Coordinator
I blogged our journey so far and anyone interested in a very politically incorrect, very raw, very real but also very funny and with more than a few vulgarities, is welcome to read or subscribe to it at Woodstockbones.com. A disclaimer though: I did say politically incorrect with vulgarities.

'DJ Ace' Spins again

By Darren Curtis

Blue Light dance parties are set to resume in February after a lengthy suspension due to COVID restrictions and a Sunshine Coast cop is busting to get the beats thumping again.

Senior Constable Jeff Frazer is known as 'DJ Ace' across the Sunshine Coast after devoting 26 years to the Blue Light Disco concept in his community. He started out just going along to help one night and realising the impact it can have become devoted to the project. He's been the President of the Caloundra group for the past 12 years and believes the past 12 months have been the toughest to endure.



Blue Light dances have added inflatable castles to the events to add an additional fun experience.



The Blue Light dances have survived generational change where children can interact face to face in a safe supervised environment.



Senior Constable Jeff Frazer aka 'DJ Ace' is happy the Blue Light dance will be returning as an effective youth program on the Sunshine Coast.

"We have not held a function since March 2020. We are desperate and passionate to get back into it and try to maintain the link with the community. The biggest fear is the kids won't come back. We have added some really fun elements including inflatable jumping castles and the walking bungee.

"Kids love that extra option, so they get the latest music, video clips, light show, jumping castles and we also set up for ball games outside with police and recruits playing with the kids," S/C Frazer said.



The team have invested in new lighting, music videos and the first in the country to use 'crowd DJ' where participants can add their own music playlist.

The Blue Light dance parties are also under pressure from other organisations that have tried to ride on the back of the success of the police run operation, however the 'copy cat' businesses are not run to the same standard.

S/C Frazer said, "We have had some other groups set up and for a short time they are popular because there is a lot of freedom and almost zero discipline at the dances. They are even happy to do things that are a bit dangerous because

it's just about numbers not safety or supervision."

It opens the question about why police are still committing their time to run Blue Light dances and not letting other groups provide an outlet for youth activities.

S/C Frazer bristles at the suggestion the Blue Light dances have outlived their lifespan, "The purpose of the Blue Light dance is still for children to have

'DJ Ace' Spins again

interaction with police on a friendly basis early in their lives, so that when they are older the impression is already set that they see police as reliable, friendly and approachable.

"That's still the drive and objective. There's also a side issue trying to alter the attitude of kids that maybe losing their way, we can see it and try to help them or guide them towards programs that may assist."



Police can also use the dance parties to convey important local safety messages.

"I was at a social function the other night and a young woman in her twenties came up and asked me if I was 'DJ Ace' from the Blue Lights. She remembers turning up as a teenager with alcohol to one of our events and was caught. We gave her a pretty rough talk and she says she's never had a drink since."

QPU General Secretary Mick Barnes said Blue Light dance is a voluntary duty police take on because they are invested

in the communities they serve, "It goes to show it's not all about making arrests and putting people before the courts, it's creating relationships to try and prevent people crossing that line in the first place."

Sunshine Coast residents can also take some positive action with Blue Light dances that can improve their quality of life.

Skate parks have been a magnet for local youth and it doesn't matter what time of day there is generally a crowd close by and it's starting to upset some of the neighbouring residents who don't hesitate to call for police to attend.

S/C Frazer says he's appealing for those affected to get active, "We know some kids at the skate parks are damaging property, that's why I encourage people who live nearby to help us promote the Blue Light Friday night events.

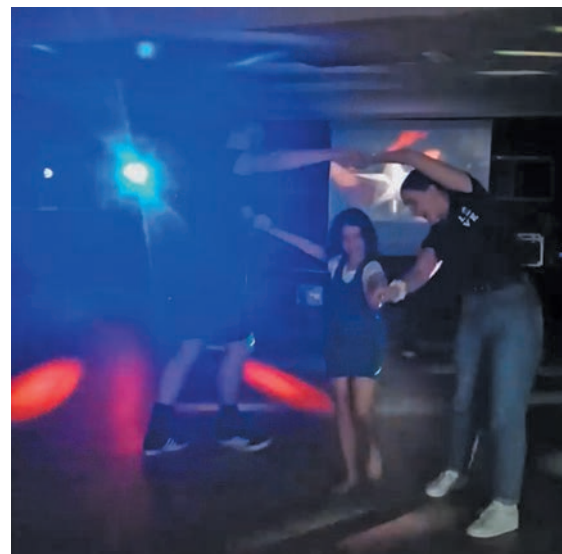
"It's not a complete fix but it has the potential to break the cycle and it would be great for parents who once came to our events as teenagers to come along and see what we do, how it's changed and how positive it can be to have their kids away from computers and interacting face to face, having fun with some great supervision."

Managers at a new housing estate close to Caloundra have given a commitment they want Blue Light dances in their community centre to supplement the

entertainment available in the area and offer something different to the skate park.

From May 2021 Blue Light will be the central feature of a monthly Friday Night Festival at Aura providing youth recreation for thousands of young families living in the West Caloundra precinct.

QPU General Secretary Mick Barnes said, "I think the intent of those involved in the Blue Light dance movement are pure in their intentions and beliefs. They do it to provide a safe space after hours for youth and I think it's a significant testament to Jeff and his team's commitment to the community that people want their program to expand further"



The Sunshine Coast Blue Light program will extend to a new housing estate keen to have local youth regularly interacting with police.

Senior Constable Frazer has a reputation as a pretty no-nonsense police officer. During his 18 years at Caloundra the community regarded him as very fair and prepared to take action on community complaints. Since relocating to the Maroochydore watch house he's had to be firm and direct when it comes to many of the people he encounters so the Blue Light dances are his opportunity to de-stress and activate his compassionate side.

When asked why he continues to invest so much passion into the organisation



S/C Frazer and QPU General Secretary Mick Barnes discuss the importance of cost sharing support from Sunshine Coast Regional Council to continue Blue Light dance activities.

the 58 year old father of two gets a bit misty eyed, "If I hear children leaving a Blue Light dance and they say boy that was great we are coming to the next one, that's my favourite thing and I know we've done it right and made an impact, that's what keeps you going. I just love seeing them being active, having a good time and talking to cops."

Mick Barnes has known S/C Frazer for decades and said his mate has given hundreds of hours to the Blue Light organisation but has consistently remained humble about what the project has achieved, "Jeff is a longtime operational copper who has had to deal with some very confronting scenarios on the Sunshine Coast yet he still maintains a focus on youth in the area.

"He is one of many of our members on the Sunshine Coast who have been doing the hard yards for years without proper recognition."

The return to Blue Light dance on the Sunshine Coast will be done under COVID safe rules at Beerwah on February 26 and Caloundra on the 26th of March. It runs for two hours starting at 7pm and costs \$10 for a child or \$20 for a family. The details can be found on facebook @ Caloundra Blue Light Dance Party.



QPU General Secretary Mick Barnes believes even though his dance repertoire is dated officers like S/C Frazer have kept Blue Light events relevant.



The dedicated team that have kept the Blue Light dance at Beerwah operational and ready for a new COVID regulated operation.

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Hooking into Road Safety

By Darren Curtis

A small police station in Northern Region is making such a significant impact with a unique road safety initiative, local residents are actively trying to get police to pull them over and check their vehicles for compliance.

Halifax, 90 kilometres north of Townsville is on the Herbert River and close to the beachside town of Lucinda, and the Hinchinbrook Channel one of the most popular recreational fishing and seafood spots in Queensland but there have also been issues with boaties drink driving and leaving boat ramps with unsecured loads.

Halifax OIC Sergeant Gio Tantalò said, "We've had instances where fisherman have pulled away from the ramp with their boats not tied down properly, eskies tumbling out the back, towels and fishing rods fluttering out of boats and even fishing knives bouncing down the road as the fishermen head home with their catch. It was incredibly dangerous for anyone following behind or who came across these items on the road."

area for fishing so the problem was multiplying.

Sergeant Tantalò came up with an idea to offer five different fishing lures to be handed out for drivers intercepted who passed a breath test, were wearing seat belts, not using phones, were aware of driver fatigue issues and had ensured their boats and trailers had secured loads and met registration compliance. His plan successfully secured a \$3,000 road safety grant from the Department of Transport.

tell them they're being rewarded for passing the safety test.

"It's brilliant, tourists at first think they are in for a tough time but when we discuss the need to really secure loose items in their boats the barriers fall away and they are really on board with what we are doing. Word spreads pretty quick around the caravan parks and we even have grey nomads diverting into Halifax to try and get a lure after they heard about it through their 'van network'."



One of the popular Nobi lures being offered to drivers found to have secured their fishing gear before leaving the boat ramp.



The road safety lures have become a sought after item by local fishermen and tourists across the Lower Herbert community.



Sgt Tantalò with a driver who passed the compliance test near the Dungeness Boat ramp at Lucinda and was presented with a road safety fishing lure.

The three caravan parks and camping grounds in the area can add another thousand people to the population year round and most are drawn to the



The road safety message engraved in each lure will hopefully remind fishermen why they received it long after the campaign is finished.

The money was used to purchase 300 fishing lures engraved with a road safety message. Sgt Tantalò said, "It's called the lure 4 road safety and you should see the smiles on people's faces when we complete the intercept and

QPU General Secretary Mick Barnes recently spent time with the crew at Halifax and was impressed with the initiative developed by a local team of officers who identified a problem and came up with their own way to solve it.

"It's a champion idea and word has spread not only around Halifax but the entire Townsville fishing community. I'm aware that many fishermen are trying to be pulled over hoping to collect the full set of lures.

"That's what community policing is all about, everybody is keen to do the right thing. They want to be intercepted by the local police after a long day out on the water, who would've ever thought of that."



The 5 lure road safety set helping to reinforce the fatal 5 plus load restraint.

Halifax Station under Sergeant Tantalo has become a bit of an inspiration for road safety ideas in recent years. In 2018 children from the towns two primary schools joined together to use painted handprints to highlight messages around driveway safety and in 2017 Senior Constable Shelley Millns won the State First Prize in the Government sector for a Golden Ticket campaign.

Drivers detected for good driving behaviour were issued a golden ticket.



Sgt Tantalo and S/C Millns during the award winning Golden Ticket road safety promotion in 2017.

At the end of the campaign a major prize draw was conducted for a \$2,000 TV and sound system donated by the Department of Transport.

"I commend Sgt Tantalo and Senior Constable Andrew Cary for the great work they are doing, I'm sure they would be happy to share what they've learnt



Primary School students from Halifax helped raise the awareness around driveway safety and children in their community.

QPU Northern Region Rep Peter Thomas said, "The Halifax crew have set a high benchmark when it comes to community policing and its proof that one and two man stations that are actively involved in their patrols are making a huge difference.

from their unique road safety resources with other patrols across the State."

Curiously no-one knows if the lures actually work, Sgt Tantalo said, "Of all the lures we've handed out no-one has told us they've used them yet. They

"These types of road safety initiatives should receive significant recognition from the QPS, fines have been issued where appropriate but the campaigns are swinging the pendulum towards overall compliance not punishment."

"These types of road safety initiatives should receive significant recognition from the QPS, fines have been issued where appropriate but the campaigns are swinging the pendulum towards overall compliance not punishment.

seem to be a prized possession and nobody has yet received an entire set of the five different lures. It seems to be a bit of contest between the fisho's to collect all five before they want to get them wet."



QPU General Secretary Mick Barnes, QPU Northern Region Rep Peter Thomas, Halifax OIC Sgt Gio Tantalo, S/C Andrew Cary cant stop smiling after community members revealed they are deliberately trying to be stopped for post fishing compliance checks.



Halifax police play a significant role in initiatives to protect road users passing through their patrol.

Origin on the Gold Coast

By Darren Curtis

Police State of Origin Rugby League is returning and the QPS teams are planning on dominating to become the undisputed Australian Police Champions.

Following a year of disruption to the playing schedules in 2020 due to COVID, organisers of this years Tri Series Carnival have proposed an event that will set a new standard for the men and women's competitions.



Origin standard Police Rugby League will return in 2021.

For the first time Women's Police Rugby League will be added to the carnival program set down for the Gold Coast between July 16-18 2021. The QPSWRL will play New South Wales Police Rugby League Women's side at Pizzey Park Burleigh on Saturday July 17. It will be the first time the two States have played an Origin game in the Women's Division.

QPSWRL President Liv Smith said, "This has really put a competitive fire into the belly of all of our players. We're very excited at the opportunity to play Origin. I can guarantee the intensity will be higher than anything we've been through before. The gravity of who we are representing, all of the people of Queensland and every

member of the QPS is going to take us to a new level. We want to represent the QPS with honour."

The QPSRL Men's team will play against New South Wales Police and also Affiliated States and Territories. Both rounds will be important but the game against NSW is not only for pride



QPSWRL will select their team in March from the annual City V Country game to be played this year in Townsville.



Competition to be selected in the inaugural QPSWRL to play Origin against NSWPRL is expected to be intense.



QLD are looking for complete Tri Series dominance to be declared Australian Police Champions.

but it will be the 6pm curtain raiser to the NRL game between the Titans and Parramatta at CBUS Stadium on Friday July 16.

QPSRL President Garry Watt said, "From what I hear every player is looking forward to it, after 2020 there was no footy for the men due to COVID restrictions, the only game played was the Women's City V Country Game at Beenleigh. It's the pinnacle of Police Rugby League to play in the Tri Series.

"The team could also look significantly different to previous years, there's a lot of new police that have been sworn in over the past 12 months with really good rugby league pedigree, so it could be a very different team in 2021. I don't think any previous Queensland players should wrest on their laurels believing they are a shoe in for selection."

The selection process will take place at the regional carnival in Townsville during March 23-27, where a 25 man Origin squad will be selected.

Mr Watt said, "We have drawn with NSW for a couple of years, but in 2019 in Darwin we were able to win the tri-series proper. To win both games made us the undisputed Australian Police champions. We want to go back to back for quite a few years and establish a dynasty. I'm confident we will have the team to do it."

There's also the possibility of further representative honours with an Australian Police Rugby League Team selected to potentially play a touring British Police team in Sydney in September 2021 if COVID restrictions allow international travel.

Selection for the Queensland women's side will also take place in Townsville

during the March carnival with the annual City V Country game. Liv Smith said, "The interest in QPSWRL has really increased, we've had lots of inquiries about people trialling due to the coverage we've received in the QPU Journal and our extensive social media profile. It's still not too late for ladies to have a crack at joining a team and undergoing State selection. Either way, anyone who comes to watch our game of Origin whether a police officer or not will witness history being made. The more people there and cheering for Queensland, the more it will lift the girls to beat those Blues."



The QPSWRL players cant wait to make history during their first Origin game scheduled for July 2021.



Selections for the 2021 QPRL team will be made from the 8 Regional teams playing in Townsville in March.



The QPSWRL competition is growing in popularity every year and the players don't hold anything back when they know they are competing for rep selection.



The QPRL team want to establish a pattern of dominance for the Tri Series honours.

QPU General President Ian Leavers believes QPS sport is a great outlet for members to maintain healthy body and minds in their day to day lives. He said, "Not everyone can play at this level, it is above the ordinary and we are lucky as Queenslanders to have so much

talent available to us in the ranks of the QPS.

"I encourage as many members as possible to put in for some leave over the three days of the tri series carnival to come to the Gold Coast and cheer

on our colleagues. We have the home ground advantage in 2021 and we need to exploit every bit of it we can. I'm confident our teams will be holding those champions trophies and the women's game no matter what the result will be history making."

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Kicking Goals

By Darren Curtis

A debilitating sports injury could have a silver lining for a Charters Towers Constable who is now developing a range of skills during her rehabilitation that will benefit her colleagues when she returns to frontline policing.

Constable Carla Caputo joined the Townsville Brothers Premier League women's soccer team in 2020 after transferring to Charters Towers General Duties early last year. The team were keen to sign the striker to their roster after she scored 3 goals in just five games for her team in Brisbane before opting for the North Region transfer.

to join them it was great to link with a team that was consistently winning and well structured."

The demands of playing Premier League can be a tough balance when you're stationed at Charters Towers 140 kilometres from where the team trains and plays in Townsville.

"It was a bit tricky at first committing to soccer and shift work but you make it work where you can. Most of the people I've dealt with in the job here seem pretty understanding of me playing and wanting to be the best I can be in the sport," Const Caputo said.

Things were going well, training and duty had evened out but then during a



Townsville Brothers Premier League Coach Steven McNaughton presented Carla Caputo with her team jersey after signing with the club following her move from Brisbane.

Constable Caputo said, "I wanted to experience country policing early in my career so I thought the move to Townsville Region would be a great option. I grew up in Brisbane and soccer has always been a passion. It's pretty much the only sport our family plays, with our Italian heritage you could say it's in our blood. I'm very competitive so winning is something I like doing. When Brothers offered me an opportunity



Post surgery and potentially a 12 month recovery period to begin physical training again.

game in August 2020 Constable Caputo tore her ACL and her season was over. A significant operation to repair the damage in November and the star player is facing a 9 to 12 month recovery and rehabilitation program.

It's also meant a switch in duties and that's where the opportunity became apparent. Constable Caputo initially spent time preparing statements at Charters Towers Station while her mobility was restricted but has since moved to Townsville to operate out of the District Disaster Co-Ordination Centre and the timing has been an experience gold mine.

The centre has had to deal with significant flooding, brewing cyclones and COVID assistance in just the past few weeks, "I love it, having grown up in Brisbane I didn't realise how extreme the weather can be up here, the COVID quarantine operation as well has been really educating.

enriching her development. He said, "This case fits the four pillars of the Our People Matter Strategy, healthy bodies, healthy minds, healthy workplaces because Carla is still actively engaging with her peers and fair and positive workplaces enabling Carla to stay positive and remain included despite her injury."

"Outside of work Carla is putting in significant effort to be an elite athlete, Premier League is a substantial achievement and if she recovers well there could be the opportunity for representative honours. The QPU has taken an interest to ensure Carla can have a work environment that allows her to fulfil her duties but also gives her the best chance at rehabilitation services in Townsville that aren't available in Charters Towers.

Fitness is a key responsibility for frontline police and the sooner Carla can achieve a suitable fitness level that's

Soccer is also a major component in maintaining a healthy balance away from the job for Carla, "When you are on the field there is too much to think about rather than dwell on some ugly things you've dealt with as a police officer. It takes your mind off a lot of things, it's definitely a release, my team mates are very supportive, outgoing and fun, being around the team really elevates your mood."



Const Caputo has blended well with the team and community in Charters Towers and is looking forward to regaining full fitness.



Carla Caputo (back row, third on left hand side) with her Brisbane Premier League Reserve Team where she was identified early as a gifted striker.

"My Sergeants tell me I'll be taking back a lot of skills that the staff at Charters Towers don't really have there at the moment. I've been exposed to skills and processes that a lot of other General Duties colleagues haven't experienced yet. I will be a better officer from this."

QPU North Region Rep Peter Thomas said it's important the QPS has found a way to help Carla be productive, while still assisting those on the frontline and

pain free, the better it will also be for her mental health." Mr Thomas said.

Constable Caputo still has aspirations to return to playing Premier League, "I'd like my soccer career to progress further if it can, I'm playing Premier League now, the next step would be National Premier League, but my focus is on receiving a clearance to return to full operational policing."

QPU Northern Regional Rep Peter Thomas is looking forward to Carla returning to frontline policing, "I'm sure Carla will be an asset when she returns to General Duties with a diverse set of skills that she may not have acquired this early in her career if it wasn't for this injury. As painful and disappointing that it was for Carla at the time its enabled her to evolve into a skilled and proficient Constable."

PCYC Germ Buster

By Darren Curtis

While many government departments have struggled adapting to COVID health regulations and private businesses battled with financial strain during the pandemic the PCYC at Innisfail has become a model for success.

In the first week of the Government enforced shutdown in 2020 the number of people who kept their membership dropped to just 160 people however during the 9 week lockdown Sergeant Mick Maguire worked to have the facility set up to go beyond basic COVID safe plans for gyms when the approval was given to re-open.



Sergeant Mick Maguire is often seen with disinfectant spray bottle in hand sanitising all touch points in the Innisfail PCYC.

Sgt Maguire said, 'During the shutdown we re-positioned all of the gym equipment to be at least 1.5 metres apart, invested in disinfecting misting sprays, installed pre recorded voice prompts over the public address system, all 8 staff undertook a course to achieve a Cert 3 in infection control,

adopted a digital check in that married in with the member electronic fob door system and established a regime to sanitise all touch points and deep cleaning the entire complex.

"This went way beyond the COVID safe plan set out by Fitness Australia and allowed the PCYC at Innisfail to re-open within 12 hours of the go ahead given by the Chief Health Officer. I think we were the first PCYC to come back online.'

The response was immediate from the community, membership bounced back to over 400 in a matter of weeks and the club is on track to exceed their best ever pre COVID membership numbers.

Gym member Mhornin Kerrigan said a big factor in members returning is the reassurance of safety and top notch hygiene practices to protect visitors to the gym from COVID, "Cleanliness enabled me to return to the gym quicker during the pandemic. Everyone feels secure with these protocols in place, I know I'm in the at risk category but a bottle of spray disinfectant and a cloth are now an essential part of my workout routine, it will become a constant now especially as I age.

"The cleaning is something we all need to become conscious of, in fact when the reminder messages play over the sound system you see people just automatically give everything a wipe over."



Everyone working out needs to sign in digitally and use an electronic tag to enter the facility plus use a spray bottle and cleaning towel at every equipment station.



Gym member Mhornin Kerrigan believes the standard of cleanliness has people of all ages confident they can work out without the risk of contracting COVID.

Max Santarosso uses the facility often at unusual hours due to his work shifts, he said the cleaning regime and focus was definitely noticeable, "It's pretty full on now, the equipment is looking clean and the gym room smells good. I'm glad Sergeant Mick is doing everything needed to ensure everyone is comfortable and confident to work out here. It can never hurt to be too clean in a facility like this."

Sgt Maguire has been at the Innisfail PCYC now for 5 years, after transferring from Cloncurry where he also worked at the PCYC for 3 years. He's passionate about making the local PCYC a focal point of each community, "Planning is the cornerstone to ensuring the PCYC stays sustainable and stays in the community.

"The more money you generate the more successful you are and the different programs you can run. I'm driven towards getting customers through the door so we can re-invest into the community in many different ways.

"I'd much rather try and steer young people clear of crime through the positive things we do here rather than arrest them afterwards. I find it becomes a revolving door once they've started down that path," Sgt Maguire said.

The Innisfail PCYC also has a strong gymnastics program for children aged preschool to senior competition level. Due to the areas wet tropical climate often the only consistent sporting option available for children is indoor gymnastics.

They've now added two additional classes a week to the already packed session of 17 classes a week. Administration officer Katelynn Tomlinson is also studying to obtain coaching qualifications to assist with the increasing demand.

The cleaning regime includes a special focus on the gymnastics facility, it's completely misted with nanosan disinfectant after every class.

Innisfail PCYC offers a police bootcamp as well for all local officers and their families to attend. It runs for an hour and is an opportunity for police and their partners to mix socially and develop unofficial mental health support networks.

QPU North Region Rep Peter Thomas believes the police bootcamp initiative will produce significant benefits for the members who regularly attend the sessions, "I think all police have an acute awareness of their own health and wellbeing these days and part of that is physical fitness that can lead to better psychological welfare. I applaud the offer to reach out to the partners of police because they often also share the trauma, they're also often the first person that can identify worrying changes."

QPU General Secretary Mick Barnes recently visited the Innisfail PCYC after hearing of the facilities post COVID success, "What I have recognised with Innisfail is the level of commitment and dedication they've injected here, clearly Mick and his team have proved they are dynamic and prepared to change at very short notice to comply with changes to the Chief Health Officers Directions.

"Here you have Mick who has faced a fair bit of adversity drawing together



Innisfail gymnastics offer classes from kindy to competition levels.



Sgt Maguire has instituted a regular cleaning regime and nanospray disinfectant misting of the entire PCYC complex.

his team to keep their local community engaged, not only doing world's best practice for the gym and youth club activities they've also increased the patronage during COVID and the condition of the entire club facilities is A1.

"The level of confidence in the hygiene practices in place here and standard of the equipment is recognised and appreciated by the community," Mr Barnes said.

The QPU General Secretary admits he hasn't been to every PCYC facility in Queensland however from what he's seen at Innisfail he's confident

management could adopt a few ideas from the team 80 kilometres south of Cairns "certainly if everyone working at a PCYC was like Mick there's lessons to be learned as an example of how police officers are contributing to not only the youth of their communities but also the whole community."

Sgt Maguire was humbled by the praise admitting the work done at Innisfail PCYC is one of the few beneficial aspects of the COVID pandemic "this is a positive place where people feel comfortable and safe and people like to feed off that energy rather than negativity."



Sgt Maguire moved from General Duties to PCYC's hoping to have an impact on crime prevention.



The Innisfail PCYC is an all weather community venue proving to be sustainable and financially viable.



Sgt Mick Maguire, and AO Katelynn Tomlinson discuss with QPU General Secretary Mick Barnes about the COVID safe plans they've developed to ensure a rapid re opening of Innisfail PCYC.

Spanners & oily hands working on reducing arrests

By Darren Curtis

In a dusty tin shed at the back of a service station off the main street in St George a group of local children are learning the basics of mechanics and it's a project that's keeping them out of trouble and producing enormous benefits to the local community.

It's the idea of St George Police Liaison Officer Adam Osbourne who has teamed up with a local mechanic to offer classes in vehicle maintenance and repairs for local high school students. The bond with the school is very important. If the students don't meet the basic requirements attending class they cannot attend "Ossie's garage".

what's required for simple repairs. The QPS assisted by gifting two vehicles that had been collecting weeds in the St George holding yard at the end of the legal process after being seized or forfeited.

One of the cars is a commodore sedan and the only two females in the program put their hands up to make it their focus.

PLO Osbourne said, "We started out with the two girls originally only being able to identify things like the radiator, fuel cap and dipstick. Now they've stripped the sedan, got it going and made it a fully serviceable vehicle.

Soon it will be put back together and resprayed with a view to donating it to an organisation called 'Care Bolonne' who are responsible for meals on wheels in town. They now have an extra 40 customers this year and this car will be really beneficial to them."



PLO Adam Osbourne is encouraging youth in St George to learn basic mechanical skills hoping they will develop trade skills and not become unlicensed drivers.

PLO Adam Osbourne said, "They need to stay at school, I check they've done their hours at school before they are allowed to attend each week. It has worked because the Principals give me feedback to say the participants are engaging more and more."

Inside the garage the lessons started with basics identifying car components, how they work and



Two of the vehicles gifted by the QPS that had been sitting in a holding yard for two years after they were forfeited as proceeds of crime.



PLO Osbourne was impressed by the work ethic of the two teenage girls who stripped the commodore and used the skills they'd learned to get it mechanically operating again.

A second car, a small hatchback is also about to undertake a second life due to the efforts of the mechanical students.

"In six weeks 12 boys took this from wreck to roadworthy status, it will now become a community resource for any member of the public who has their learners permit but don't have a roadworthy vehicle to obtain their log book hours. They can use this free of charge with volunteers who will supervise their instruction," PLO Osbourne said.

Spanners & oily hands working on reducing arrests

St George has a significant juvenile population all within the age range of soon obtaining their learners permit, PLO Osbourne said police identified there was the potential issue with illegal driving activity if something wasn't done, "There was a strong likelihood these kids would risk activities in a non roadworthy vehicle or doctor log books, which nobody wants. We want them to have the skills to drive particularly on these remote country roads.

"By providing this car it instils confidence in them because they will be sitting alongside people who are volunteers or even off duty police teaching them proper driving skills. It also opens up the way for conversations that could have a lasting impact on the young learners."

back hopefully and realise this was the project that got them on the straight and narrow and stays with them for generations."

St George is over 500 kilometres south west of Brisbane, the economy relies on agriculture in particular cotton,



The course assists not only teaching trade skills but helps families get equipment working again that they wouldn't normally be able to afford the labour costs.

them. Through the course they buy the parts and we put in the time to get them going and get them registered. This exposes them to a trade or skills they'd never normally be able to turn their hand to, the opportunity wouldn't ordinarily be there for them to learn how to fix stuff," PLO Osbourne said.



Smiles all around when a course participant successfully starts a motorbike he worked on for weeks.



PLO Osbourne and QPU Southern Region Rep Col Muller with the vehicle the participants restored that will be donated to assist Meals on Wheels services in St George.

QPU Southern Region Rep Col Muller spent time with PLO Osbourne in the shed going over the workmanship of the students and discussing the impact the project has had, "This is thinking outside the box. I see this as country policing at it's best. Adam is a very active PLO in his community and has a strong rapport with young offenders and some of the indigenous children in the town.

"I think that bridging the gap here is a great initiative, I think down the track these course participants will look

wheat and sheep production. Having a licence and using a vehicle is a significant stepping stone in obtaining meaningful local employment. Many residents use motorcycles as a cheap way to get to outlying properties. The course also has options on bike mechanics.

"With the motorbikes, we go over them from handlebars to exhaust pipe. Often the bikes and quads are in terrible condition, it's either theirs or a relatives bike they've brought in and they don't have the money to fix

"We now have a young bloke who wants to join the army and qualify as a diesel mechanic. Others want to participate in traineeships and apprenticeships. After interacting with police through the garage some are even talking about joining the QPS.

"That's a big call and shows a significant shift in community thinking. I'm already seeing a change on the street, kids will now wave to the cops they've met here rather than stare at the ground as the officers drive by."

Col Muller believes the project has tapped into a vein that works in a small country town, "I think most kids out here are involved in cars, bikes or driving and when you fold that together offering them some skills and direction it gives the participants an ability to learn amongst some positive role models.

"PLO Osbourne has a rapport in the community and he's introduced other police into that as well, so the children are happy to interact with police and the mechanical sessions really give them something positive to look forward to."

The shed is rented and there's a significant power bill however the local council is supportive of the program. Council staff have commented they believe the initiative along with Adam's indigenous painting project are responsible for reducing the number of youth aimlessly spending time around the main street and parks. Council is considering to offer a grant to keep the projects going.

St George OIC Danny Gallagher is monitoring local statistics to determine if there's a figure that can help with assessment of the project.

PLO Osbourne believes there may be long term results, "It's my job to do engagement and I can see real benefits for the next 20 years, it can be as subtle as the young kids here looking at the police in the eye rather

than the ground when they talk. I'll be proud of these kids regardless, staying out of trouble is the thing I hope most for them. If I can give them that opportunity with the help of the QPS I will continue to do it."

"That's a big call and shows a significant shift in community thinking. I'm already seeing a change on the street, kids will now wave to the cops they've met here rather than stare at the ground as the officers drive by."



'Ossies garage' project is credited with reducing delinquency in St George and may receive additional funding.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.

QUEENSLAND POLICE UNION



www.qpu.asn.au

A Mum's Love

By Darren Curtis

Sergeant Steve Ryan age retired from the QPS on January 31, 2021. He came into the service under the old Cadet Scheme in January 1978 as a 16 year old, he graduated in February 1980.

From the time he left home until his retirement his mum Desley has carried the burden like all mums worry about the safety of her children while at work. Almost all of Steve's service was in rural and remote postings often as a single officer having to defuse and neutralise confronting situations on his own.

In March 2002, Steve was involved in an incident with an armed man who made attempts to stab the Sergeant. The restraint shown by Sgt Ryan not to shoot the offender and eventually put him into custody earned him Certificates from the Assistant Commissioner.



Desley Ryan joined her son and Steve's wife Margaret for his farewell in the main street of Millmerran.

At Sergeant Ryan's farewell, his mum Desley recited a poem she had written and it touched a nerve with many in the room. Steve said, "Mum's a tough old bird, she not only had to contend with me leaving home at 16 but two

My Boy In Blue

*At 16 I handed him over to you
You gave him a badge, a gun, and a shirt of Blue
He's worn them all, and served with pride
Loving wife and family by his side
Forty three years a "Country Cop"
The time has come for him to stop
Loving wife and family still by his side
He's earned his time to relax and ride
To hand back that badge he served with pride
Hang up the Blue shirt, take off the gun
Hand him back please.
I'm his Mum.
Desley Ryan*



Steve and his mum Desley share a close bond and her poem was appreciated by the friends and family who gathered at Steve's farewell dinner.

of my sisters also married cops so the concern for us on the job was amplified for her.

"I hope by sharing this poem those of us who put on the blue shirt realise that it's not just us taking on the anxiety that we may not come home at the end of the shift."

Wall of Cash

By Darren Curtis

The annual Wall to Wall Ride of Remembrance may have endured a significant change in format during 2020 due to COVID but that didn't stop the fundraising effort in Queensland.



Wall to Wall Convenors Andrew Frick and Bradyn Murphy took part with QPU General Secretary Mick Barnes in a symbolic cheque handover of funds to QLD Police Legacy Manager Andrew Gough.

QPU General Secretary Mick Barnes, along with Queensland Wall to Wall convenors Andrew Frick and Bradyn Murphy presented Queensland Police Legacy Manager Andrew Gough with a cheque for \$21,919.84 for money raised by Queensland participants who took part in various regional satellite rides, purchased memorabilia or gifted their original entry fees for the ride to Canberra.

Despite the altered ride due to COVID restrictions the amount was still more than \$5,000 higher than funds raised and distributed during the 2019 event.

Over the past 11 years of the Wall to Wall concept operating, the charity has raised over \$158,000 for Queensland Police Legacy to assist Queensland Police Families.

The 2021 Wall to Wall Ride from Queensland is scheduled to leave Brisbane from the State Police Memorial in the City Botanic Gardens on Wednesday September 15 headed for the National Police Memorial Service in Canberra on Saturday September 18, 2021.

The travel route will be determined due to any COVID directions at the time.

Registration is due to open in May 2021, details can be found on the Wall to Wall Facebook page or on the QPS Workplace Facebook page.



IS

PROPERTY A SOUND 2021 INVESTMENT?



By Danny Buxton, Director Triple Zero Properties

Last year may have changed the way we do a lot of things.

One thing has remained the same: buying the right property at the right price remains a solid long-term investment for you and your family.

Whether it is a property to live in or as an investment, now is a great time to take that all important first step. Interest rates are extraordinarily low and appear to remain so for some time and the property market is tipped to be red hot this year.

Here is a snapshot of what is happening overall in the property market:

1. First-home buyer activity is at record levels, stimulated in recent months due to the low-interest rates and government stimulus.
2. A shift to what has been labelled the 'exodus to affordable lifestyle' resulting in regional housing value rising at twice the pace of capital city markets.
3. House values have risen by 3.5% over the past six months while unit values are unchanged, according to CoreLogic January 2021 research.
4. According to CoreLogic, every capital city witnessed a rise in housing values in January 2021, reaching a new record high as values continue to rise across the country.
5. Rental vacancy rates are at an all-time low in many areas (except for some inner-city units), which are putting pressure on increasing rents.

So how do you buy the 'right property' in 2021?

1. Formulate a plan: understand what you want to achieve and then make decisions accordingly – buying property should be a long-term investment.
2. Be cautious: you'll find everyone is going to give you advice. Rather than listening to well-meaning friends, it's important to only listen to people who have achieved the success you are looking for.
3. Research, research, research: mortgage rates, the area you want to buy and who to build with – please don't go and buy the first property you see!
4. Focus on what matters: Glossy brochures and the latest interior design trends are nice but investigate your builder's structural quality and financials. Not everything that glistens is gold!
5. Gather an independent team of experts: Conveyancer, mortgage brokers, developers, builders, there are a lot of moving parts in the process.

Now is the time to take action and set yourself up for the opportunities that will present themselves in 2021, the market will move on!

If you want to build your property portfolio or take the first step into the market, the Triple Zero Property team can guide you to make smart decisions for you and your families' future.

With no cost to you, we work to get the best result in a highly competitive property market.

Call the team today on 1300 897 000 or email us on invest@triplezeroproperty.com.au for an obligation free chat.

TRIPLEZERO IS NOT ENDORSED BY THE QPS OR QPU. WE STRONGLY ADVISE MEMBERS TO OBTAIN INDEPENDENT FINANCIAL ADVICE BEFORE MAKING ANY INVESTMENTS.

THE EVIDENCE IS CLEAR.

For a subsequent psychology visit*...

Police Health pay up to

\$237.30*

with an annual
maximum of \$850*

Combined annual maximum with counselling

Rolling Extras

BUPA pay up to

\$89.00*

with an annual
maximum of \$750*

Top Extras 90

Medibank pay up to

\$80.10*

with an annual
maximum of \$500*

Top Extras 90

Not even the best marketing, special offers or gimmicks can hide the evidence. Police Health is the best health cover for police officers and their families.

CALL IT IN – 1800 603 603



Police
Health

COVER LIKE NO OTHER



A Members
Health Fund



Police Health



LET'S TALK ABOUT TALKING TO SOMEONE...

Police in Australia have been at the frontline of the battle against COVID-19 for almost a year. Even the most resilient officers can be affected by stress and trauma related to their work, as well as other life challenges.

Not only have you had your own personal worries related to the effects of the pandemic, you've been dealing with an increasingly frustrated and emotionally exhausted public; tensions are high, making your job even harder.

The pandemic has changed the way many police and auxiliary workers perform their roles – some officers are working from home and having to juggle home schooling with policing, while suddenly being around their partner 24/7.

Others, who are still physically going to work, are missing their work-life balance with no downtime to socialise and decompress after a shift.

Now, more than ever, it's important to safeguard your mental health and make sure you 'empty your bucket'.

With Police Health, you're covered to access a counsellor, psychologist or psychiatrist, depending on your needs.

WHAT'S THE DIFFERENCE BETWEEN A COUNSELLOR, PSYCHOLOGIST AND A PSYCHIATRIST?

Counsellors

- Use talk-based therapy to help develop self-understanding and make changes in your life.

- Help to gain perspective, develop coping strategies, increase self-awareness.
- Counselling can be individual, couple or family based.
- Referral not required but benefits can only be paid when a counsellor is accredited and registered with the fund (further information below).

Psychologists

- Use scientific methods to study the factors that influence human behaviour i.e. how we think, feel, learn and behave.
- Help with depression, anxiety, behavioural problems, addiction, pain management, insomnia, trauma and grief, learning difficulties, stress management, improving confidence, personal growth, eating disorders, and relationship problems, separation and divorce.
- Referral not required; however, a GP can refer you to a psychologist as part of a Medicare funded treatment plan (further information below).

Psychiatrists

- Treat complex and serious mental illness and have a deep understanding of physical and mental health and how they affect each other.
- Help with complex conditions such as severe depression, chronic fatigue, postnatal depression, chronic pain management, schizophrenia, bipolar disorder, suicidal thoughts, PTSD and ADD.
- Referral from GP required.

The four main differences between psychiatrists and psychologists are:

1. Psychiatrists are medical doctors, psychologists are not.
2. Psychiatrists can prescribe medication, psychologists can't.
3. Psychiatrists tend to treat complex and serious mental illness, while psychologists tend to treat less serious conditions.
4. You need a referral from your GP to see a psychiatrist, while you don't for a psychologist.

Working together

Psychiatrists, psychologists and counsellors often work together. A psychiatrist might make an initial assessment and diagnosis, then refer you to a psychologist or counsellor for ongoing psychological treatment (talking therapy).

Psychiatrists and psychologists also work together in hospital and out-patient rehabilitation, as part of mental health teams.

Who should I see?

If you are unsure who you should make an appointment with, talk to your GP. Depending on your unique situation and the type of treatment you need, they can give advice about whether a psychiatrist, psychologist or counsellor is right for you.

What is the difference between using the public healthcare system and private health insurance?

Counselling

Police Health pays benefits towards counselling when the counsellor is accredited by the Australian Counselling Association (ACA) and/or the Psychotherapy and Counselling Federation of Australia (PACFA) and

registered with the fund. Search for one near you at <https://policehealth.com.au/find-provider-page>.

With Extras cover, in Queensland, our Counselling Consultation benefit is 80% up to \$80.00 per session up to an Annual Maximum of \$850 (combined Annual Maximum with Psychology)*. Medicare rebates are not available for counselling.

Psychology

In Australia, your GP can refer you to see a psychologist as part of a Mental Health Treatment Plan, which is funded by Medicare. This entitles you to up to 10 individual and 10 group appointments, but you must have a review with your doctor after the first 6 appointments.

Police Health also offer benefits towards Psychology consults, however, be aware that if you are claiming benefits through Medicare you can't double dip and also claim benefits through private health insurance.

Here's how Police Health's Psychology benefits measure up against a sample of some of the big funds:*

In Queensland...	Police Health Rolling Extras	BUPA Top Extras 90	Medibank Top Extras 90
Psychology Benefit Examples	Subsequent visit – \$237.30	Subsequent visit – \$89.00	Subsequent visit – \$80.10
Psychology Annual Maximum Examples	\$850 (combined Annual Maximum with Counselling)	\$750 per person	\$500 per person

Information from the *relevant Private Health Information Statement published on PrivateHealth.gov.au as at 20 January 2021*

Police Health also lets you Rollover unclaimed Psychology and Counselling Annual Maximums from one calendar year to the next, meaning you could have access of up to \$1,700 as a Rollover Maximum for Psychology and Counselling if you are not paid a benefit for psychology and/or counselling services in the previous year.*

Psychiatry

Through private hospital cover, Police Health pay benefits towards psychiatrist treatment when a member is admitted to hospital and becomes an 'in-patient'. In-patient medical treatment that attracts a Medicare payment is generally eligible for relevant health insurance benefits,

depending on the specifics of a patient's health insurance policy.

However, if a member is treated by a psychiatrist as an 'out-patient' (no hospital admission), no private health insurer is able to pay a benefit. A Medicare benefit may or may not be available. No Extras benefits can be paid towards a psychiatry appointment in the same way you cannot claim benefits to visit your GP.

**Waiting periods and other conditions may apply – please call 1800 603 603 for further information*

Costs

As treatment for mental health is usually an ongoing process, we recommend you discuss this with your provider and contact Police Health before commencing treatment, so you have informed financial consent.

What should I expect when going to see someone for the first time?

While the idea of going to talk to a professional the first time may seem daunting, the process is no different

than your first appointment at the GP or the dentist.

When you check in with the receptionist, you'll likely be asked to complete a personal information and medical history form while you're waiting. You'll then be called into your appointment when the practitioner is ready. If your therapist has a home practice it may be a more casual environment.

It's important to remember that you do the work in these sessions. Some members find it easy to talk about how they are feeling straight away, but for others it takes time.

The therapist will typically ask certain questions about you and your life,

to allow them to make an initial assessment of your situation. These questions may include:

- Your personal history and current situations at home or work.
- Why you are seeking treatment.
- Your current symptoms (insomnia, appetite changes, etc.).

There are a few things you can do to make your first session as successful as possible:

- Be open and honest about your feelings when you respond to questions.
- Prepare for the appointment by listing the reasons you're seeking help and how they make you feel. This may help you describe the issue to the therapist.
- Ask questions – the more you understand how the therapy process works the more comfortable you'll be.

Everybody has a different personality and a different style of communication; it's important to find someone you feel comfortable with. If you don't click with the first person you see, we urge you to try again with a different provider. There's someone out there to suit everyone.

At Police Health, we identify the need for our members to have excellent access to mental health services, which is why we were one of the **first** private health insurers in Australia to introduce counselling benefits. Having looked after the health and wellbeing of the police community for 85 years – we understand the demands of front-line work more than any other insurer. Give our friendly team a call on 1800 603 603 if you'd like to see how we stack up against other funds.

If you would like further clarification on what benefits are available to you as a member of Police Health, please get in touch.

If you or someone you know needs help:

Blue Hope 1300 00 2583

Lifeline 13 11 14

Beyond Blue 1300 224 636

Please note: some information in this article has been compiled from material obtained externally. Although we make every effort to ensure information is correct at the time of publication, we accept no responsibility for its accuracy. Health-related articles are intended for general information only and should not be interpreted as medical advice. Please consult your doctor. The views expressed in articles are not necessarily those of Police Health.

Police Recipes

CURRY IN A HURRY

The bright golden hue is the eye catching element of this quick and easy Thai chicken curry recipe that produces a delicious warm comfort food.

Recent studies have confirmed using curry powder boosts the immune system, can help relieve the pain of arthritis, lower cholesterol and boost metabolism, enhance blood flow and improve blood vessel function.

This recipe is easy and quick to put together, it takes about 10 minutes prep time and is finished cooking in 25 minutes to be served immediately or as left overs the flavour is really enhanced the next day.



A taste bud tantaliser full of colour and warm flavours.



The ingredients are fresh and full of anti-inflammatory benefits.

What you will need:

- 2 small chicken breasts diced
- 1 270ml can coconut milk
- ¼ cup of fresh coriander
- 2 handfuls of baby spinach
- 1 medium brown onion
- 1 long red chilli
- 1 tablespoon of lime juice
- 1 tablespoon of curry powder
- 2 cloves of peeled garlic
- 2 teaspoons ginger powder
- 2 tablespoons of coconut oil (for cooking)

What to do:

Curry Sauce

Blend the coconut milk, fresh coriander, lime juice, chilli, curry powder, garlic cloves and ginger powder until smooth.

In a pan melt the coconut oil, add the diced chicken and onion and saute until chicken is browned. Should take about 5 minutes

Reduce the heat to low and add the curry sauce to the pan, cover and simmer for 20 minutes stirring occasionally.

Add spinach and stir until wilted.

Serve with traditional rice or cauliflower rice.

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

HealthStart

HealthStart are asking you, 'Do you know your numbers?' in 2021

Under their Be Aware pillar HealthStart, in conjunction with Bupa, have distributed a total of 200 HealthStart hubs to stations throughout the state.

The hubs are home to a blood pressure monitor and a retractable tape to measure waist circumference. The hub provides all staff at the stations easy access to important health data daily. QR codes provide links to health information and instructions on what to do next if results are above ideal.

BLOOD PRESSURE NUMBERS ARE ONE OF THE BEST WAYS...

- *to protect yourself from the risk of stroke and other chronic disease.*
- *to predict potential development of Post Traumatic Stress (PTS) or to maintain PTS indicators.*

If you would like some free support to improve your health please contact HealthStart at S&W.HealthStart@police.qld.gov.au and **FOLLOW US** on the HealthStart workplace page where you will find evidence based and QPS specific diet, exercise and wellbeing information.

WAIST CIRCUMFERENCE NUMBERS HELP SCREEN FOR POSSIBLE...

- *chronic disease health risks which come with weight gain and obesity (e.g. heart disease, type 2 diabetes).*
- *chronic psychological stress.*



The HealthStart Hub at Mt Isa Station.



Police Living

By Darren Curtis

ROCKAY SPORTS SOCKS

They're the sports socks that promise to keep you blister free and clear of sore spots on your feet and the purchase is helping the environmental life of the planet.

Rockay have developed an array of sports socks made using recyclable plastic that was once pollution in the Java Sea around Indonesia. They also blend in plastics and carpet fibres harvested from landfill sites around the world to produce socks with a lifetime guarantee.

To top it off the makers say you don't have to wash them, simply rinse them out and hang to dry and the socks will not grow odour causing bacteria. They're assembled without seams to prevent rub points and are designed to apply compression to the arch of the foot providing a better fit, non-slip in the shoe and apparently assist running technique and recovery.



Made from recycled plastics the socks are moisture wicking and the makers claim stop blisters.



The compression supports the arch of the foot and prevents the heel slipping into the back of the shoe.



Rockay claim in 4 months during 2020 they harvested tonnes of plastic from the Java Sea.

Each pair of sports socks is the equivalent of taking 13 plastic bottles out of the ocean. They're available in multiple colours and range in size from extra small to extra large.

The Danish company making them is now expanding the range to compression calf sleeves, women's tights and cycling socks. When you browse online each product has a comparative list of how much discarded plastic the garment has converted from the environment.



A pair of women's tights converts 38 discarded bottles to fabric.



Compression calf sleeves convert 13 discarded bottles and waste to fabric.



Cycling socks are made from upcycled carpet fibres and floating plastic debris.

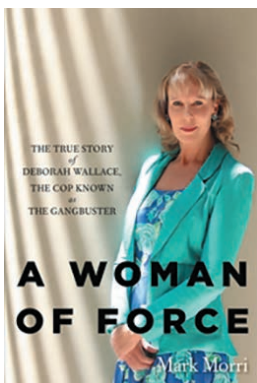
The Rockay range of socks start at \$14 and can be purchased online from rockay.com or Amazon.com

Got a photo of yourself amid some great scenery during recent travels? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at journal@qpu.asn.au, and you might see yourself in the next Journal.

Book Review - A woman of force

By Darren Curtis

Detective Superintendent Deborah Wallace is credited with being the driving force behind the attempt by New South Wales police to disrupt the State's Outlaw Motorcycle Gangs.



A woman of force is the story of NSW Police Officer Deborah Wallace who earned a reputation as the gangbuster.

'A woman of force' chronicles the life of Deb Wallace, starting work in the typing pool at her local council before joining the NSW Police in their push to increase female officers in the 1980's. From her early days in the uniform it was obvious she didn't lack determination. On her very first shift out of the Academy a female Sergeant advised her, "Never compromise your integrity or your femininity. You are a policewoman not a policeman. Always be true to yourself."

There's a few good stories about her early days in General Duties at Blacktown breaking up brawls, dealing with Asian gangsters at the height of the Cabramatta drug wars and refusing to identify herself as a female officer in her written reports (which was convention at the time).

The author also includes revelations on how Deb Wallace was singled out as a potentially crooked cop by jealous colleagues trying to sabotage her career, but in a bizarre twist a few days after her interrogation by the head of IA she ended up being offered a job at Internal Affairs and a promotion to Inspector.



Deborah Wallace graduated at the NSW Police Academy in Redfern in 1983.

The book documents tales of arrests, interesting cases and how Deb Wallace kept climbing the leadership ladder. However it wasn't all positive, in 2010 one of the officers in her team, 26 year old Detective Constable Bill Crews was accidentally shot and killed by a fellow officer during a raid. The book details her reactions both with the squad and what she felt privately.



Det Const Bill Crews who was mortally wounded by a fellow officer during a shoot out with an offender in 2010.

Taskforce Raptor was formed in 2009 and Superintendent Deb Wallace was given the task of interrupting and breaking up the State's OMCG's. She surrounded herself with a variety of specialists and told them to think outside traditional methods of policing utilising laws already in place. Within months many of the OMCG clubhouses were shutdown and gang members facing a variety of charges.



Det Supt Wallace told Strike Force officers to use any legal means possible to stamp out the OMCG's.



Deb Wallace directed the Strike Force to shut the biker clubhouses down and dismantle everything, using chainsaws and pulling doors off with tow trucks if needed.



After retiring from the NSW Police Deb Wallace took up a position with the Combat Sports Authority to ensure those competing and promoting sports were not connected to organised crime.

Detective Superintendent Deborah Wallace, Commander Criminal Groups and Strike Force Raptor retired in December 2020.

'A woman of force' was released by publisher Pan Macmillan in 2020 and is available from Dymocks for \$27.99.

From the Archives

By Darren Curtis

POLICE AIRWING



One of the two ex-Army Cessna's purchased by the QPS included larger wheels, better landing legs and reinforced wings.

The Queensland Police Air Wing had an 'unofficial' start in 1952 when Police Officer Ronald Rooke who was also a passionate civilian pilot was stationed in Camooweal and decided to use his own Avro Sports Bi-plane to assist in the search for a thief trying to flee Mt Isa after a robbery.

Sergeant Rooke found the vehicle in question stuck in floodwaters, landed on the road and dressed in civilian clothes offered to transport the thief to the safety of Camooweal, the bloke agreed and only realised he'd been taken into custody when he landed and was escorted to the local lock up.

The plane was used in a variety of missing person searches and other police duties but it was all unofficial. The Avro aircraft however didn't continue in the service, it was crashed during an airshow in Cloncurry in 1959 and never flew again.

The official Queensland Police Airwing was established in 1975 with the purchase of two single engine Cessna 180E tail wheel aircraft from the Australian Army. They had been used during the Vietnam war and came complete with a spare engine and equipment upgrades for \$12,000.



Constable Ronald Rooke when he joined the QPS at age 24, he also held a private pilots licence and bought his bi-plane for \$120.



Bob Jamieson joined the airwing in 1976 as a qualified engineer and saved the QPS a fortune in serving costs and provided a boost in aircraft reliability confidence for the pilots.

The aircraft flew an average of four hours a day, assisting with aerial photography of crime scenes, stolen vehicle searches, detection of drug plantations and supporting the stock squad.

The Queensland Police Union was crucial in discussions during the late seventies with the Industrial Relations Commission for the police pilots to obtain entitlements of an additional \$260 a year flying allowance.

One of the original Cessna aircraft purchased from the Army was later destroyed in a storm that swept across Archerfield Airfield in Brisbane during 1980.



Induction of the first Police Pilots September 23, 1975. L-R Sgt 2/c Rob Doneman, Sgt 2/c Ronald Rooke and S/C Mal Lynch.



The Cessna despite being tied down was significantly damaged by the 141km/hr winds that hit Archerfield during a storm in 1980.

As for the young officer who got it all underway unofficially... Sergeant Rooke eventually transferred out of Camooweal and joined the

Queensland Police Air Wing in 1975 serving in the unit until 1981.

(This article was produced with the assistance of the Queensland Police

Museum and details from the book 'This Pig Did Fly' by Inspector (ret) Bob Doneman)

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.

Hero Award

By Darren Curtis

Longreach Police Officer Bede Little is the recipient of the 2020 Queensland Hero Award from the Royal Flying Doctor Service.

Senior Constable Little was announced as the winner in February 2021 for his efforts in raising the awareness of mental health issues in the rural community of Ilfracombe after several years of destructive drought conditions and the impact it was having on farmers and residents across the district.

As the only police officer in Ilfracombe S/C Little saw a lot of people struggling with diminishing incomes, stock losses and the desperation that comes from years of zero rainfall. Along with a small cohort of volunteers S/C Little established the Ilfracombe Family Fun Day in 2019 at the towns recreational centre.

It was an opportunity for family's to break the feeling of a bleak future and open a casual discussion about the importance of maintaining good mental health. The town only has a population of around 150 but more than 300 people came to the event for some free entertainment and to learn about the various support systems available to them.



Senior Constable Bede Little recipient of the prestigious RFDS Queensland Hero Award.

Bede said, "The idea was to increase and promote a strong happy family unit to get people out of depressive states, and at the same time have a fun event that introduces people to services they can approach if they need help."

The event raised \$4,000 for the Royal Flying Doctor Service to support the RFDS Mental Health Service.

Ergon Energy Retail sponsored the award and the company's General Manager Ayesha Razzaq said, "The work

done by Bede exemplifies the spirit of mateship at a time when looking after community has never been more important."

QPU Central Region Rep Kev Groth praised the initiative shown by S/C Little in identifying a very serious issue in the community where he lived and worked and doing something about it, "Bede's resourcefulness goes to show the strong ties he established within the community, sensing there was an urgent need for this discussion for the safety and welfare of his community."



Part of the large crowd that attended the family fun day raising money for the RFDS mental health service.



The emergency services display at the family fun day.

“Policing in rural communities is more than dealing just with crime, as Bede has shown working with residents in times of drought ensuring mental health is a priority just as much as dealing with law breaking shows the positive role police play in looking after their communities.”

As part of the award Bede was presented with a grant of \$7,500 to give back to his community through a health care initiative. S/C Little has already indicated it will be reinvested in another Ilfracombe Family Fun Day when a date can be set pending on COVID restrictions.

Bede has spent most of his service in the bush, serving at Thargomindah, Ilfracombe and now Longreach. There’s obviously a bond with rural life for the young Senior Constable, he’s known for also assisting with hay runs to help drought affected farmers and invests a lot of his time into country road safety programs.



A dedicated group of Ilfracombe volunteers worked together to make the family fun day a well supported event that will probably continue for years.

At the award presentation S/C Little admits he was surprised to hear his name read out as the overall winner, “I was a bit shocked when I found out I was nominated, I was a little embarrassed to find out my mum nominated me.

“Like a lot of officers, you join the police because you want to help people in a crisis. I wanted to go out west because I enjoy the laid back lifestyle, and getting out and about. I’m a country boy at heart.”

If you know a QPU member who deserves acknowledgment for outstanding initiatives that not only assist the community but also the Royal Flying Doctor Service in Queensland, nominations can be made online at www.rfdslcalhero.com.au

“Policing in rural communities is more than dealing just with crime, as Bede has shown working with residents in times of drought ensuring mental health is a priority just as much as dealing with law breaking shows the positive role police play in looking after their communities.”



Country policing has a lot of appeal in particular immersing officers within all aspects of the community.



For the entire month of May

Run 4 BLUE

\$35 per person | Registrations open 1 March 2021

HOW FAR CAN YOU RUN?

Challenge yourself, your friends, your family or your colleagues. Every kilometre you do will help raise money to help the families of fallen police officers.

You can walk or run – any distance, anywhere, any time. Just register online; then pick your time and place, and start your Run 4 Blue!

Register at run4blue.net



Driver Protection Screen Changes

By Luke Hodge QPU Industrial Officer & Greg Rynne Organisational Capability Command.

Members will soon notice a significant change to vehicle fit-outs and it's a result of technological changes to vehicle safety rather than any operational decision.

Driver Protection Screens (DPS) currently fitted between the front and rear seats will no longer be able to be installed.

It has already been observed in our current fleet that the inclusion of side curtain air bags has made the fitting of the DPS far less effective in terms of enhancing officer safety than when these units were first developed to assist with prisoner control.

Over time, the development of side curtain airbags forced FASG to reduce the shape and size of the DPS to allow for side airbag deployment.

Due to increased vehicle crash testing and rating protocols introduced by ANCAP in 2020, manufacturers will now be required to implement additional safety measures to reduce the risk of head injuries in occupant-to-occupant side impacts (head/body clashes) to

receive a 5 star ANCAP crash safety rating. This will see manufacturers developing and installing centre airbag safety systems, which will deploy on impact from between the occupants, most likely from the centre arm rest.

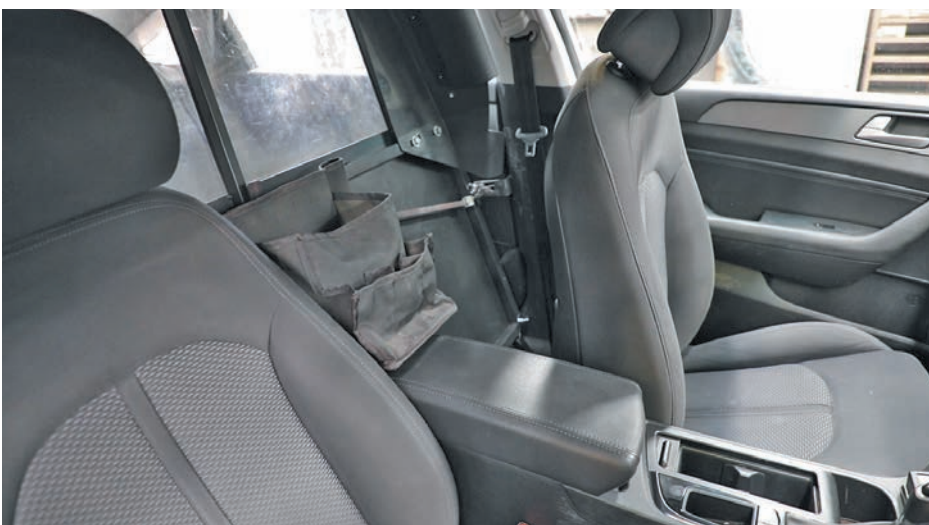
Some manufactures (Toyota, Hyundai and Kia) have already developed this technology and are introducing it into some models sold in Australia, with other manufactures following suit.



Queensland is the only Australian State to still have DPS fitted.



QPU General Secretary Mick Barnes inspects the damage to a service vehicle during the Union's investigations into DPS removal.



DPS will be phased out as vehicles are returned to fleet at the end of their service life.

With the addition of a centre airbag it will be impossible to install a DPS without it directly impeding on the airbag deployment zones, thereby rendering the safety system completely useless and potentially dangerous as the airbag deploys with substantial force.

The QPS is the only state currently using a DPS in Australia.

To overcome this, the QPS/PSBA/QPU are working to ensure an adequate number of POD style vehicles remain available to ensure officer safety.

Officers should also ensure any

Driver Protection Screen Changes

available POD style vehicles are operationally deployed as a matter of priority.

Previously, the requirement to install a DPS limited the type of vehicle capable of having one installed. Removing the DPS has generated an opportunity to look at alternate options for an operational vehicle. The Toyota RAV4 Hybrids are now being delivered into the GD fleet. Not only do the RAV4 style vehicles provide a different operational capability, they offer alternate interior cabin space options such as seating which some members may prefer.

The first RAV4 Hybrid has been delivered by FASG and is operational in the Central Region.

- fitted with a screen or not.
- Where possible a pod vehicle or a van should be used where available as a preference, efforts are being made to ensure the availability of vans and pods is reviewed by the Districts to increase availability where needed.
- Given that there will be many vehicles in the fleet fitted with screens for some years as this is being slowly implemented, we can adjust any training, procedures and practise accordingly over time.

Further concerns have been raised relating to an increased risk due to COVID-19. The QPU is in constant contact with QPS Safety and Wellbeing

If you have any specific COVID-19 concerns please contact your Regional Representatives or the QPU Health and Safety Officer.

The QPU Workplace Health and Safety (WH&S) team continue to have a close working relationship with the Organisational Capability Command Fleet team and the current PSBA Fleet Asset Services Group. Together, a number of significant improvements have been delivered into the vehicle fleet, ensuring members operate fit-for-purpose, appropriately equipped vehicles.

In 2020 this included the regional roll-out of Toyota Prado's, improved air conditioning of pod vehicles and dog



QPU General Secretary Mick Barnes and Deputy Commissioner Doug Smith review the RAV4 without DPS to be trialled as a General Duties vehicle.



QPU President Ian Leavers, QPU Vice President Shane Prior and Central Region Rep Kev Groth go over the enhanced emergency lighting and safety features of the Prado before the vehicles were delivered by QPS fleet.

The QPU has fielded concerns that recruits are no longer adequately trained to transport prisoners and has sought advice from Operational Training Services at the Academy in relation to use of vehicles without DPS. The QPU is committed to ensuring members continue to receive appropriate training in relation to safely transporting offenders.

Operational Training have advised:

- Recruits are training in putting people in and getting people out of sedans as part of recruit skills.
- Recruits are trained using sedans not fitted with driver protection screens.
- The skills are taught this way to ensure that police have techniques and tactics that work in any police vehicle regardless of whether it is

and Operation Sierra Linnet to ensure all appropriate PPE is available and procedures are developed to ensure the safety of our members.

squad units, new vehicle decals and enhanced emergency lighting capability.



QPU General Secretary Mick Barnes and the QPU WHS members were briefed about the DPS changes by Andrew Quinlan Acting Director PSBA Fleet Assets.

Assistant Mates

By State President of the QRPA and former QPS Assistant Commissioner Greg Early.

Retired Assistant Commissioners Don Braithwaite APM (89), Allan Hilker APM (88) and Terry McMahon APM (87) have been firm friends for over seventy one years.

Don became a cadet in the Queensland Police Force in October 1948 and Allan joined him a month later. Both were appointed to the Recruiting Section which was then located at the Petrie Terrace Police Depot.

Terry came into their lives in August 1949 when he was interviewed for a Cadetship and posted to Fortitude Valley Station.

Over time they became members of different Probationary groups and all topped their classes.

Upon being sworn in they were posted across the state and took different career paths.

The passing of time saw Don married to Pam, Allan wedded to Jill and Terry married to Coleen. The wives were friendly and the families socialised.

The three friends rose to Assistant Commissioner rank and before their retirement together in August 1989 they held the following positions: Don was Assistant Commissioner (Personnel), Allan was Assistant Commissioner (Administration) and Terry was Assistant Commissioner (Crime).

Over the years, regular phone calls and home visits kept them in touch and during 2008 they organised a reunion at the Queensland Police

Academy of those police officers who passed through the Depot gates between 1948 and 1952. It was a coat and tie affair and Commissioner Bob Atkinson was the guest of honour.

Sadly, Jill passed away in 2001 with Pam and Coleen following in 2020.

Since then, the three widowers have found comfort in their mutual companionship and in the company of other retired police officers.

All three men are proud to have served as police officers and share the view that policing is an honourable career in that it is the grass roots guardian of the public good.

Don, Allan and Terry are Veteran Members of the Queensland Retired Police Association.



Terry McMahon, Allan Hilker and Don Braithwaite in October 2020, all bonded for life through their service to the QPS.



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – Feb/Mar 2021



MESSAGE FROM GREG EARLY, STATE PRESIDENT GETTING GOING AGAIN

It is great to advise that all Branches have returned to meeting again and in some instances conducting their annual luncheons or dinner. All Branches seem to have survived the pandemic very well and no doubt are looking forward to a more relaxed 2021.

LUNCHEONS/DINNERS TO BE HELD

23.02.2021 Redlands @ Redlands Sporting Club,
Bernie Coleman 0402 983 225

25.05.2021 Sunshine Coast Branch, Headlands Golf Club,
Roly Dargusch 5479 4651

13.07.2021 Gold Coast @ Twin Towns,
Dave McNamara 0458 778 792

24.07.2021 Gladstone @ Chinatown Restaurant,
Darryl Saw 0447 417 746

25.08.2021 Gympie QRPA Annual Lunch,
(Venue, etc., to be confirmed)

13.09.2021 State @ Geebung RSL,
Bob Pease 3355 7441; 0401 399 839

15.10.2021 Mackay Whitsunday @ South Suburban Bowls Club,
Dennis Hansen 07 4957 2699

21.10.2021 Logan Beenleigh @ Club Beenleigh,
Col Thorne 0407 905 017

15.11.2021 Rockhampton @ Frenchville Sports Club,
Dennis Smith 0408 321 416 (Dinner)

01.12.2021 Bundaberg @ Bundaberg RSL Club,
Rowan Bond 0409 286 483

01.12.2021 Townsville @ Carlyle Gardens,
John Urquhart 0407 734 497

09.12.2021 Ipswich @ Brothers Leagues Club,
Ken Martin 0407 345 500

NEW MEMBERS

- Former Sergeant Caroline Marion Barker – Far North Queensland
- Former Inspector David Gino Dini – Far North Queensland
- Former QPS Public Servant Robyn Clare Dini – Far North Queensland
- Former Senior Constable Darryl John Chandler – Far North Queensland

- Former Senior Constable Kim Lorelle Eaton – Far North Queensland
- Former Superintendent Robert John Joseph Harding – State
- Former Sergeant John Andrew Read – Southern Downs and Granite Belt
- Former Constable Alex Frank Jones – Redlands
- Former Constable Graeme Kenneth Bensley – Logan-Beenleigh

NEW ASSOCIATE MEMBERS

- Tracey Ellen Read, spouse of new member John Andrew Read – Southern Downs and Granite Belt
- Louise Vickers, spouse of member Graham Vickers – Far North Queensland
- Nina Van Egmond, spouse of member Conrad Van Egmond – Far North Queensland

QRPA Certificates

Veteran Member Certificates

(>75yrs & 10yrs continuous financial membership) –

Richard Philip Conder, Darling Downs Roger John Lund, Sunshine Coast, John Kevin O’Gorman, Near North Coast, Brian Robert Button, Logan-Beenleigh, Phillip John Clohesy, Gold Coast, Brian Stewart Dinte, Sunshine Coast, Owen Carl Herbert, Hervey Bay, Keith Stanley Lipp, Bundaberg, Delvine Sprenger, Gympie, William Robert Sprenger, Gympie and James Godfrey Wagner, Logan-Beenleigh.

Senior Associate Member Certificate

(>65yrs & 10yrs continuous financial membership) –

- Marilyn Button, Logan Beenleigh

90 And Over

- Life member Graham Adrian Dank, Gold Coast, 96 years on 4 February 2021
- Veteran member Robert Ensinger, Sunshine Coast, 92 years on 28 February 2021
- Veteran member Douglas Jones, Gladstone, 90 years on 6 February 2021
- Veteran member Charles (Jock) Lumsden, STATE, 90 years on 21 February 2021
- Member Rex Lawrence McCall, STATE, 90 on 5 February 2021
- Member Robert Meagher, STATE, 92 years on 6 February 2021
- Associate member Gladys Waters, Ipswich, 92 years on 4 February 2021

OBITUARIES – May they Rest in Peace

Members

Veteran member and former Sergeant Peter Rudolf Venardos, 23.12.2020, aged 82 years

Veteran Associate member Donald Barter, 28.12.2020, aged 86 years

Associate member Valmai Lesley Wallis, 29.12.2020, 78 years

Member and former Senior Sergeant Terrence Michael Ryan, 06.01.2021, aged 65 years

Member and former Senior Sergeant Derek Ian Pickless, 17.01.2021, aged 62 years

Non-members:

Former Senior Constable Deryck Arthur Carr, 25.11.2020.

Former Senior Sergeant Brian Samuel Sheehan, 06.12.2020 aged 84 years

Former Superintendent Mervyn Frederick Prove, 12.12.2020

Former QPS officer Randal Allan Binnie, 11.12.2020

Former Detective Senior Sergeant Geoffrey Thomas Walter Barton, 01.01.2021, aged 72 years

Former QPS officer Philip John Brian Hatfield, 17.01.2021, aged 59 years

SERVING MEMBERS

Serving member

Police Liaison Officer Malcolm John Doyle of Rockhampton, 07.01.2021

AROUND THE BRANCHES

BUNDABERG

Meeting held on 29 January 2021. Vice President Julie Sharpe welcomed all to the meeting. The members welcomed Morrie and Carol Turner who have moved to Innes Park from Toowoomba. Morrie outlined his service particularly as a prosecutor. Welfare: Ian Hargreaves reported that he had been in contact with Gordon Storer who is still going OK. Secretary Rowan Bond reported that on the day of the meeting President Grannie Pearce was in Brisbane undergoing some heart surgery. Bowls Day. Grannie reported through Rowan Bond that the Police Legacy Bowls Day on 5 May 2021 had been booked into the Bargara Club which has been recently refurbished. It won't matter if it rains this year as the greens are all undercover now. Rowan Bond also reported on how he managed to completely drown an expensive camera while on holidays in Townsville to the merriment of the other members. Next meeting: 25 February 2021.

GOLD COAST

Meeting held on 2 February 2021 at the Currumbin RSL Club. On 5 February 2021 Neil Raward officially stood down as Treasurer and Social Secretary for the past seventeen years. The new Treasurer is Mike Sparke and the new Social Secretary is Denise Sullivan. Neil will assist Mike and Denise with the transition. Murray Underwood assisted Des Sorensen with Protocol Officer duties at the recent funeral of Brian Sheehan. The next social meeting will be held at the Nerang RSL Club on 25 February 2021. Welfare: Mike Sparke gave an update on the health of Bob Dempsey. Russell Robertson is still recovering

from torn tendons in his foot. Neil Raward is feeling well. His cancer trial treatment is ongoing. Don Braithwaite is getting on with life although he has serious health concerns. Guest speaker: Raelene Williams from White Lady Funerals who gave an informative talk about funeral planning. Next meeting: Southport RSL Club on 2 March 2021.

GYMPIE

Meeting held on 3 February 2021 at the Tin Can Bay Country Club. Julie Davey's application to join as an Associate Member was recommended for approval. Julie is the spouse of member Frank Davey. Welfare: Unfortunately Peter Eiby is quite ill at present. Welfare Officers Norm Breen and Tony Barton advised the members they had contacted were doing quite well. Some ideas were put forward for a trip sometime in 2021 and after discussion it was resolved that the next social outing would be to the Gympie Mining Museum on 24 June 2021. Next meeting: 7 April 2021.

LOGAN-BEENLEIGH

Meeting held on 21 January 2021. Stewart Wall, President of the Jacobs Well Air Sea Rescue, was guest speaker. Stewart provided a very informative talk about the volunteer service and the work that they carry out, albeit with little assistance from the Government. It was interesting to find out that the Jacobs Well Air Sea Rescue volunteers number approximately 100 who support the large boating community of South East Queensland 24/7. Jacobs Well Air Sea Rescue began as the Beenleigh Air Sea Rescue over 40 years ago. It not only carries out rescues and assistance to stranded boaties but also conducts training courses in boat licensing and first aid. It was resolved to donate \$200 to the Jacobs Well Air Sea Rescue. Welfare: It was great to see some members present who have been absent for a while. The application to join the Association by Graeme Bensley was recommended for approval. The Executive decided that members who are present in the month of their birthday and members receiving membership certificates will receive a free drink. Members with birthdays in December will receive their free drink in January as there is no December meeting. Discussion ensued about the vacant Secretary position. No nomination was forthcoming and Treasurer Col Thorne volunteered to fill the position until the AGM in July.

SUNSHINE COAST

The 25 January 2021 meeting was cancelled due to renovations being undertaken at the usual venue, Headlands Golf Club. Next meeting: 23 February 2021.

SOUTHERN DOWNS AND GRANITE BELT

The 8 January 2021 meeting was held at the Condamine Workers Club, Warwick. Fifteen members were present. President Laurie Bell presented Sue Burgess with her Senior Member Certificate. The Branch had donated \$400 to the Queensland Police Legacy Scheme. Secretary Monica O'Mara gave a talk regarding Qbank and Westpac separating and the impact on banking for herself and Treasurer Kristine Grayson. It was noted that members who pay by cheque could use Bank at

Post. Next meeting Friday 5 March 2021 at the Tenterfield Bowls Club commencing at 10.00 am Queensland time.



Sue Burgess receiving her Senior Certificate from President Laurie Bell.



QRPA members attending the 8 January 2021 meeting.

ROCKHAMPTON

Meeting held on 3 February 2021. A minutes silence was observed in remembrance of the passing of Judith Saw, Merv Prove, Derek Pickless, Malcolm Doyle and Geoff Barton. Prospective member John Trenaman submitted an application to join the QRPA and it was recommended for approval. Secretary Dennis Smith advised that the Friends of the Queensland Police Museum had been in contact with him regarding the restoration of the grave of Constable James Harris who died on 24 August 1915 near Gracemere as a result of a riding accident. A contractor has been contacted who will liaise further with Dennis. The annual dinner will be held on 15 November 2021 at the Frenchville Club. The BBQ at the Beach will most likely be held in the bush at Cockscombe Retreat on 21 March 2021. Next meeting: 3 March 2021.

MACKAY-WHITSUNDAY

Meeting held on 12 December 2020. Welfare: Barry Downs reported that he had been in contact with Bob Maher, Col Duncan, Ray Hodgson and Tony Wynne. On 3 December 2020 seven members were given a tour of the Sarina Station by Officer in Charge Michael Jones. A couple of the members recalled the old station which was attached to the court house. Times have changed as the new station has increased staffing, ducted air conditioning, plenty of office space, state of the art security and equipment, CCTV in critical areas, back up power, a fully equipped gym and its own boat. Guest speaker: John Blackwell, a recently joined member, spoke about his previous police service in Victoria as a cadet then in uniform and the CIB, with the New Guinea Police before independence in Rabaul and as Chief of the CIB for New Guinea. Currently he is a Volunteer in Policing at Mackay Station. Next meeting: 20 February 2021.

IPSWICH

Due to restrictions caused by the virus and requirements imposed by the Government on the management of Brothers Leagues Club, the 13 January 2021 meeting had to be cancelled. Welfare report by John Hawkins via the Branch newsletter: Cec Horne is still full-time carer for his wife Myrle and rang him on 6 January 2021 to wish him a happy 95th birthday. Lola Riggs is still at Cascade Gardens and still driving. Vince Beutel is OK but is somewhat movement incapacitated and bored. Elaine and



Norah Spreadborough receiving her Veteran Associate Member Certificate from President Bob Maher.

Matt Dale are both OK. Matt is improving slowly after his back operation but is still plagued by vertigo. Dot Hogan is going OK and slowly getting over Ted's passing. Spoke to Graham and Sharon Broom and they are both OK. Greg Polzin had a stroke and fortunately it only affected his ability to talk. With hospital medication he is now OK. Ron Lobwein is going OK and leading a very quiet life. John himself had a Basal Cell Carcinoma removed just before Christmas. Test result OK and slowly healing by virtue of a skin graft.

TOWNSVILLE

The meeting planned for 3 February 2021 was cancelled due to the venue being unavailable.

GLADSTONE

Meeting held on 3 February 2021. Welfare Officer John Sayre reported on the health of Keith Allan. He has not been feeling too good, is still coping and spends a lot of time in bed. Ann Vidler's voice has been affected but she is doing OK. Her son



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

Ross is doing OK but is having a few problems coping with everything. John contacted Helen Vale and she and Peter are going OK. Mike Ball advised his blood tests indicate he is

improving and Irene is still suffering with arthritis in her feet. Associate member Liz Cunningham was awarded Gladstone Regional Council Citizen of the Year in recognition of her very good work for the benefit of the community. The meeting/venues calendar for the year was sorted out and the annual luncheon will be held at Chinatown Restaurant on 24 July 2021. Next meeting: 3 March 2021 at the Club Hotel, Gladstone.

DARLING DOWNS

Meeting held on 10 December 2020. A special welcome was given to Assistant Commissioner Mike Condon and Kevin and Valmai Ramm (NSW RPA). Later in the meeting, Kevin presented Bob Scarff with a New South Wales Retired Police Association Veteran Certificate. John MacKay will be producing a new Buddy Sheet as at 1 January 2021. Guest speaker: Assistant Commissioner Mike Condon gave a very detailed and informative account of the logistics involved in the border closures. Next meeting: 11 February 2021.

NEAR NORTH COAST

Meeting held on 25 January 2021 at the Caboolture Sports Club. Welfare: Allan Hawkins reported on welfare issues involving Norm Wesener, Des Kelly and Gerry Morgan. Discussion ensued about the Branch's annual luncheon. It was generally resolved that owing to the previous venue no longer being available the Executive would make inquiries regarding a new venue and pricing. October was noted as the preferable month to hold the luncheon. Next meeting: Caboolture Sports Club on 15 February 2021.

REDLANDS

Meeting held on 19 January 2021. Welfare: Ken Luskie advised that Mike Mills is taking a break for a while to get on top of a few issues, Clarrie Staib is at home and receiving physio (recovering well and hopes to be back at the odd meeting soon), Barry Ingham is improving slowly and hopes to attend the annual luncheon and Secretary Eddie Gallo is recuperating well from recent surgery although he is still experiencing considerable pain. A vote of thanks for those involved in organising the 2020 Christmas lunch was carried by acclamation. Members were urged to complete a funeral planning request form which is available on the QRPA website or from the Secretary. The annual luncheon will be held on 23 February 2021 and the next meeting will be on 23 March 2021.

FAR NORTH QUEENSLAND

The next meeting will be held on 26 February 2021. A surprise reunion was held on 29 January 2021 for Frank Wagner at his 80th birthday celebration. Frank enjoyed meeting old friends and reminiscing about the days in the Queensland Police Force/Service. Frank and wife Imelda are now living back in Cairns where they are surrounded by family.

HERVEY BAY

Meeting held on 19 January 2021. President Ian Anderson thanked those members who attended the Christmas BBQ at Quota Park. Guest speaker: Crimson Williams from the Department of Fair Trading presented a well-received address on the current frauds and scams impacting on the general public in the Hervey Bay area. Discussion ensued about the

annual luncheon planned for 19 June 2021. The transfer of Shane Moss from Gympie Branch to the Branch was noted. The



Joe Jackson, Lillian Kay, Trevor Crawford, Trevor Adcock, Graham Vickers, Mal McKaskill celebrate the 80th birthday of seated Frank Wagner.

next BBQ will be held at The Pines, Hervey Bay, on 16 February 2021, commencing at 11.00am. Next meeting: 16 March 2021.

VAN DIEMEN'S LAND

The next meeting will be in March with the date and venue yet to be decided. Message from President/Secretary Andy Beasant: If travelling in Tasmania and looking for accommodation please support our members:-

Gretna Green Hotel – Lyall Highway, Gretna. Phil & Colleen Sharpe 03 6286 1332 sharpet401@bigpond.com

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

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

Touchwood – 31 Church Street, Stanley Chris & Gretta Blom 03 6458 1348 enquiries@touchwoodstanley.com.au

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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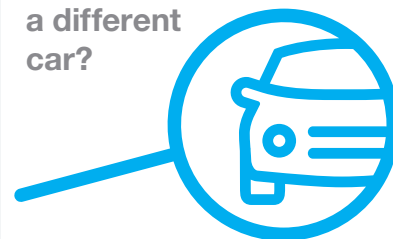
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