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POLICE **UNION** JOURNAL

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COVER STORY

PRESIDENT 26

Shane Prior became the twenty sixth General President of the Queensland Police Union on Wednesday August 21, 2024 with the resignation of Ian Leavers to become the State's inaugural Cross Border Commissioner.

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SHANE PRIOR

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I WANTED TO TAKE THE OPPORTUNITY TO LAY OUT MY PRIORITIES AS THE GENERAL PRESIDENT OF THE QUEENSLAND POLICE UNION (QPU). I WAS PRIVILEGED TO RECEIVE THE BACKING OF OUR UNION EXECUTIVE TO FILL THE CASUAL VACANCY LEFT BY THE EARLY DEPARTURE OF IAN LEAVERS TO THE ROLE OF QUEENSLAND'S INAUGURAL CROSS BORDER COMMISSIONER.

Our Union Executive made this decision because of the challenges our workforce is facing and the uncertainty on the horizon.

On October 26, 2024 Queenslanders will head to the polls, the results of this election are looking like a massive reset to the political landscape in Queensland. The early polls seem to suggest that after close to a decade in parliament the Australian Labor Party (ALP) faces a big challenge to stay in power. Signs seem to point to a new Liberal National Party (LNP) Government coming to office.

The need for our Union to be stable in the face of such uncertainty was a key factor in our decision-making process.

Further, fresh off the back of an election and potentially a new government our Union's enterprise bargaining agreement (EBA) is due to expire next year. Ensuring we are strong, united and focused on delivering a good deal for our members is my priority and the priority of every single member of our Union Executive.

Ian's intention to depart at this critical time was not shared in advance with the Union Executive, but when it was announced we made the decisions that we thought would give our members the best chance to respond to whatever the election and EBA negotiations would throw at us.

Since taking office I have been speaking to and meeting with the ALP and the LNP to secure the best possible deal for police out of the 2024 election.

It is no secret that the spectacle of elections is a key opportunity to circumnavigate complex challenges and find solutions that can get bogged down by the status quo.

Navigating an election, a little over a month into the job was not something I thought I would need to do but my commitment to you, our members is to do my absolute best to deliver.

Together with the Union Executive, I have directed our Union office to focus on modernisation and uplifting the way that the QPU does business. I want members to have clear oversight of the decisions made at our annual conference, at our executive table, and be able to review our annual reports.

In disclosing all this information to you, I invite you to ask questions and hold myself and our Union Executive to account.

On June 30, 2025 our EBA agreement with the Queensland Police Service (QPS) expires. From January our Union will be working with members to ensure we have a strong bargaining position.

It is vital that the pressures facing our membership are recognised inside the EBA and we all think innovatively about how we can secure the frontline, retain our staff and financially remunerate our workforce. A change of government this election will signal a new wages policy and our Union Executive is working with our bargaining team to be well prepared.

IAN LEAVERS APM

On behalf of the QPU I must acknowledge Ian Leavers for the work he has done for our members over 15 years as our General President.

During Mr Leaver's time on the QPU Executive, the QPU as an organisation has advocated for better wages, conditions and resources for police with five Premiers, nine different Police Ministers and four Police Commissioners. Through all that change the QPU has fulfilled a number of goals to make industrial entitlements, protections, resources and remuneration better for every member.

Congratulations Ian on your new role as the first Queensland Cross Border Commissioner. We expect Ian will continue to be an advocate for our profession.

WIEAMBILLA INQUEST

A five-week coronial inquest was held in Brisbane by the State Coroner looking at the tragic murders of our colleagues Constable Matthew Arnold and Constable Rachel McCrow.

Tragically the three murderers responsible also executed a good Samaritan, Alan Dare, at Wieambilla on December 12, 2022.

Investigators believe the incident was an act of domestic terrorism committed by three people with deranged ideologies.

The inquest was to look at who was responsible for the deaths, whether the actions taken by specialist police to neutralise the threat were justified and if any recommendations could be made to improve resources and reduce risk of another similar incident.

The families of murdered officers Constable Matthew Arnold and Constable Rachel McCrow listened to very confronting evidence and details about their loved one's last moments.

Our police family joined with the families of Matt and Rachel to recount the harrowing details of that fateful

day. The Coronial Inquiry reviewed all the evidence and will come back with key findings.

It is abundantly clear that we have some deficiencies in the communications network that our police operate on.

The evidence also took an emotional toll on the officers asked to re-live the events of the day and the actions they took. For the broader police family including the relatives of other fallen police it was a distressing time as they also felt a renewal of their individual pain and loss.

The QPU has again questioned the court on why the use of Body Worn Camera (BWC) material was not treated as an officer's evidence in chief supported with statements. There appeared to be little gained from simply asking traumatised police to re-state what was already in the evidence. By accepting this evidence from the brief, the entire process could have been reduced in time and progress through the court system quicker than the two years taken to schedule this inquiry.

The QPU will continue to discuss these matters with future State Coroners and the State Government.

The QPU will review the official findings and recommendations of the Coroner to guide our response to the issues raised, however it is clear there are some immediate gaps requiring attention.

The effectiveness of the QPS radio communications network needs immediate scrutiny, and a state-wide radio 'black spot' elimination program has to be initiated now. It is not appropriate for Queensland police officers to rely on their mobile phones to call for help because their radios do not provide the reliable link they need.

I am committed to working with all parties and interested stakeholders to overcome these black spots and ensure that all police in Queensland can rely on their police radios in times of distress.

The QPU is also advocating for intense monitoring of groups that clearly promote dangerous fringe ideologies in our community. The misinformation that floods the internet is having real world impacts on the safety and wellbeing of Queensland police.

Police agencies across the country must work together to tackle the rise of domestic terrorism and violent extremism fuelled by conspiracy theories.

VIOLENCE AGAINST THE FRONTLINE

Across the QPS we are continuing to see unacceptable acts of violence committed against Police.

As your General President and the spouse of a serving police officer I am absolutely appalled at the violence against police and the need for a reset to occur.

Politicians are happiest when they can push the tough jobs down onto the QPS, tragically QPS management have failed in their duty to critically evaluate what police are being asked to do. Commission Inquiries cannot continue to make recommendations about complex social issues and the bulk of actions fall to the men and women wearing blue.

In pushing back on the complex issues including domestic and family violence, youth offending and violence against police we must also be clear on the fantastic work being done out there in the community by our members.

Every single member of the QPU should feel proud of the work that they do to support victims of domestic and family violence. There are women and children in particular, who are alive because of the exceptional work that our workforce has done to manage these issues.

It's time for the negative agitators who condemn police for ideological reasons to offer an alternative. If police are not the 'right fit' to handle the multitude of tasks dumped on them by other government

departments it is important that those who complain provide alternatives and detail where the resources are coming from.

From where I am sitting we have a workforce stretched thin trying trying to keep themselves, our community and victims safe.

I have asked political parties to join with me in calling out violence against Police Officers and other first responders in Queensland. Police, Paramedics and Firefighters are the best of our public services who show up in chaos to provide help and restore order. If you think that hurting these people is a reasonable response than you are no friend of mine.

The message is clear 'There is no excuse for abuse' against our police or other first responders.

I will lead a Union that is focused on protecting the mental and physical well-being of our police, and that includes calling out the gutless in our community who would attack our officers.

Police are highly trained and effective experts who have use of force powers, when confronted by escalating violence, the QPU will always back our members to use those options to keep themselves and others safe.

COST OF DOMESTIC AND FAMILY VIOLENCE (DFV)

Domestic and Family Violence continues to put enormous pressure on frontline Police in Queensland. 192,000 calls for service occurred around DFV during 2023 in Queensland. Each one of these inquiries can take between four and eight hours per shift to investigate thoroughly.

The parliament in Queensland continues to tinker around the edges of DFV and introduce more offences that police must enforce. These offences like coercive control are highly technical and require skilled detectives to use them effectively.

The risk to the QPS is the loss of long-standing Police Officers who feel burnt out by the cycle of DFV, the violence attached to it and the perceived contempt of the community. The gratitude of victims is often lost in the negative public statements from groups who view police as ineffective.

Management of DFV is having a massive impact on the psychological health and well-being of police.

The QPU does not believe our members should be treated as relationship counsellors, mental health professionals or life coaches. Other government agencies and supported NGO's must step up to support the work that police do.

Wrap around services, rapid response teams and co-responder models are the answer to reducing calls for service and reframing the role of police in DFV. Police are there to defuse situations, restore peace and order, make immediate decisions around safety through the use of orders and investigate offending.

The afterhours call out work must be done by skilled professionals with psychological skills or counselling skills. Police can no longer do every other department's job because they refuse to modernise their work practices, attitudes and service delivery. Our workforce is exhausted and in need of better support from the rest of the sectors.

YOUTH CRIME

In Queensland, police continue to be babysitters for Corrective Services and Youth Justice. Police in Queensland are not child-care workers and they are not teachers.

Youth offenders who commit serious and violent crimes must be detained for the safety and protection of the community. Watch houses, however are not the solution for young criminals and have become the long-term accommodation of young criminals.

The QPU is concerned statutory time frames are being exploited by Corrective Services and Youth Justice to manage young criminals in custody. Under Queensland Law young criminals may be held in a watch house facility for 21 days, this does not mean they must be there.

It's time to end this practice.

Queensland Police will continue to arrest young criminals but they must be placed in appropriate facilities.

The QPU is advocating for greater accountability from the judiciary, youth justice, corrections and child safety to explain delays in the system, so offenders in custody can be moved out of Police facilities and into appropriate detention facilities.

This impost on Watch House Officers and Police is once again putting all the risk on our members while other agencies fail to meet their obligations.

EBA 11

In 2025 the existing Enterprise Bargaining Agreement (EB10) between the QPU and the Queensland Government will expire. The QPU anticipates a challenging negotiating environment ahead.

The current State Government has demonstrated over a number of bargaining cycles that it will enter negotiations to safeguard the rights and entitlements of Police. There's been a willingness to consider wage rises keep pace with the cost of living crisis impacting Queenslanders.

The QPU will advocate to ensure the industrial and wage gains achieved in EB10 will be protected and where possible enhanced.

The QPU is continuing to engage with members in anticipation for bargaining opportunities to be discussed in EB11 commencing in January 2025.



ANDY WILLIAMS

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**I SIT HERE STILL IN
A STATE OF SHOCK
OVER THE LOSS OF
SENIOR SERGEANT
BRENDAN WIBLEN.
BRENDAN WAS
KILLED IN A TRAFFIC
CRASH WHILE TAKING
PART IN THE WALL
TO WALL RIDE FOR
REMEMBRANCE.**

Brendan was an excellent DDO, staunch QPU advocate and friend to many. He also looked forward to riding in the Wall to Wall each year.

His loss caused an outpouring of grief across the state. His son Liam was with the group waiting to meet the riders at the National Police Memorial Wall in Canberra.

During the ceremony, a fitting tribute to Brendan included Liam laying a wreath at the wall, completing the journey started by his father.

GOODBYE IAN WELCOME SHANE

I was as surprised as anyone when Ian Leavers announced his resignation to become Queensland's Cross Border Commissioner.

It came completely out of the blue and I wish him well in his new adventure. I'm incredibly excited for the direction of our organisation under new QPU General President Shane Prior.

He brings a fresh direction to our organisation and I look forward



Brendan Wiblen at the Wall to Wall farewell ceremony in the Brisbane Memorial Gardens just a few hours before his death near Glen Innes.



Liam Wiblen laid a wreath honouring his father at the National Police Memorial in Canberra at the conclusion of the 2024 Wall to Wall Ride of Remembrance.

to assisting him to drive a new modern approach to your Union. Our membership is getting younger, and even the old(er) members like myself have engaged in some extent with social media. I look forward to using technology to better engage and inform the membership. I find more and more inquiries come across various messaging platforms, but I still have time for a good old-fashioned phone call.

I also welcome our new Regional Representatives, they too have undertaken a baptism of fire, but are incredibly capable. I look forward to watching them grow into their roles.

We have also appointed a new Industrial Manager Dion Readman, and Legal Manager Col Muller. Both bring a wealth of experience to the roles and will provide excellent representation of the membership.

DISCIPLINE SYSTEM

Much has been made of the police discipline system in the DV inquiry and in the media. Most of this discussion has at worst been sensationalism at best ill informed.

The QPU, QPS and CCC were involved in a redesign of the discipline process some years ago. The redesign was supposed to improve timeliness (there were matters that spanned a number of years, before someone would make a discipline decision) and sanctions varied greatly depending on whose desk (or desks) the discipline matter fell. Now a discipline matter must be commenced within 12 months (safeguards exist for complex matters or matters affected by a member's illness).

Once a week, a panel that includes the Crime and Misconduct Commission, meet to discuss complaints and how they will be investigated. The CCC have the power to take any investigation for themselves, to direct how the investigation should proceed (QPS to report back) or to deem the matter low risk and let the QPS conduct the investigation themselves without further reporting.

Once the investigation is finalised, the 'report back' matters are provided to the CCC who have a final approval before action is taken.

The file then moves to the second tier where an independent person appointed by the Commissioner assesses the brief and decides if sufficient evidence exists for a discipline hearing and if Professional Development Strategies have or could serve the purpose of discipline. If not the matter is sent to the Office of State Discipline to an officer designated by rank and name for a discipline hearing.

The matter progresses on paper where a member can either admit or deny guilt and that officer will make a decision as to guilt/innocence and if necessary impose a sanction. Importantly both the subject member and the CCC have appeal rights to QCAT if they deem the decision/sanction to be incorrect or manifestly lenient/excessive. In this case a Judge in QCAT adjudicates the matter and if a sanction is imposed, just like in the court system, it becomes a precedent decision for matters that follow.

The important thing to take from this is, that there is already a system of independent overview on investigations that are undertaken against members, and members who do the wrong thing. There is sufficient oversight over these investigations, and with the advent of body worn cameras, CCTV everywhere and serious consequences for untruthfulness, police are more accountable than they have ever been.

The media like to sensationalise matters that come before the discipline system, having scant regard for the facts, or the careful decisions of the adjudicating members. They often omit the fact that matters are under appeal. The recent Commission Of Inquiry was a case in point, where allegations were allowed to be aired, with little or no attempt to match the matters to discipline outcome.

The call for the Commission of Inquiry for a Civilian Control Model of

investigation into police, is a passion project for one academic, the same academic who said that a half price burger was the highway to corruption.

In reality, no such investigation ability exists in the private sector, in fact the private sector actually end up head hunting police for their investigative roles. As such, it is highly likely that any 'civilian' investigators will be former police officers either from Queensland or elsewhere, because no other capacity exists. You are also going to need to give considerable access to QPS systems (good luck with Qprime!!).





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**AS WE FAREWELL
IAN LEAVERS, OUR
QPU GENERAL
PRESIDENT FOR THE
PAST 15 YEARS, WE
WELCOME A NEW
EXCITING CHAPTER
OF LEADERSHIP AND
MANAGEMENT TO
OUR UNION.**

A huge welcome to Shane Prior as our President until the scheduled election. Shane has performed the role of Vice President admirably and is supported unanimously by the Executive Board in his appointment.

I have no doubt the future of our Union is in excellent hands with Shane and our current Executive Board.

We also farewell long term Executive Board member for Central Region Kev Groth and Executive Board member for North Coast Grant Wilcox who have provided tireless support to members. Thank you for your dedication and commitment, robust discussion on many topics and most importantly your friendship. You will be missed.

We also farewell Shayne Maxwell who was a Regional Representative for Metro North for many years and a QPU Vice President prior to taking up the role of QPU Legal Manager. Shayne's advice and knowledge will be greatly missed. Thank you for your input, guidance and friendship over many years mate.

We congratulate former Southern Region Rep Col Muller on his appointment as QPU Legal Manager and Far North Regional Rep Dion Readman who has taken on the role as QPU Industrial Manager. Both have extensive experience in their respective areas and will bring streamlined efficiencies to both areas.

As we farewell the above members of the Executive Board we welcome

Bec Bradley (Far North), Jarrod Brown (Southern), John Shilton (HQ & Support) and Cliff Baird (Central) to their respective Regional roles. The diversity of skill and experience brings an exciting future to your Union.

WATCH HOUSE INSPECTIONS

Over the past six months all 63 QPS classified watch houses have undergone inspection. This is a result of Shane Prior while Vice President identifying issues of overcrowding and poor facilities requiring a full review of all watch houses.

As QPU Northern Rep I assisted in a number of the inspections and this scrutiny has confirmed our concerns.

It's not an understatement to say the inspections identified major issues with the facilities but also significant worry over long distance prisoner transports and the vehicles utilised in this role, insufficient staffing and training issues, plus identified psychosocial hazards, as well as Human Rights violations for our members.

A full report is being compiled by our QPU Workplace Health & Safety team to be presented in the coming weeks.

RETENTION OF QPS STAFF

Following my QPU Journal article in May I was inundated with telephone calls and messages from both past and current serving members echoing their poor treatment by QPS management when requesting

leave without pay, career break or through the resignation process.

It stuns me that little to no contact is made with members as they advise of their intent to depart the organisation by any Commissioned Officer. This is more common than I could have imagined.

I wrote of the previous Commissioner's constant communications about the 'full pipeline' into the Academy but we have not heard a whisper about the value of our current serving members and efforts by the organisation to retain their skill and expertise from our previous Commissioner, our current Commissioner or the ELT.

I am keen to read the result of the upcoming Working for Queensland survey, that is if anyone completes it due to major concerns about anonymity.

Anonymity was always assured yet multiple complaints were generated and persons identified when they wrote of bullying and negative workplace behaviours within their Organisational Units in the previous Working for Queensland survey.

Trust in our ELT is at an all time low and morale is at the lowest I have seen. Officers turn up to work and go through the motions to get the job done without a complaint and then depart the workplace as quickly as they can.

Loyalty is based on trust and it feels like there is no loyalty to the organisation and this is reflected in the huge numbers leaving the organisation we read in every Gazette.

The current 'Big Brother' discipline process where every single action is being scrutinised does not instil value and trust. Don't pursue nonsense complaints and make

your staff feel valued, respected and trusted would perhaps slow the mass exodus.

Demonstrating that our members are appreciated would be a first step in generating loyalty and trust; and maybe better retention.

Remember to take care of yourselves and each other, attend your next QPU Branch meeting, and remember: no Union Rep = no interview.

Stay safe out there.



THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.

QUEENSLAND POLICE UNION



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SHAYNE TREASURE

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**ALL I CAN SAY IS
THIS, WE HAVE A
POLICY ON PURSUITS
AND IT CAN FEEL
LIKE SOMETIMES THE
POLICY CREATES
MORE PROBLEMS
THAN IT SOLVES.**

The QPU has adopted a position for our members not to pursue due to the risk to our members. Time and again I see legitimate pursuits undertaken regarding serious offences that end in members being subject to onerous criminal and disciplinary investigations.

The stress placed on police by this is substantial and the investigations lengthy.

Simply there's no mileage in doing it and the moral offence in letting the offenders go is less than the trauma of departmental Dangerous Operations allegations. Even if everything was textbook you will still probably get a CAPS book for training and LMR. The dice roll is not worth it.

FRONTLINE POLICING

Why stay in a first response role and who supports you anymore?

If you're in GD's you are probably the only one in the building on eight hour shifts, if you're in GD's you are probably the only one with roster change barriers due to demand. If you're in GD's you are probably the only one in your building doing full nightwork or nights more often.

If you're in GD's you are probably the only one getting more work given to you and none taken off you. Why then would you stay in GD's ?

I am fascinated with the way the organisation treats its GD's Police. The GD Officer for all they labour under should have everything that opens and shuts, they should have a

work life balance, decent rostering and the best equipment before all others. Why is that? Because experienced GD police make the organisation work. GD Police are the public interface.

We are in the middle of a recruiting crisis and have a world in which the dignity of our profession is questioned, we need career GD Police more than ever before.

If something does not change we will see a very short operational life span in GD's which in turn will lead to greater problems further along the operational chain.

GD Police are the clients for support units and all services and systems the QPS provides yet it's not hard to feel the triangle is reversed and what support there is, is not to actual GD needs.

I recently requested the QPS publish the actual strength of DDO's and GD Police around the state so we could obtain a snapshot of how few police are actually on 24 hour frontline public facing shifts.

I think the figures would be grim viewing compared to the organisational total. But on the flip side all the support and logistics areas should in theory work for GD Police.

Why do we have slow unwieldy systems of work, why do we introduce items of kit without the complimentary equipment, for example ILBV without decent wicking undershirts?

Why do we allow management cultures where not being in your substantive position is the norm creating an environment of absentee landlords resulting in, instability, deferred decision making and an inertia in making financial decisions?

In the last few years I have had more management teams than third world countries have had juntas in power. It really is detrimental in so many ways to the organisation.

I recently returned from a term of sickleave. I now have an ILBV that is hot and I find difficult to drive in. I'm often in a Camry sedan with a cage that my six foot six body cannot safely get in and out of. There's also a new QPRIME evolution that is more unwieldy than the last. These are all elements to deal with before I even go near a crook.

Policing is hard enough. It's not hard sometimes to feel as a GD copper you're stepping into a boxing ring shackled and expected to fight with vigor and agility to win. I would like to see some brutally honest internal soul searching by QPS management about the basics of the job and the frontline staff.

GOOD PEOPLE BAD BUILDINGS

Wherever I go in the Metro South area I find the QPS is plagued with buildings that are really sub standard. The Academy at Oxley needs a lot of ongoing work to keep it going and it is due for a good rebuild, the SRG/SSG building nearby is long past its use by date and most stations in South Brisbane have issues with air-conditioning, power supply, the presence of asbestos, lack of any security, moving slabs and a myriad of other issues.

Sadly review after review is done and they all recognise the same problems yet here we are, same dump

buildings, different management team, different day.

Do we need members to become sick due to buildings they work in, or undergo a catastrophic security incident to bring stations into the modern era for basic facilities the rest of the public service take for granted.

Fit for purpose working environments make big differences to every aspect of a police officers shift.

CANINE MEDALS

It was my privilege to recently attend the inaugural award ceremony in July for the first Canine Service Medals for our Police Dogs.

This award was driven and developed by the QPU in conjunction with the Dog Squad to recognise the role our Police Dogs play in protecting the community and our Officers.

The medals recognise the injuries inflicted by offenders on our PD's and that a lot of dogs are injured and discharged from the service due to the rigors of policing.

This was an Australasian first and other states and Police Unions are now considering the same for their PD's.



Retired PD Kaos was one of the first to receive the QPS Canine Service Medal with handler S/C Jim Griffiths.

NORTH BRISBANE METRO UNION COVERAGE

For the next few months I am assisting my QPU colleague Richard Jackway from Metro North whilst he has a well deserved holiday.

I have already visited some stations and caught up with mates past. I will try to get around to other facilities in the Region where possible.

QPU representation is always important so if you have an issue that may need Union assistance or attention don't hesitate to reach out and make contact.





RICHARD JACKWAY

REGIONAL REPRESENTATIVE - METRO NORTH REGION

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**IT IS TIME FOR SOME
HARD TRUTHS.
THESE TRUTHS NEED
TO BE SPOKEN,
BECAUSE THERE IS
AN OBVIOUS AND
LOOMING CRISIS
THAT CANNOT
BE FIXED BY THE
CREATION OF MORE
'SPECIALIST UNITS'.**

Frontline police officers are fighting a losing battle with numbers, specifically with low numbers on the frontline compared to the ever increasing calls for service / workload.

More specifically, while the QPS has grown by over 3000 officers in the last 20 years...only a very low percentage have made their way into General Duties, CIB and CPIU. The vast majority have gone into 'support' positions.

If this QPS attitude to officer allocation does not change, a highly foreseeable crisis will occur, and those feeling the hurt will be every Queenslanders, and every GD/CPIU/CIB officer. But within the QPS, those taking the biggest hit have been GD officers.

Unfortunately, the true depth of the problem cannot be seen by just looking at the numbers.

It takes some knowledge of what's been happening historically to understand that within the next few years, without significant intervention, the wheel on first response policing will be broken.

At its heart is simple maths; you cannot place constantly increasing workloads on a static number of officers. But the bigger issue that the 'ever increasing workload' is not linear, but is going parabolic.

RELATIVELY STATIC GD NUMBERS

- Annual % DV complaint growth (20%+ last year) Compounded by
- % growth in time taken to investigate DV (holistic approach) & Increased by

- Duties shifted from other sections to GD's (majority of cautions from CPIU to GD's; Plus Watchhouses moving majority of bail duties to GD's)

DV numbers are used because that has become the main job of many GD officers. And you can see that the 20% increase in DV's not a linear increase.

If I were to tell you that in my first two years I did just one DV job – as a backup crew, and that now I do DV jobs multiple times a week, sometimes multiple times per day, and last year saw a 20%+ increase.... well anyone could see what direction this is heading in.

DV reports in the year 2000 were around half a page long, and now in 2024 I am regularly writing 2-7 page reports. The training & expectations are also continually increasing.

It would be fair to say that anyone would also recognise that a few more years at "20%" increases and the relatively static numbers of GD officers will buckle. (For too many officers that has already happened).

For this reason alone, the QPS attitude of constantly creating specialist positions has to stop.

The QPS executive need to see where the numbers are needed, and that they are parabolic and not linear. The QPS needs to see that only putting numbers where they are needed (GD's) will prevent a full blown crisis in the coming years.

To be fair to the QPS:

- The introduction of Policelink relieved pressures.

- The introduction of online reporting reduced pressures for General Duty Officers (but increased pressures for CIB officers).
- Within North Brisbane District, there is a Road Map Process that hopefully, will improve life on the frontline (but this Road Map cannot address the numbers issue).

The QPS did recognise the problem in part when it tried to introduce SDRP. The QPS recognised 'the need to do things more efficiently'... and the Road Map project will hopefully help to some degree... but neither approach addresses the

fundamental issue – relatively static GD numbers Vs parabolic demand growth.

The point of this is not to cry 'poor front line officers' (I've written about the growing detrimental affects to officers in a previous article).

The point is to make it clear how foreseeable an out and out crisis in GD's is.

The government and the QPS need to recognise the need to put numbers in the correct place to address the problem and that those numbers should go to GD's.

No other approach is going to solve the looming crisis.

Even 'simplifying' investigations won't work because it can't and shouldn't get rid of the need to conduct deeper, more expert investigations.

Officer numbers need to be put where the biggest growth is.

Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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COL MULLER

FORMER REGIONAL REPRESENTATIVE -
SOUTHERN REGION

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**AS MOST OF OUR
MEMBERS ACROSS
SOUTHERN REGION
KNOW, JULY 31 2024
MARKED A HUGE
MILESTONE IN MY
PERSONAL LIFE AND
SOME CHANGES TO
THE QPU STRUCTURE
FOR THE SOUTHERN
REGION.**

I have been employed as a full time official with the QPU taking on the role of Legal Manager at the QPU office. As a result I am required to separate from the Queensland Police Service and stand down as the Southern Region Union Representative.

This marks an end to seven years as a Regional Representative and more than eight years as an Ipswich District Representative prior to that, I have proudly served the members of the Southern Region and wish all of our members past and present the best.

Jarrold Brown from Ipswich General Duties has been elected to fill the casual vacancy as a result of me departing as Regional Rep before the next scheduled election. An election by the members for the position of Southern Region Rep will be held in June 2025.



First Year Constable Col Muller.

My separation from the QPS comes after 35+ years. My career by any assessment has had many ups and downs but by far the proudest time of my service has been while I have been the QPU Southern Region Representative on the QPU Executive.

It has provided me the opportunity to rub shoulders with amazing people and I've loved every minute of my service.

I've included some photos from my own memory lane. These are times I hold fond memories of, but if you look at the photos they are not of breathtaking locations but of being with spectacular hardworking people of integrity.





SPRING 2024



Farewell to Sgt Paul Coates from Ipswich Station. We served a number of years alongside each other as shift supervisors.

THE RISKS OF BEING A POLICE OFFICER IS REAL AND WE HAVE LOST PEOPLE, AMAZING PEOPLE WITHIN THIS REGION OVER RECENT YEARS AND I WILL CARRY MEMORIES OF THESE LOSSES WITH ME.

To the people of the rank and file of the Queensland Police Service, you are incredible people, the service you do every day is incomparable.

Being a Police Officer is a statement about the person you are and I am very proud to have had the opportunity to be a faithful servant to the people of the state of Queensland. I followed my father's footsteps as he also served 27+ years as a Queensland Police Officer.

I leave the QPS in one of the most difficult times there have been. Staffing is low, attraction is difficult and the work performed by frontline officers has never been more challenging. Many people now leave the QPS after much shorter service than myself.

The risks of being a Police Officer is real and we have lost people, amazing people within this Region over recent years and I will carry memories of these losses with me.

I have felt grief and seen extreme sadness in families mourning their loved ones. It reminds me to always

take the time to remember those who paid the ultimate sacrifice.

Please look after yourselves and your families... and for those who work hard and progress through the ranks, be good to those who also work hard and remember you once were there too, be a manager people aspire to be like.

Your rank does not make you a great person, your actions, decisions and treatment of people will be what you are remembered for.

As I mentioned I'm now full time with the QPU however I still have the same phone number and email address. I will always be available to assist and ready to take a call from a QPU member.

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

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



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JARROD BROWN

REGIONAL REPRESENTATIVE - SOUTHERN REGION

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**I WOULD LIKE TO
START BY THANKING
COL MULLER FOR
HIS ENDLESS SWEAT
AND TOIL DURING
HIS TIME AS THE
SOUTHERN REGION
REPRESENTATIVE
WHERE HE FORGED
RELATIONSHIPS,
BROKE DOWN
BARRIERS
AND OFFERED
UNWAVERING
SUPPORT FOR OUR
MEMBERS AND THEIR
FAMILIES DURING
SOME OF THEIR
HARDEST MOMENTS.**

I was lucky enough to experience being mentored by Col during this time and promise that my own experience and drive will be as relentless as his at keeping your wellbeing at the forefront of my thoughts and actions.

My name is Jarrod Brown and I am a devoted husband and father to five children in a lovingly chaotic household in Ipswich where I perform General Duties.

Previous experiences as a Detective within the Ipswich Criminal Investigation Branch allowed me to work throughout the Ipswich District, providing me with insight into day to day struggles that we go through both inside and outside of work.

Recently I have ventured into the vast lands that make up the Southern Region and if I have been lucky enough to meet you on my travels I hope that I conveyed the level of importance I put on our members support networks, primarily our Police families.

This is something I refer to as 'The 1/3 Rule'.

Across the region, each of our work units have some variation of the hours that we work, however generally speaking we will all be at work for at least eight hours per workday.

When we factor in 8 hours of sleep (if only this was as easy as it sounds) we are left with our final 8 hours to share with our friends and family who without doubt will provide

support to their chosen loved Police Officer in times of need.

I am a firm promoter for the idea that each of these 1/3rds need to be 'in check' to support the other remaining 2/3'rds. If our sleep is suffering, then our family and work suffers. If our family time is sacrificed, then our work and sleep suffers, and so on.

In order to retain a healthy, engaged and productive work force that is capable of meeting the ever-changing demands thrown at us daily, I can assure you as the Regional Representative I will advocate for the service to invest in work/life balance initiatives.

I will push for growth in support for our Police Family, spreading the field of view to include our significant others and loved ones. I hold a vision that a healthy Police family will be as valued as a position number on a ledger.

GROWTH FOR REGIONAL POLICE

On the 4th of September I was privileged to attend the sod turning event at 671 Ripley Road, Ripley to mark the commencement of construction of Ripley Police Station, a multi-story Police facility.

The \$34 million investment will be aimed to be completed by 2025-26, hosting 30 additional General Duties Police Officers, 7 Frontline Support Staff, 6 Patrol vehicles, 2 Mobile Police Beats and a raft of specialist units.

Ripley Valley lays within the Ipswich Police District and is currently

projected to have an additional 104,000 residents by the year 2046. This population increase would undoubtedly strain an already besieged workforce, so the addition of this station and the associated opportunities that accompany these growth positions is well welcomed.

No doubt there is a large body of work behind the scenes to ensure that we retain our seasoned staff that possess the intellectual property required to train and mentor the Police Officers of tomorrow so that they can provide the service to the community that they expect and deserve from the new Ripley Police Facility.



Police Minister Mark Ryan and QPU Southern Regional Rep Jarrod Brown at the sod turning for the \$34 million Police Facility in Ripley.

Without us, you're on your own

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



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DION READMAN

REGIONAL REPRESENTATIVE -
FORMER FAR NORTHERN REGION

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THE MILES GOVERNMENT SHOULD BE APPLAUDED FOR THE CURRENT STATE OF POLICE RECRUITMENT.

In an environment where unemployment is low and competition for employees is high, the current numbers in the academies and waiting in the pipeline to commence their training is exceptional.

The incentives developed by QPU and offered to government to attract people into our ranks have certainly worked.

No doubt QPS management is patting itself on the back but unfortunately the plaudits should stop there.

Reason - The attrition rate is out of control. Members are lining up in droves to exit a profession which no longer represents what they signed up for.

As of July 2024, 381 QPU members have left the QPS.

Factor in the experience which is leaving being replaced by those who are just starting out, workforce armageddon will be upon us before we know it.

I know the QPS does an exit survey and shortly the QPU will also be conducting its own with those who have exited in 2024 to gauge their reasons.

It will be interesting to see what were the main decision-making factors.

Could it be:

(i) DV fatigue where those currently doing the work are criticised by agencies who only undertake actual referral engagements 30% of the time.

(ii) Negative workplace behaviours where some in management instead of having honest and frank discussions prefer to manage by email.

(iii) Constant video surveillance – name another occupation where the moment you commence duty your work performance is being monitored by BWC, dashcam, CCTV and mobile phone cameras.

(iv) The discipline system where you receive LMR (which you can't dispute) then this is used to prevent you taking on a higher relieving position or worse you retire and four months later you are still waiting for an outcome which is holding up your statement of service.

No doubt the truth lies within these questions.

POLICE HOUSING

Police housing for our members is the single biggest issue facing those who work in remote areas. The stock is limited and condition is poor.

Currently the Tablelands private rental vacancy rate is 0.02% so finding accommodation for our people is proving more than challenging.

It is important the QPU and the QPS work together to ensure that this limited resource is managed optimally. By and large this happens in the Far North with the District committee meeting regularly to discuss the issues and resolve

disputes. I would like to thank Superintendent Monique Ralph for her recent intervention after a decision by a PGI to commence the eviction of one of our members without any consultation.

Despite living in the same town as the affected member, the PGI could not find the time to have a face to face meeting with the officer, however instead chose to leave the notification paperwork under her front door whilst the member was out. This was followed up with an email advising her, that if she had any queries to contact the District Housing committee.

This could be understandable if the District Housing committee had instigated the process but alas that was not the case. This was the PGI's decision solely after he conducted his own research to identify the QPS Housing Policy breach which he is using for the grounds.

Needless to say the morale in this PG is at an all time low thanks to this and other questionable decisions this PGI has made over the past sixteen months. Perhaps it's time for a tenancy suitability review to be introduced including how a single person can live in a three bedroom private rental house when a police family of four is living in a two bedroom duplex.

Perhaps factor in occupancy time at the rental so if you are spending less than 20% of the time at the residence, you should be reallocated more suitable accommodation. Well a decent manager wouldn't need a formal review to do the right thing.

DISCIPLINE SYSTEM

Without doubt the discipline system needs to be reviewed. Matters which are clearly training and development issues are being categorised as misconduct with full investigations being launched resulting in significant detrimental effects on police.

When I joined the QPS in 1991 we were coming out of the post Fitzgerald Inquiry and despite only a small percentage of wrong doers being identified and subsequently punished, the entire workforce was held to account.

The mistrust within and outside the QPS was high and lead to an exodus of staff with morale at rock bottom. Fast forward to 2024 and here we are again, post COI and again the sins of a few are resulting in the bulk of police being punished.

Ethical slippage has been replaced by Failure to Investigate / Report and the exodus will continue like in 1991 until those in charge push back and reset the narrative.

VICTIMS OF CRIME

The ACT Government is rarely seen as a leader in terms of good policy. You only have to look at the disastrous effects the decriminalisation of schedule 1 illicit drugs is having on the nations capital to see that.

The one thing the ACT has got right though is the formation of a government department which attends to the needs of Victims of Crime.

Partially funded through taxes on investment properties within the Territory, this department does what highly funded NGO's in Qld can't do, actual engagement with victims to deliver meaningful outreach support programs.

Currently in Queensland, the highly funded NGO's have a 30% engagement rate with aggrieveds when it comes to police DV referrals. That doesn't mean face to face either, this can be just a phone call. So effectively 70% of referrals are just filed by these NGO's.

Queensland needs to follow suit as the victims here are being let down not by the QPS but by those who are quick to criticise our members. An inquiry into how the NGO's do business is long overdue.

FAREWELL FAR NORTH REGION

As most of our members across the Far North know, I resigned from the QPS on August 2, 2024 to take a permanent role as a full time official with the QPU.

Having been in FNR since 1998 I can say this is the best Region to police in. The job has enabled me to raise my family in a wonderful environment. I have policed in areas where people pay \$1000's to explore from the Torres Strait Islands to the remote communities of Cape York.

I have made lifelong friends. There have been challenges and times when the QPS and I have not seen eye to eye. But even that turned into a positive as without that I wouldn't have run for a QPU Exec role, which lead to my new fulltime role.

Although now based in Brisbane my heart lies in the Far North and things won't change.

I look forward to working with the new Rep Bec Bradley who fills a temporary vacancy role as the QPU Far North Regional Rep and helping her continue to look after all QPU members.





BEC BRADLEY

REGIONAL REPRESENTATIVE - FAR NORTHERN REGION

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BY WAY OF INTRODUCTION, MY NAME IS REBECCA (BEC) BRADLEY, I AM A CAREER POLICE OFFICER WITH OVER 25 YEARS' SERVICE; SERVING IN THE FAR NORTHERN, CENTRAL AND SOUTHERN REGIONS.

I have experience in both uniform and investigative units, attaining my Detective's appointment. I currently hold the position of District Duty Officer within the Far North District, a position I enjoy due to the diverse nature of the work undertaken and the caliber of officer's I engage with on a daily basis across the vast Far Northern Region; from Cardwell to the south, the Torres Straits to the north and Croydon in the west.

My role on the Executive of the QPU comes about following the resignation of Senior Sergeant Dion Readman from both his role in the QPS as the Far North District Tactician and the Far North's Regional Union Representative. As most would now know, Dion's resignation came when he was successful in his appointment to the position of Industrial Manager with the QPU.

I would like to congratulate Dion on his selection to this position and take this opportunity to recognize the outstanding work that Dion has done in the Regional Representative role. Dion has a true passion for our people on the frontline, ensuring that they are treated fairly, their welfare is preserved and that they are remunerated for the tireless work that they perform in what could be argued to be one of the most challenging Police Districts in Queensland.

I'm sure the membership in the Far North District would join with me in wishing Dion nothing but the best in his new role knowing that his

passionate representation for our membership will continue in that role.

Prior to taking on the executive role, I performed the role of Secretary of the Cairns Branch of the QPU. I am passionate about the fair and equitable treatment of our members.

I was selected to fill a temporary vacancy executive role by nomination and the vote of the executive membership of the union. I will hold this position until June 2025 when a scheduled election will be held. I would like to assure the members within the Far North District that I am not a bench warmer occupying a position until it is eventually filled.

I am committed to the work that is expected of me in the role and acknowledge that some of that work has come with a steep learning curve! I am committed to meeting the challenges that come with the position and I look forward to working with:

Sergeant Gill Dyett – President of the Cairns Branch of the QPU, Detective Sergeant Simon Ashton – President of the Cairns North Subbranch of the QPU, Sergeant Tonia Bradford – President of the Torres Straits and Northern Peninsular Area Branch of the QPU, Senior Constable Kyle Doherty – President of the Cape York Branch of the QPU, Sergeant Lachlan Chamberlain – Tablelands Branch of the QPU; and Detective Sergeant Darrin Padgett – long standing

president of the Cassowary Coast branch of the QPU.

In other regional news, I would like to welcome Chief Superintendent Kev Fitzgibbon and his family to Far North Queensland as he commences his role as the District Officer for the Far North District and congratulate Detective Inspector Mick Searle on his promotion to Superintendent, Assistant District Officer, Far North District.

Superintendent Searle will have management responsibility for the Tablelands, Investigations and Cassowary Coast portfolio. I am confident in saying that the policing challenges in the Far North District are unique to other parts of the state and I look forward to continued communication with Mr. Fitzgibbon and his management team to ensure the needs of our membership are met.

ESC PROJECT WITHIN FAR NORTH DISTRICT

Let's face it, if you are an operational police officer, at some stage, you will become the subject of internal disciplinary investigation/s; such is the consequence of the work undertaken in the business of people dealing with people!

As most would be aware, disciplinary investigations come with stressors for our members when the split-second decisions that we are forced to make in the course of our daily duties are scrutinized. Our experience is that the longer these investigations remain ongoing, the more demoralized and disenfranchised our people become.

The negative health impacts that come thereafter can be of significant concern to individuals and their families and loved ones.

I am somewhat encouraged by the Far North District's approach of appointing two senior investigators to support a joint ESC, Far North

District trial intended to expedite investigations for much quicker resolution.

The trial has enabled two senior investigators to be taken off line from their usual business within the District to focus solely on conducting disciplinary investigations.

My hope is that the reduced time frames for investigations will translate to less stress being experienced by our frontline members and that our members are not held up unnecessarily from opportunities of relieving and career development.

I cautiously await the outcome of this trial and welcome discussions regarding other practices that will provide positive implications for our members.

BODY WORN CAMERAS

The use of body worn cameras continue to protect police by providing accurate accounts of interactions by ensuring transparency.

On 4 August 2024, three of our members were involved in a critical incident at Tolga. Members from the Tablelands Patrol Group had been actively searching for a former ADF member who had gone missing having threatened to self-harm.

Those officers had engaged with the Missing Person (MP) the previous day when he was located in the vicinity of Tinaroo Dam with significant self-inflicted wounds to his forearm. The MP was compliant with officers as they rendered first aid and the MP was apologetic for the trouble he had caused before being transported to hospital by QAS for treatment and EEA.

The MP was released after treatment and returned home. On 4 August 2024, the MP was again reported missing by his partner who held concerns that he would take his own life. After searching for some time, Police were alerted

to a male acting suspiciously in bushland on a rural road near Tolga.

The first police response was a single officer patrol (her partner for that shift had shortly beforehand returned to a neighboring police division more than 30 kilometers away).

The officer was confronted by the MP running at her with a bladed weapon; The officer had no choice but to use lethal force to neutralize the threat that presented.

Within mere moments, the officer was supported by a second crew and first aid was rendered to the person who had been intent on taking the life of one of our members. The heroic deeds of all three officers in that split second was captured on body worn camera.

The captured footage was viewed by ESC & CCC investigators who assessed that the conduct of our members did not warrant a criminal investigation for the non-fatal use of lethal force.

This incident provided opportunity for the appointment of an independent Commissioned Officer to act as the advocate for involved officers under a trial for Project Fulcrum.

A formal debrief has now been conducted and I look forward to receiving a copy of the debrief report including the benefits that Project Fulcrum affords our members in what is a very stressful time in their career.

I am pleased to report that after two days Critical Incident Leave, our member returned to full duties and has now been advised by ESC that there is no adverse criticism of the conduct of Police engagement with the MP.

Conversely, Body Worn Camera usage remains a topic of concern. With the high level of scrutiny, we are receiving there are a number of complaints from members of

the public and other government agencies (particularly those acting for juveniles) which could have been swiftly resolved at assessment stage had body worn cameras been activated.

Please be mindful that our cameras are not only evidentiary but are protecting us from allegations made, and when it comes to a quick resolution of a complaint file they are an integral part in that process.

I have been concerned to hear from our investigators taking part in the ESC and District trial to expediate matters that there continues to be a number of occasions when officers have failed to activate their cameras.

Please make yourself familiar with S.4.4 of the DERIE Manual or have a look at the Body Worn Camera Good Practice Guide found on the Specialist services SharePoint.

Whilst we are on the topic of all things ESC, the use of Professional Development Strategy Documents (PDSD) as part of the disciplinary

complaint process within the Far North District continues to be a concern for me.

I remain committed to ensuring that PDSD's are appropriately considered and that our members are not unnecessarily penalised by the service of the PDSD'S and the conditions and directions that are contained within.

I have enjoyed the learnings so far offered in the role of Regional Representative and I thank Dion, Pete Thomas, Shane Prior, Col Muller and other members of the executive (not forgetting our wonderful administrative support staff) for their mentorship in this role.

I remain committed to providing our membership with strong advocacy on issues affecting policing throughout Far North Queensland.

Please take care of yourselves and each other.



Sometimes our protectors need protecting...

for a fair and just outcome become a member

QUEENSLAND POLICE UNION OF EMPLOYEES

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JOHN SHILTON

REGIONAL REPRESENTATIVE - HQ & SUPPORT REGION

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WITH THE RESIGNATION OF IAN LEAVERS AND SHANE PRIOR TAKING UP THE POSITION OF GENERAL PRESIDENT, I WAS RECENTLY ELECTED BY THE QPU EXECUTIVE TO FILL THE CASUAL VACANCY OF HQ & SUPPORT REGION REPRESENTATIVE.

My substantive position within the QPS is at Financial and Cyber Crime Group as part of Crime and Intelligence Command. I have been part of FCCG since 2016. Before that I worked for two years in the early days of Task Force Maxima in the Protracted Operations side of the house.

This is where I first met our new General President. In total I have worked in Police Headquarters for over ten years, including short periods of relieving in Task Force Guardian, Operation Whiskey Legion and in Dignitary Protection.

Prior to my new position as an Executive member of the Queensland Police Union, I held the position of President of Crime Operations Branch for seven years. Coincidentally, it was a position held by Shane Prior before he was elected to the position of HQ & Support Region representative.

The legacy left by Shane during his years as the HQ & Support Regional rep will be a tough act to follow. Over the past seven years I have seen Shane less as the Detective Senior Constable at Financial and Cyber Crime Group, and more as the emerging leader within the Union.

More likely to be seen in a well-tailored suit than chinos and a business shirt, talking on the phone while rushing to his next meeting, but never in too much of a hurry to answer one of my many questions about my role as President of Crime Ops Branch. I wish him all the best in his new position as General President,

and I hope he spends many years in the role.

Touching on the points contained in a recent QPU eNews regarding new Regional Representatives filling the casual vacancies within the QPU Executive, I want to emphasise one thing. I am not content to simply warm a seat for the next person who wants to take on the role of HQ & Support Regional Representative.

When the QPU Regional Representative elections roll around in June next year, I fully intend to run for the position of QPU Executive member representing HQ & Support Branch. Between now and then I know I'll be busy, but advocating for the members of my Region and the eleven branches and sub-branches contained within is a busy job, and I reckon I'm up to the task.

One of the first things that I want to do in this role is to make sure that each branch and Sub-branch within HQ & Support Region is well represented. From the list I was provided, of the eleven branches in my Region it appears that 3-4 are unrepresented by branch officials, and one branch only has a secretary.

As we all know, it is vitally important that our members have access to branch officials. When our members feel aggrieved by the organisation, or they receive the email or phone call notifying them of an impending disciplinary or criminal investigation, they need to be able to talk to someone that they know to get the appropriate advice (most ably

assisted by the QPU Industrial and Legal teams).

Members within each branch also need effective branch officials to obtain access to the other services offered by our Union. If you're part of HQ & Support Region and interested in becoming a branch official, please give me a call or send me an email.

OSA REVIEW

As a part of the Queensland Police Service Certified Agreement 2022 (EB10), all parties agreed to a review into the application of the Operation Shift Allowance.

Within Crime and Intelligence Command, Financial and Cyber Crime Group, Child Abuse and Sexual Crime Group, State Intelligence Group and Intelligence Directorate were the first groups subjected to this review. At this stage the Commanders of the Groups have submitted their responses to the OSA Review Committee, and the members on the ground are now anxiously awaiting the response.

Over the past three weeks, I have had multiple meetings with our members about the future of OSA. I had members from the QPU Industrial team come and speak at what ended up being my last branch meeting as Crime Ops President. Our people are genuinely scared that the OSA is going to be taken from us.

Although by the time this goes to print, the OSA Review committee will likely have made their submission to Commissioner Gollschewski, but I can guarantee our members one thing. Your union will not stand by and allow the organisation to take money away from us.

At a time where the QPS is pumping recruits through at a pace that is struggling to match the rate of people leaving, the service would be shooting themselves in the foot by taking our entitlements away from us. Our highly experienced people would be forced to walk away from the job they love, to take on roles

in the public or private sector that renumerate their people at the rate they deserve. Your Union will protect the rights of our members, now and in the future.

OPERATION WHISKEY LEGION – WHAT A HOOT!

Over the last six months, members of the Crime and Intelligence Command and other groups have been deploying all over the state as part of the Commissioner's commitment to support the frontline troops.

The current deployment is to Townsville with Cairns coming up next, and I know there have already been deployments to Ipswich, Gold Coast, South Brisbane, Moreton, Mackay, North Brisbane, Logan, Wide Bay and Mt Isa.

Although some of the early deployments had their share of teething problems, it is generally agreed that they have been gradually improving. Particularly when the hosting Districts engage early with the OWL IC to prioritise jobs and investigations so that our people are being used effectively.

I believe that it's important that management within the groups work collaboratively with the members of each group when it comes to allocations to each deployment. If a member has legitimate reasons for not being able to up and deploy away from home, local deployments are available for them to still assist the frontline while starting and finishing their shifts at the substantive office.

Similarly, providing members with the opportunity to split these local deployments if they're not able to commit for ten days in a row. Your Union has also attempted to get some sort of consistency with deployment dates, similar to the early COVID deployments, so that members know the pattern of deployment dates and they can plan their life around them.

Our people are more than willing to assist the regions, but some forward

planning and the ability to negotiate around their deploys will ensure they put their hand up for another one.

I recently met with Detective Acting Chief Superintendent Briggs regarding OWL deployments, and he advised that the Process Evaluation into OWL requested by A/C Connors has been completed.

There have been a number of recommendations made, including the length of future deployments. These recommendations are currently sitting with the Deputies Group, and once those decisions are released they will be shared with the members.

Please don't hesitate to make contact. I look forward to assisting our members in any way that I can.





CLIFF BAIRD

REGIONAL REPRESENTATIVE - CENTRAL REGION

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**HELLO CENTRAL
REGION MEMBERS,
I'M CLIFF BAIRD
AND I'M YOUR
QUEENSLAND POLICE
UNION REGIONAL
REPRESENTATIVE
FOR THE CENTRAL
REGION. IT IS AN
HONOUR AND
PRIVILEGE TO JOIN
THE QPU EXECUTIVE
FILLING A CASUAL
VACANCY AS A
BOARD MEMBER
AND REGIONAL
REPRESENTATIVE.**

I have been a Police Officer for almost twenty three years working at Hendra, Fortitude Valley, Indooroopilly. I have also worked within OP Support Command in Rail Squad before commencing my rural service as the OIC Moore. I followed the call to go west and have been working as a Sergeant, Shift Supervisor in Longreach for almost seven years.

My wife Melissa is also a Sergeant – Disaster Management Longreach. We have three beautiful children Charlii, Elijah and Matilda. We have made the most of moving west and have now made Longreach our permanent home. We have found there are many benefits in working and living out west both financially and in career development but most importantly the ease of life in general.

I have been active with the Longreach Branch since 2018 and a Branch Official since 2020 in both the roles of Secretary and now President. I have a keen interest in Rural and Remote Policing/Living, Workplace Health and Safety and Industrial Relation matters.

My priority is to the members of the Central Region, their welfare, safety and good working conditions. I have demonstrated this during my time in the Central West by engaging with members in relation to both discipline and criminal investigations/interviews.

I have assisted in welfare matters, rural housing issues and risk mitigation. Most recently in the review of the Central West Patrol Group watch houses.



Cliff and Melissa Baird on patrol in Longreach.



The Baird Family at home.

With the Central Region spanning from Mackay to Gladstone, out to Windorah to Winton its probably no surprise I dont recognise everyone's face but I will endeavour to visit as many stations and Union branches as I can in the coming months. However if you need any QPU support please don't hesitate to reach out. I can be contacted on cbaird@qpu.asn.au or 0455 031 195.

I would also like to formally thank Kevin Groth for his dedication and many years of service as the Regional Rep for Central Region.



Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950





NOTICE TO MEMBERS

**THE QUEENSLAND
POLICE BRANCH OF THE
POLICE FEDERATION OF
AUSTRALIA (BRANCH)
HAS HELD, AND WILL
BE HOLDING, AN
ELECTION FOR OFFICES
THAT CORRESPOND
WITH OFFICES OF THE
QUEENSLAND POLICE
UNION OF EMPLOYEES
(QPU).**

The Branch is the federal counterpart body of the QPU.

To avoid holding two elections for a corresponding office, the QPU will make an application for exemption from holding an election under section 802 of the Industrial Relations Act 2016 (Qld).

The QPU is making this application so that the member who filled, or fills, an office in the Branch will fill the corresponding office in the QPU.

The members of the QPU will not be detrimentally affected as members have already voted, or been given the opportunity to vote, in the election held for the federal counterpart body of the QPU.

This notice will apply to any vacant offices in the QPU until the expiry of the term which commences in 2024, where the office in which the vacancy occurs (in the QPU) corresponds with an office in the Branch, and where the Branch has held an election for its vacant office.

If you have any questions please contact the QPU.

**Shane Prior
GENERAL PRESIDENT
QUEENSLAND POLICE UNION OF EMPLOYEE**



QPU President Shane Prior.

SHANE PRIOR BECAME THE TWENTY SIXTH GENERAL PRESIDENT OF THE QUEENSLAND POLICE UNION ON WEDNESDAY AUGUST 21, 2024 WITH THE RESIGNATION OF IAN LEAVERS TO BECOME THE STATE'S INAUGURAL CROSS BORDER COMMISSIONER.

PRESIDENT 26

Not long after the decision was made Shane headed home with just one priority, to cuddle his newborn son George. Standing in the living room with George locked in his arms his mind went into overdrive about the responsibility of being President and ways he wanted to reshape services, benefits and support for the State's QPU members.

The brainwaves soon crystallised into firm goals. Shane said "Our membership are skilled investigators and are quick to spot inconsistencies and are the first to ask why. I don't think having an approach of not being forthcoming with information does anyone any favours and I am dedicated to ensuring openness and transparency.

"I am part of a team of Executive members who work very hard for our members every single day. I expect to rely on my fellow members of the Executive to make the best decisions for our members and to be accountable for the decisions that we make. Our Executive is a representation of our greatest asset, our members, and I am relying on members to feed opinions back to their Regional Representative to ensure we are delivering for them.

"I have already directed our Union staff to ensure that our website has QPU annual reports online for the last decade, Executive minutes and all other information that we are able to disclose. I trust that members will treat this confidential information respectfully and continue to safeguard our Union and its intellectual property from those who would see us fail.



QPU President Shane Prior speaks with QPU Branch Officials during training sessions about the need for transparency with Union operations.



The Prior family.

"I can reveal that I have asked our Union office to commence a review of the Union's rules and ensure that we have rules that are easy to understand, modern and effective. Next year, it is my wish that the QPU Annual Conference will be expanding with more delegates. That hope comes with a request that members will express an interest in attending sessions, or let us know if we could use our annual conference as an opportunity to develop knowledge or products that can support members on the frontline.

"Our union's democracy is something I will fiercely defend."

Shane's wife Amy is also a police officer. Even though George is now only a few months old she's already anticipating the return to work as a Sergeant at Brisbane City Station. It's given a clear focus for Shane on the juggle for police families around rostering and utilising the best outcome for leave provisions.

Shane said "I was expecting to be having the first half of next year off so Amy could head back to work as a Sergeant - Shift Supervisor. I wanted to be present as my daughter, Elizabeth transitioned into high school. Like most well thought out plans, life gets in the way.

"It's no secret that the role of QPU President can take a significant amount of time from your family, but for me my family is everything. Amy, Elizabeth and our sons Edward and George bring me the greatest of joy and are genuinely the reason I get up and work hard every day.

"Police have given everything to this job, sometimes to their own detriment, I also think that the Queensland Police Service, as an employer has expected our members to give more than is reasonable. The mentality that this job is greater than ourselves and deserves us to give more than we get in return has got to stop. Don't get me wrong, I love this job and I am proud to be a police officer, but at a time when our morale is so low, we have to get real about going above and beyond every time.

"I am determined to push the service to respect our people more, train QPS managers and leaders, to trust our police to do their jobs. Most importantly to reward that trust.

**"OUR UNION'S DEMOCRACY
IS SOMETHING I WILL
FIERCELY DEFEND."**



Eddie, George and Elizabeth Prior.



Shane meets recruit classes as they pass through the QPS Academies.

“Over the last two decades I have seen our people’s willingness to give everything wane, and the communities willingness to engage in abusive and violent behaviour increase. I have seen police become the ‘go to’ agency for almost every aspect in society as other agencies continue to do what they did twenty years ago, refusing to adapt. I have seen mental health issues in this job skyrocket as our people no longer have consistent positive community interaction. We have become a reactive service, only exposed to the very worst of humanity.

“Our Union will evolve. I will be focusing on fiercely highlighting the problems our people face doing a dangerous job every single day for Queensland. I will be delivering for you, the members, and being accountable for every decision I make in protection of you.”



Acting Snr Sgt Amy Prior and QPU President Shane Prior.

Amy believes having a QPU President with a young family, including daughter Elizabeth twelve and ten year old Eddie from a previous relationship puts Shane in touch with the bulk of the QPU workforce. The stress of divorce, child custody arrangements and working on a blended family is a perspective many police families can identify with. Amy said "We will face challenges when I return to full time work in February but my career is just as important to Shane as his is. We have an amazing family that live very close so as long as Shane and I continue to communicate we will make the best of this amazing opportunity.

"Shane always makes himself available to members. It doesn't matter if he is watching the kids soccer or on holidays overseas he always takes the call and cares about people. He is human with a kind heart and it hurts him when things don't work out for people in the job and they assume it's his fault or a problem with the Union. But the QPS is a big organisation and sometimes things are out of his control. However he dwells on a members angst and beats himself up about not being able to fix every problem."



Eddie, George, Shane and Elizabeth.

Shane Prior is a career police officer, graduating at the Oxley Academy in 2005 with his First Year in General Duties at Indooroopilly, before moving to Fortitude Valley and an early version of TCS in Brisbane Target Team West followed by another stint in GD's at Brisbane City station. He's worked in plain clothes at Indooroopilly, Boondall CPIU and Brisbane City and later transferring as a Detective Senior Constable to Taskforce Maxima (protracted investigations). When elected as the full time QPU President Shane was working at the Financial and Cyber Crime Group at Police Headquarters.

For five years Shane held the role of QPU Vice President. The decision of Ian Leavers to resign after fifteen years was unexpected and momentarily the QPU was without a leader. There was an immediate need to maintain continuity and management of the organisation. Following the Union's firm rules, the Executive exercised the authority to elect Shane as the General President. He will operate as the President and Chief Executive Officer until what would have been the next scheduled election under Ian's term that expires in 2027. At that time there will be a membership wide vote if other candidates nominate.

Shane said "I believe that democracy inside our union is the greatest strength of our union. As the General President I lead an Executive made up of dedicated Regional Representatives, all of us serve in positions elected by our members.

**"OUR UNION WILL EVOLVE.
I WILL BE FOCUSING ON
FIERCELY HIGHLIGHTING THE
PROBLEMS OUR PEOPLE FACE
DOING A DANGEROUS JOB EVERY
SINGLE DAY FOR QUEENSLAND.
I WILL BE DELIVERING FOR
YOU, THE MEMBERS, AND
BEING ACCOUNTABLE FOR
EVERY DECISION I MAKE IN
PROTECTION OF YOU."**



Recruit Prior in 2005.



Shane was recently elected as a Director of the Police Federation of Australia to represent all Queensland Police.



Wreath laying on behalf of the QPU and Qld Police Legacy on National Police Remembrance Day.

"In 2027 members will have a chance to elect the General President, disrupting the existing election timeframe would cost the QPU tens of thousands of dollars and would potentially disrupt our preparations for the State election and upcoming EBA negotiations.

"I back the decision of the Executive to offer me the position of General President to fill the casual vacancy left by the departure of Ian Leavers. In 2027 I will nominate for the role of General President, whether I do a good job or not and deserve another go is up to you."



Shane engages not only with current serving police but retired and former officers to discuss contemporary policing issues.

However Shane has made it very clear he does not intend to be a seat warmer until 2027. Shane said "I intend on spending the next two years reforming the Union to be better able to deal with the complex issues that police now find themselves facing. This organisation has proudly represented police for over 100 years. I take that responsibility very seriously and the duty that I owe each and every member of our great Union. I am so privileged to be in this role and will definitely be putting my hand up to continue as General President in 2027.

"What is extremely concerning to me is the gratitude from the community has started to wain. Don't get me wrong I think the people we help respect and value our work, but the rise of social movements in other countries has set a deeply destructive narrative about the work that police in Queensland and Australia do. I am focused on putting forward a counter narrative and ensuring that the community and our members are regularly reminded of the incredible work that you do."

In a culmination of unrelated event timings a number of QPU Executive position changes occurred in the weeks around Ian's departure. New Regional Representatives for Far North Region, Central Region, Southern Region and Headquarters & Support Region all joined the Board. The transition was another reason for the organisation to maintain stability but also delivered the new President an opportunity to refresh and reset the QPU.

Shane is also looking at an attitude change from within the membership. Shane said "Inclusion and diversity in our workforce needs to be recognised. No matter your colour, gender, religion or orientation there should be acceptance. It's a critical factor in our future success and I would like to take us to the next level of representation with diversity, to be a true reflection of our broad membership. Every individual is important and can contribute to the QPU. When it comes to courtesy you should also expect that I respond and treat each member with respect at all times."



In the aftermath of Tropical Cyclone Jasper Shane travelled to Wujal Wujal to support the Rapid Deployment Teams living rough while protecting vulnerable and remote communities.

Some acute services the Union provides will not change. Mr Prior said “We can move with speed and clarity when there’s a critical incident. These types of events are often the worst day of an officer’s career and they need support, guidance and services. The QPU critical incident team is always on call. Our Regional Reps and local Branch Officials have all had training in this specialty and can triage individual responses to each matter. Even day to day issues in the workplace can be handled promptly by our industrial team, who are the best operators of any trade union in Queensland.”

There’s a multitude of challenges ahead to test the leadership group, a State Election in October and Enterprise Bargaining negotiations beginning early 2025. While understanding the political landscape can change rapidly Shane believes agreements forged between the QPU and key politicians over the next few weeks will be binding.

Mr Prior said “Policing and the safety of the community should firmly be above politics and I hope that by talking straight and sticking to our values we can get the best outcome from our politicians this time around.



Shane Prior supported QPU members during the recent Wieambilla Coronial Inquiry.

“I think our politicians should be able to see the challenges facing police in Queensland. Domestic and Family Violence continues to escalate, couple this with the demands of youth crime and increased violence being directed at our members, you have to understand the pressure on our already strained workforce.

**“INCLUSION AND DIVERSITY
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LEVEL OF REPRESENTATION
WITH DIVERSITY, TO BE A TRUE
REFLECTION OF OUR BROAD
MEMBERSHIP.**

“The QPU will be challenging the practice of sending every associated call for assistance to the Queensland Police Service. Police are not the clearing house of all of societies woes.

“In terms of our EBA, it’s going to be a challenge, elections are a great reset and we have to be mindful that there may be an unwillingness to give Police what they ask for. I urge politicians to be cautious here. Our EBA is an agreement between the Government and our members, and we will fight hard to ensure our rights and entitlements are protected and our wages meet the needs of our members. Shame on any politician who would try and deny police this right.”



Meeting QPU Branch Officials during a training program in Brisbane.

“THE QPU WILL BE CHALLENGING THE PRACTICE OF SENDING EVERY ASSOCIATED CALL FOR ASSISTANCE TO THE QUEENSLAND POLICE SERVICE. POLICE ARE NOT THE CLEARING HOUSE OF ALL OF SOCIETIES WOES.

There’s a realism in many of the elements the new President discusses. He readily admits he’s not an expert in every aspect of each work unit or the unusual and bizarre challenges that confront our members from QPS management. Shane said “It’s the same attitude with the frontline when it comes to Union business, I will always try to do what is right. That doesn’t mean I won’t make mistakes and I may ask for your help along the way. But if there is an error or you don’t agree with me or the QPU objectives reach out directly to me and we can talk about it.”

Shane’s wife believes that’s one of his strongest character traits. Amy said “Shane works tirelessly advocating for what he honestly believes is best for QPU members. Those decisions may not always be what every member wants to hear but Shane is always happy to listen and learn. What he thrives on is learning from people to help form his opinions and decisions.”

Shane Prior, the twenty sixth President of the QPU has what seems like an endless list of ideas and he thrives in a fast paced environment that requires rapid decision making but it’s whether he delivers results that will determine his success.



Shane and Amy Prior.



Shane with officers from Brisbane City station.



GNECH AND ASSOCIATES
LAWYERS

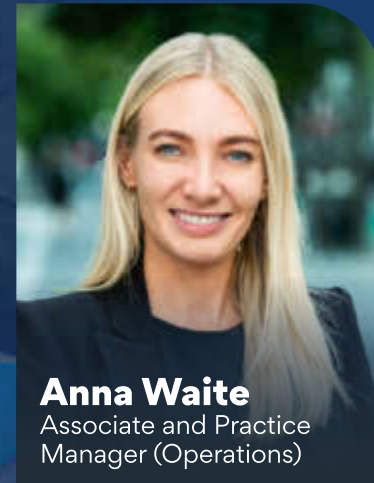
LEGAL EXPERTISE WITH UNDERSTANDING

**Lawyers for the Queensland
Police Union of Employees,
family and friends.**

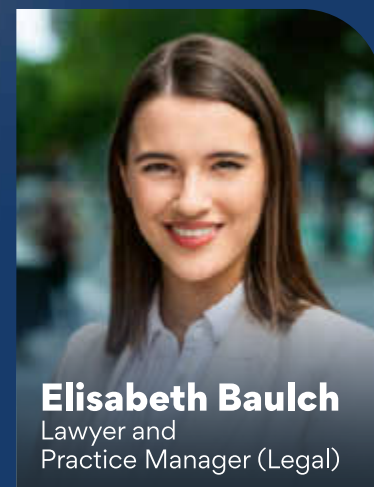
- ✓ Criminal
- ✓ Domestic violence
- ✓ Professional misconduct
- ✓ Defamation



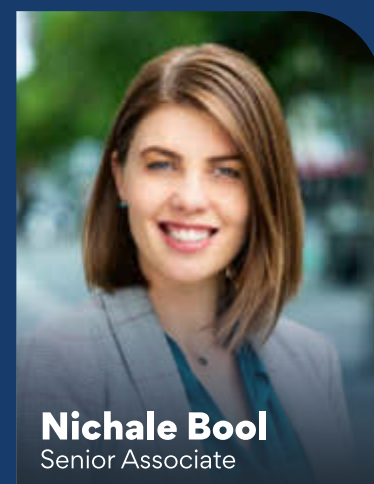
Calivn Gnech
Managing Director
and Principal Lawyer



Anna Waite
Associate and Practice
Manager (Operations)



Elisabeth Baulch
Lawyer and
Practice Manager (Legal)



Nichale Bool
Senior Associate



Level 9, 193 North Quay
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ELECTION ADVOCACY

**THE QUEENSLAND
POLICE UNION HAS
TAKEN A PROACTIVE
STEP TOWARDS
GAINING BENEFITS
AND CONDITIONS
FOR OUR MEMBERS
BY ENGAGING WITH
THE TWO MAJOR
QUEENSLAND
POLITICAL PARTIES
IN PREPARATION FOR
THE STATE ELECTION
ON SATURDAY
OCTOBER 26, 2024.**

General President Shane Prior in complete support of the QPU Executive Board comprising each QPU Regional Rep collated a number of items they believe the membership would like commitments on before polling day. Besides discussion with political staffers from each side, letters were sent to the Police Minister Mark Ryan and LNP Police Spokesperson Dan Purdie to formally place the QPU items on the agenda for action.

Under the leadership of Shane Prior, the QPU values transparency and openness within our Union, and it is essential that our membership is aware of the priorities the President is putting forward to political parties. By sharing these letters with you, we aim to ensure that you are informed of the initiatives we are advocating for on your behalf.

Our goal is to actively engage with political leaders and policymakers to address key issues affecting our members and the Queensland Police Service as a whole. We believe that by clearly outlining our advocacy priorities, we can work towards achieving positive outcomes that benefit our dedicated police officers.

The QPU remains free of bias when it comes to politics and it's been a strongly held tradition not to influence our membership to favour a particular political party or to support one side of politics.

The QPU is committed to keeping you informed of the response from each political party, so our members can make their own assessment. You will find the replies from the ALP and the LNP following each request for commitment letter from the QPU.

The QPU is committed to keeping you informed of any responses received from the political parties regarding the items we have put forward.

Your feedback and involvement are vital in shaping our advocacy efforts, and we encourage you to reach out over the next few weeks with any questions or concerns you may have by sending an email to president@qpu.asn.au

Thank you for your continued support and dedication to the Queensland Police Union.

Together, we can strive to create positive change and improvements within our profession.



Queensland Police Union of Employees

217 North Quay, Brisbane QLD Phone: (07) 3259 1900 E-mail: Administrator@qpu.asn.au
PO Box 13008, George Street, Brisbane QLD 4003
ABN 75 781 631 327



The Honourable Mark Ryan MP
Minister for Police and Community Safety

111 William Street
Brisbane 4000

23 September 2024

via – [REDACTED]

Re: 2024 Queensland Election Commitments

Dear Minister Ryan,

The Queensland Police Union (QPU) represents over 12,500 police officers, watchhouse officers, liaison officers, band members and Police Chaplains throughout Queensland.

2024 has been a difficult year in Queensland, Domestic and family violence (DFV), youth offending and escalating violence against police are putting pressure on the frontline and contributing to psychological distress and burnout. In 2024, police are looking for leadership from political leaders.

The Australian Labor Party (ALP) has an opportunity to stand with the QPU and police officers across Queensland to support our workforce. Police in Queensland need leadership that respects the work they do and stands with police when situations get difficult. Government must accept that they share responsibility for addressing the challenges confronting police and that the ecosystem inside Queensland must be encouraged to better support the frontline and takes excess work from police.

In supporting the needs of frontline police, the QPU has identified the following key election opportunities. Elections are an opportunity for a reset in our political discourse and represent a chance for improved collaboration between police, their union and the Government.

Support for police as a public service

The QPU asks the ALP to commit to supporting police officers as a frontline public service in Queensland. To support police, there must be a commitment that no civilianisation of the frontline will occur under a Government which the ALP forms. Further police services including non-sworn positions must not be subject to privatisation. Policing and its support mechanisms are services which can only safely be provided by the Government of Queensland for the people of Queensland.

Commissioner's Powers

The QPU recognises that the balance must be maintained between the rights of the workforce and the powers the Commissioner requires to administer the Queensland Police Service (QPS). The QPU affirms that the balance is in harmony at this stage and calls on the ALP to commit to no loss of confidence powers over the life of the next parliament. The system as it exists is robust and the rights of police officers must be protected from loss of confidence powers.

Discipline System

The QPU recognises that the current discipline system is functioning as required. Changes to the discipline system have a huge impact on the morale of the workforce and if required over the course of the next term of Government must be done so in consultation with the QPU. To that end the ALP must commit to no changes to the existing police discipline system without consultation with the QPU.

No Excuse for Abuse

The QPU is aware of an increase in violence committed against police in metropolitan areas over the last term of Government. This has been an alarming trend. The QPU asks the ALP to commit to delivering a 'No Excuse for Abuse' advertisement campaign to identify the great work police and other first responders do to keep our community safe. Respect for police must be a value of the next government and community sentiment must be set firmly behind no violence accepted against police and other frontline workers. The ALP must be the first to lift their voices up to stand with police and call out violence against our members.

More Police for the Frontline

Police numbers must be grounded in what is feasible to maintain and grow the frontline. The QPU has reviewed the capacity of the Police Academies in Brisbane and Townsville and working on sustainable modelling calls on the ALP to deliver a further 1600 police recruits before the 2028 Election. Commencing 1 June 2025, the QPU expects that over the life of the next term of parliament 1600 new recruits can go through the Academies.

Retention Bonus

As recruitment stabilises in Queensland the gazette continues to demonstrate experienced police are departing from the QPS. Retention must be a priority to ensure that the complexity of DFV and other offending can continue to be policed and prosecuted to the standards victim survivors need and the community expects. The QPU calls for retention bonuses that incentivise our most experienced police to remain in the job. The QPU calls on the ALP to deliver \$5,000 bonuses for 5 years of continuous service, \$10,000 for 10 years of continuous service, \$15,000 for 15 years of continuous service and \$20,000 for 20 or more years of continuous service.

Operational Shift Allowance

The QPU is concerned that the current operational shift allowance (OSA) is not fit for purpose and does not meet the demands of the frontline. In considering the future of policing in Queensland a tiered OSA must be developed to ensure that police officers who work the hardest on the frontline are financially remunerated for the work they do to keep our community safe and support victim survivors of crime. The ALP must commit to a tiered OSA system and to work with the QPU to deliver this system in time for the next Enterprise Bargaining Agreement (EBA).

Police Communications Blackspot program

The events in Wieambilla must never be repeated, the revelations at the Coronial Inquest that police had to rely on their mobile phones to get back up and support are deeply distressing to police. The ALP must commit to implementing a Police Communications blackspot program. This program must be funded to investigate blackspot locations and build Starlink capacity to

ensure police communications can never go down ever again. An initial \$10 million investment in a trial will provide relief to the police workforce.

Taser 10 roll out to all police

The advancement of equipment is what keeps our police safe from violence in the community. Police are highly trained in use-of-force options, it must be emphatically stated that no police officer ever uses lethal force lightly. To reduce the need for police to turn to their firearm the ALP must commit to fully operationalising and rolling out Taser 10's to all Queensland police. This equipment is state of the art and would put Queensland police tasers as the best in the country.

Tyre Deflation Devices

The QPU is gravely concerned that police are still putting themselves at risk to prevent dangerous and reckless driving in Queensland. In some Districts tyre deflation devices (TDD) are at end of life and police are using scrap of defunct TDD to 'build' TDD for use. The devastating cost of dangerous driving has been felt by the police family and the community and is managed effectively through TDD. The QPU calls on the ALP to commit to delivering a TDD capacity in all operational police vehicles across Queensland. We expect this investment to be an initial \$25 million to achieve this capacity across Queensland.

Custody in Watch Houses

For too long police in Queensland have been covering for the inadequacies of Youth Justice and Queensland Corrective Services. The failure of these departments to move people out of police custody and into detention and correctional facilities is a risk that police in Queensland must no longer be responsible for. The ALP must commit to ensuring that all corrections and youth justice detainees are moved from police watch houses into a corrective services or youth justice facility within seven days.

Establish Youth Justice Magistrates

The QPU recognises that Magistrates in the Children's Court are not best placed to manage youth offenders and the serious and complex intersections of agencies, legislation and support services around youth offenders.

The ALP must commit to delivering specialised magistrates familiar with the Youth Justice Act who understand sentencing responsibilities and meet the expectations of the community.

Magistrates in the Children's Court do not understand what they can do with youth offenders and often release them into the 'care' of people or entities which will do nothing to prevent reoffending. Specialised magistrates who are familiar with the tricks used by 'do gooders' who do not believe young people must be responsible for their actions must be in place to ensure justice is served.

Police Initiated Domestic and Family Violence Orders

The QPU supports a system similar to the one operating in Tasmania, which reverses the onus of proof in domestic and family violence matters onto respondents. Under this scheme police are able to issue quick domestic and family violence orders which become full orders after 7 days if a respondent doesn't contest the order before a court.

This sensible approach respects the expertise of police in managing domestic and family violence and puts the onus on perpetrators of domestic and family violence to take matters to court. The inverse currently occurs in Queensland and often police must take an order to court a number of times before magistrates relent and grant a full order. The ALP must commit to delivering these laws in the term of the next parliament.

Body Worn Camera Evidence as Evidence in Chief

A number of reports to Government have discussed the need for victim survivors to have the ability to give evidence to police and have that evidence be the evidence in chief. Whilst victim survivors may not struggle to remember the circumstances of crimes committed against them it can be years before their matter progresses to trial. Any inconsistency in evidence is often viewed poorly by juries and victim survivors can be retraumatised by the court process.

The QPU believes that body worn camera evidence is an accurate record of what happened and a modern criminal justice system should be using technology to ensure that more perpetrators are held criminally responsible for their actions. The ALP must commit to reforming the evidence act to give police the ability to use body worn camera footage as evidence in chief and to characterise victim survivors as special category witnesses.

Police Station Upgrades

The upgrade of police stations is a key to delivering a modern police service, that operates harmoniously with changing technology in the justice system and the needs of the workforce. Upgrading and maintaining police stations has been a hallmark of Minister Ryan and the ALP's time in office. The QPU has identified our largest stations most in need of modernisation, maintenance and upgrades. As a matter of priority the ALP must commit to maintenance and upgrades to the following stations:

- Logan Central
- Mount Gravatt
- Boondall
- Ferny Grove
- Redcliffe
- Edmonton
- Goodna

These stations are large and require significant investment to reach peak capacity. The investigation and prevention of crime in Queensland requires police to operate in workplaces which are fit for purpose and modern.

Police Watch House Upgrades

The state of police watch houses continues to be of concern to the QPU, a lack of action on these facilities exposes police to deaths in custody and preventable injuries to police and those in custody. This risk is unacceptable. The ALP must commit to maintenance and upgrades to the following watch house facilities:

- Cairns
- Townsville
- Palm Island
- Beenleigh

These watch houses are the least fit for purpose across the whole state and require immediate attention. Watch house facilities must continue to be maintained and upgraded.

This election we have an opportunity for the ALP to demonstrate its commitment to police in Queensland and to work constructively with the QPU to support our frontline.

I am available on ~~0200 4000~~ should you wish to discuss this matter further.

Yours faithfully



Shane Prior
General President
QUEENSLAND POLICE UNION



Cameron Dick

Doing What Matters for Queensland



Mr Shane Prior
General President
Queensland Police Union

president@qpu.asn.au

Dear Mr Prior

Thank you for your correspondence outlining the Queensland Police Union's priorities for the 2024 State Election.

The Miles Labor Government appreciates and values the positive working relationship we have with the Queensland Police Union (QPU) and will continue to support the union and its members by delivering the infrastructure, resources and industrial conditions that police need to keep Queenslanders safe.

Our Labor Government, led by new Premier Steven Miles, has delivered historic cost of living relief for all Queenslanders. By making multinational mining companies pay their fair share we have delivered \$1,300 off every Queenslanders' power bill, 50 cent public transport fares, cutting rego by 20%, free Kindy, free TAFE, we banned rent bidding, cut stamp duty for first home buyers and delivered \$200 FairPlay vouchers for all Queensland families to help with the cost of kids' sport.

Since becoming Premier in December last year, Steven Miles has been taking action on the important issues that make a difference, while also outlining the bigger plans for the future that we are taking to election. This includes our evidence-based *Community Safety Plan for Queensland*, underpinned by a \$1.28 billion investment. It's a plan to support victims, deliver for our frontline, detain offenders, intervene when people offend and prevent crime before it occurs.

Our Labor Government has a strong track record of supporting police by delivering the infrastructure equipment and resources they need to keep Queenslanders safe. Since our election we have:

- increased the police budget by over 100% to \$4.3 billion;
- provided \$1.5 billion to fully fund 3,508 additional police personnel, including 1,998 police officers;
- delivered over 50 new or upgraded police facilities;
- delivered over 550 new police vehicles;
- almost fully rolled-out new, internationally recognised integrated load-bearing ballistic vests; and
- delivered 4,500 new body worn cameras and 5,000 new QLITES.

The Miles Government leads the nation in providing the best industrial conditions for police officers. We are committed to continuing this record and are proud of the significant improvements to pay and conditions secured in the last round of enterprise bargaining for QPU members, including:

- an 11% pay increase over three years;
- an annual cost of living adjustment, which resulted in police officers receiving an additional 3% in 2023 to help with increases in the cost of living;
- superannuation paid on allowances;
- introducing a late-night operational shift allowance;
- right to disconnect;
- an extra week's leave for police officers who regularly work weekend and public holidays shifts; and
- enhancements to skills-based allowances, as well as shift, overtime and progression arrangements.

In contrast, the last time the LNP was in government they offered police officers a 0% pay increase and cut police officer overtime.

The Miles Government recognises the primacy of registered unions such as the QPU and has enshrined this primacy in legislation through the passage of the *Industrial Relations and Other Legislation Amendment Act 2022*. We note the LNP voted against this legislation and has not committed to recognising the primacy of the QPU. The Miles Labor Government recognises the QPU as the only industrial and professional representative union for non-commissioned police officers working in Queensland.

Our record is clear, during the last three terms in Government, we have honoured the commitments we've made to the QPU and have been open and transparent about our plans for the Queensland Police Service (QPS). With regards to the QPU's priorities for the 2024 State Election, these and our responses are listed below:

Support for police as a public service

A re-elected Miles Labor Government commits to police officers as a frontline public service.

We will not follow the previous LNP Government's path towards privatisation.

Our record is clear. We have abolished the LNP's Public Safety Business Agency (PSBA), and significant work is already underway to revitalise the QPS's internal capabilities to ameliorate the PSBA legacy.

A re-elected Miles Labor Government commits to no reduction to sworn and non-sworn FTEs. This will ensure administrative and support service activities are not passed to frontline police officers, as they were from 2012 to 2014 under the LNP.

Further, a re-elected Miles Labor Government will always work with the QPU and the Commissioner to ensure there is no privatisation, civilianisation or outsourcing of any frontline policing function.

Commissioner's Powers

A re-elected Miles Labor Government commits to no loss of confidence powers during the next term of Parliament, and full consultation with the QPU regarding disciplinary matters.

Discipline System

A re-elected Miles Labor Government commits to consulting with the QPU before making changes to the police discipline system.

Our record is clear on working collaboratively with the QPU on changes to the police discipline system. The new discipline system came into effect in 2019 following a review conducted by the Crime and Corruption Commission (CCC), and agreement of the CCC, QPS, QPU, government and opposition.

No Excuse for Abuse

A re-elected Miles Labor Government commits to working with the QPU and the QPS to develop and implement a “no excuse for abuse” advertising campaign.

More Police for the Frontline

The Miles Labor Government has already committed to and fully funded an additional 500 police officer positions over and above attrition from 1 July 2025, as part of the *Community Safety Plan for Queensland*. The Miles Labor Government supports and commits to the QPU request that at least 1600 police recruits should go through the academy in the next term of Parliament.

Retention Bonus

A re-elected Miles Labor Government commits to working with the QPU during the next round of enterprise bargaining to develop a police officer retention and career progression strategy. The Premier would be pleased to meet with you next week to discuss retention initiatives for the QPS in more detail.

Operational Shift Allowance

A re-elected Miles Labor Government commits to bargaining in good faith with the QPU and to consider the matter of operational shift allowance in the next round of bargaining.

Our Labor Government has a long and proud history of respecting our hard-working police officers and restoring the cuts made by the LNP Government to the public sector. During the last three terms in Government, we have bargained in good faith with the QPU, which has resulted in your members being covered by agreements that have delivered fair and decent entitlements and wage increases.

Police Communications Blackspot program

To address this matter, a re-elected Miles Labor Government commits to progressing the next generation of the Government Wireless Network and Public Safety Mobile Broadband which will provide priority communications coverage for police officers across Queensland.

Taser 10 roll out to all police

A re-elected Miles Labor Government commits to rolling out Taser 10 technology so all Queensland Police can access this technology.

Under the Miles Labor Government, the roll-out of Taser 10 has already begun with some devices deployed operationally across Queensland. In addition, as a result of the funding

provided in the *Community Safety Plan for Queensland*, the roll-out of Taser 10 in Townsville will commence in early 2025.

Tyre Deflation Devices

The roll-out of TDDs to priority locations across Queensland is currently underway. A re-elected Miles Labor Government commits to working with the QPU as the roll-out of TDDs progresses.

Custody in Watch Houses

A re-elected Miles Labor Government is committed to moving people held in watchhouses to an adult correctional centre or youth detention centre as quickly as possible. The development of additional custodial capacity through the construction of the Wacol Youth Remand Centre, Lockyer Valley Correctional Centre, Woodford Youth Detention Centre and Cairns Youth Detention Centre will add more than 1,600 additional beds to the custodial system.

Establish Youth Justice Magistrates

A re-elected Miles Labor Government commits in full to considering the introduction of Youth Justice Magistrates

Police Initiated Domestic and Family Violence Orders

We know that responding to domestic and family violence can be incredibly complex and challenging.

A re-elected Miles Government is committed to continuing to work with the QPU to improve systems for police and will establish a working group with stakeholders, including the QPU, to advance reform options.

The *Queensland Community Safety Act 2024* was passed on 22 August 2024, introducing a number of enhancements to police processes which will be implemented over the next 12 months, including:

- electronic service of documents;
- electronic signatures;
- enabling police to nominate the first mention date for a police protection notice;
- a trial of domestic and family violence document service by corrective services in prisons; and
- the ability for police officers to issue penalty infringement notices for low range drink driving and some hooning offences.

Body Worn Camera Evidence as Evidence in Chief

A re-elected Miles Labor Government commits to working with the QPS and the QPU to consider legislative reform to give police the ability to use body worn camera footage as evidence in chief and to characterise victim survivors as special category witnesses.

Police Station Upgrades

A re-elected Miles Labor Government commits to upgrading these facilities at Logan Central, Upper Mount Gravatt, Boondall, Ferny Grove, Redcliffe, Edmonton and Goodna.

Police Watch House Upgrades

A re-elected Miles Labor Government commits to progressing maintenance and upgrades to the watchhouses requested (Cairns, Townsville, Palm Island and Beenleigh).

In addition, a rebuild of the Palm Island Watchhouse is currently in the planning stage.

In contrast, David Crisafulli and the LNP have outlined no vision other than to cut – projects, jobs, essential services. He is a risk to Queensland and he will cut what matters to Queenslanders, just like the LNP did last time.

I urge you to communicate this message with your members and supporters. Should the Miles Labor Government be re-elected, we look forward to working with you to continue doing what matters for Queensland.

Yours sincerely



CAMERON DICK MP
Deputy Premier
Treasurer
Minister for Trade and Investment

2 October 2024

SPRING 2024

Queensland Police Union of Employees

217 North Quay, Brisbane QLD Phone: (07) 3259 1900 E-mail: Administrator@qpu.asn.au
PO Box 13008, George Street, Brisbane QLD 4003
ABN 75 781 631 327



Mr Daniel Purdie MP
Shadow Minister for Police and Community Safety

23 September 2024

via [REDACTED]

Re: 2024 Queensland Election Commitments

Dear Mr Purdie MP,

The Queensland Police Union (QPU) represents over 12,500 police officers, watchhouse officers, liaison officers, band members and Police Chaplains throughout Queensland.

2024 has been a difficult year in Queensland. Domestic and family violence (DFV), youth offending and escalating violence against police are putting pressure on the frontline and contributing to psychological distress and burnout. In 2024, police are looking for leadership from political leaders.

The Liberal National Party (LNP) has an opportunity to stand with the QPU and police officers across Queensland to support our workforce. Police in Queensland need political leaders who respect the work they do and stand with police when situations get difficult. Political parties share responsibility for addressing the challenges confronting police. The ecosystem inside Queensland must be encouraged to better support the frontline and take excess work from police.

In supporting the needs of frontline police, the QPU has identified the following key election opportunities. Elections are an opportunity for a reset in our political discourse, and represent a chance for improved collaboration between police, their union and political parties that will form the next government in Queensland.

QPU as the Industrial Representative for Police Officers

The QPU has represented Queensland's police officers for over one hundred years. In that time we have advanced and defended the industrial rights and entitlements of police officers. Our union is proud to have been run by serving police officers the entirety of our existence and to continue to be deeply enmeshed in the lives of our members. The QPU is the only industrial organisation for police in Queensland and calls on the LNP to commit to negotiating only with the QPU on the rights and entitlements of police.

Support for police as a public service

The QPU asks the LNP to commit to supporting police officers as a frontline public service in Queensland. To support police, there must be a commitment that no civilianisation of the frontline will occur under a Government which the LNP forms. Further, police services including non-sworn positions must not be subject to privatisation. Policing and its support mechanisms are services which can only safely be provided by the Government of Queensland for the people of Queensland.

Commissioner's Powers

The QPU recognises that the balance must be maintained between the rights of the workforce and the powers the Commissioner requires to administer the Queensland Police Service (QPS). The QPU affirms that the balance is in harmony at this stage and calls on the LNP to commit to no loss of confidence powers over the life of the next parliament. The system as it exists is robust and the rights of police officers must be protected from loss of confidence powers.

Discipline System

The QPU recognises that the current discipline system is functioning as required. Changes to the discipline system have a huge impact on the morale of the workforce and if required over the course of the next term of Government must be done so in consultation with the QPU. To that end the LNP must commit to no changes to the existing police discipline system without consultation with the QPU.

No Excuse for Abuse

The QPU is aware of an increase in violence committed against police in metropolitan areas over the last term of Government. This has been an alarming trend. The QPU asks the LNP to commit to delivering a 'No Excuse for Abuse' advertisement campaign to identify the great work police and other first responders do to keep our community safe. Respect for police must be a value of the next government and community sentiment must be set firmly behind no violence accepted against police and other frontline workers. The LNP must be the first to lift their voices up to stand with police and call out violence against our members.

More Police for the Frontline

Police numbers must be grounded in what is feasible to maintain and grow the frontline. The QPU has reviewed the capacity of the Police Academies in Brisbane and Townsville and, working on sustainable modelling, calls on the LNP to deliver a further 1600 police recruits before the 2028 Election. Commencing 1 June 2025, the QPU expects that over the life of the next term of parliament 1600 new recruits can go through the Academies.

Retention Bonus

As recruitment stabilises in Queensland the gazette continues to demonstrate experienced police are departing from the QPS. Retention must be a priority to ensure that the complexity of DFV and other offending can continue to be policed and prosecuted to the standards victim survivors need and the community expects. The QPU calls for retention bonuses that incentivise our most experienced police to remain in the job. The QPU calls on the LNP to deliver \$5,000 bonuses for 5 years of continuous service, \$10,000 for 10 years of continuous service, \$15,000 for 15 years of continuous service and \$20,000 for 20 or more years of continuous service.

Operational Shift Allowance

The QPU is concerned that the current operational shift allowance (OSA) is not fit for purpose and does not meet the demands of the frontline. In considering the future of policing in Queensland a tiered OSA must be developed to ensure that police officers who work the hardest on the frontline are financially remunerated for the work they do to keep our community safe and support victim survivors of crime. The LNP must commit to a tiered OSA system and to work with the QPU to deliver this system in time for the next Enterprise Bargaining Agreement (EBA).

Police Communications Blackspot program

The events in Wieambilla must never be repeated, the revelations at the Coronial Inquest that police had to rely on their mobile phones to get back up and support are deeply distressing to police. The LNP must commit to implementing a Police Communications Blackspot Program. This program must be funded to investigate blackspot locations and build Starlink capacity to ensure police communications can never go down ever again. An initial \$10 million investment in a trial will provide relief to the police workforce.

Taser 10 roll out to all police

The advancement of equipment is what keeps our police safe from violence in the community. Police are highly trained in use-of-force options, it must be emphatically stated that no police officer ever uses lethal force lightly. To reduce the need for police to turn to their firearm the LNP must commit to fully operationalising and rolling out Taser 10's to all Queensland Police. This equipment is state-of-the-art and would ensure Queensland continues to lead the country in Policing.

Tyre Deflation Devices

The QPU is gravely concerned that police are still putting themselves at risk to prevent dangerous and reckless driving in Queensland. In some Districts tyre deflation devices (TDD) are at end of life and police are using scrap of defunct TDD to 'build' TDD for use. The devastating cost of dangerous driving has been felt by the police family and the community and is managed effectively through TDD. The QPU calls on the LNP to commit to delivering a TDD capacity in all operational police vehicles across Queensland. We expect this investment to be an initial \$25 million to achieve this capacity across Queensland.

Custody in Watch Houses

For too long police in Queensland have been covering for the inadequacies of Youth Justice and Queensland Corrective Services. The failure of these departments to move people out of police custody and into detention and correctional facilities is a risk that police in Queensland must no longer be responsible for. The LNP must commit to ensuring that all corrections and youth justice detainees are moved from police watch houses into a corrective services or youth justice facility within seven days.

Establish Youth Justice Magistrates

The QPU recognises that Magistrates in the Children's Court are not best placed to manage youth offenders and the serious and complex intersections of agencies, legislation and support services around youth offenders.

The LNP must commit to delivering specialised magistrates familiar with the Youth Justice Act who understand sentencing responsibilities and meet the expectations of the community.

Magistrates in the Children's Court do not understand what they can do with youth offenders and often release them into the 'care' of people or entities which will do nothing to prevent reoffending. Specialised magistrates who are familiar with the tricks used by 'do gooders' who do not believe young people must be responsible for their actions must be in place to ensure justice is served.

Police Initiated Domestic and Family Violence Orders

The QPU supports a system similar to the one operating in Tasmania, which reverses the onus of proof in domestic and family violence matters onto respondents. Under this scheme police are able to issue quick domestic and family violence orders which become full orders after 7 days if a respondent doesn't contest to the order before a court.

This sensible approach respects the expertise of police in managing domestic and family violence and puts the onus on perpetrators of domestic and family violence to take matters to court. The inverse currently occurs in Queensland and often police must take an order to court a number of times before magistrates relent and grant a full order. The LNP must commit to delivering these laws in the term of the next parliament.

Body Worn Camera Evidence as Evidence in Chief

A number of reports to Government have discussed the need for victim survivors to have the ability to give evidence to police and have that evidence be the evidence in chief. Whilst victim survivors may not struggle to remember the circumstances of crimes committed against them, it can be years before their matter progresses to trial. Any inconsistency in evidence is often viewed poorly by juries and victim survivors can be retraumatised by the court process.

The QPU believes that body worn camera evidence is an accurate record of what happened, and a modern criminal justice system should be using technology to ensure that more perpetrators are held criminally responsible for their actions. The LNP must commit to reforming the evidence act in the term of the next parliament to give police the ability to use body worn camera footage as evidence in chief and to characterise victim survivors as special category witnesses.

Police Station Upgrades

The upgrade of police stations is a key to delivering a modern police service, that operates harmoniously with changing technology in the justice system and the needs of the workforce. Upgrading and maintaining police stations must continue to be a key priority for Government. The QPU has identified our largest stations most in need of modernisation, maintenance and upgrades. As a matter of priority the LNP must commit to maintenance and upgrades to the following stations:

- Logan Central
- Mount Gravatt
- Boondall
- Ferny Grove
- Redcliffe
- Edmonton
- Goodna

These stations are large and require significant investment to reach peak capacity. The investigation and prevention of crime in Queensland requires police to operate in workplaces which are fit for purpose and modern.

Police Watch House Upgrades

The state of police watch houses continues to be of concern to the QPU, a lack of action on these facilities exposes police to deaths in custody and preventable injuries to police and those in custody. This risk is unacceptable. The LNP must commit to maintenance and upgrades to the following watch house facilities:

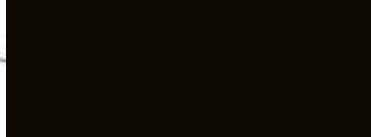
- Cairns
- Townsville
- Palm Island
- Beenleigh

These watch houses are the least fit for purpose across the whole state and require immediate attention. Watch house facilities must continue to be maintained and upgraded.

This election we have an opportunity for the LNP to demonstrate its commitment to police in Queensland and to work constructively with the QPU to support our frontline.

I am available on [REDACTED] should you wish to discuss this matter further.

Yours faithfully



Shane Prior
General President
QUEENSLAND POLICE UNION



Dan PURDIE MP

Member for **Ninderry**

Shadow Minister for Police and Community Safety



The President
QLD Police Union



Via email: president@qpu.asn.au

02 October 2024

Re: 2024 Queensland Election Commitments

Dear Shane,

Thank you for your letter dated 23 September 2024. The LNP appreciates the opportunity to respond to the QLD Police Union election opportunities.

From the outset the LNP is very appreciative of the difficult but rewarding work that is performed by all your members. The importance of the QLD Police Service cannot be overstated.

As you are aware the LNP has focussed on crime, in particular youth crime. To achieve our aim of reducing crime it is imperative for the police service to be well resourced and supported, with the laws to back it up. Equally important is for a QLD Police Service to have a culture that looks after its employees and that those employees feel valued.

The LNP is acutely aware the impact Youth Crime has had on both the community and the QPS. The LNP will also work with the union and the QPS to protect DV victims and ensure police have the efficient and effective legislation they need.

It is vital that the QLD Police Service return to its core functions as outlined in section 2.3 of the Police Service Administration Act.

The LNP looks forward to an ongoing and positive relationship with the QPU to deliver the Police Service that police, public service employees and the community can be proud of.

1. QPU as the Industrial Representative for Police Officers

I was a member of the Police Union for 25 years and valued the assistance and the work that the union did during that time, and I still do. The LNP recognises the significant membership base of the QPU and the weight that carries. The LNP will listen to any group that has the best interest of police at heart, however I make the point that the QPU is the **only** organisation currently engaged with the LNP.

2. Support for police as a public service

The LNP commits to the QPU request of no civilianisation of the frontline or privatisation of police services should we be given the honour of governing for the next four years.

3. Commissioner's Powers

The LNP is mindful that the subject of Commissioners 'loss of confidence powers' has been a long-term issue for the QPU. The LNP commits to the QPU request of no loss of confidence powers during the next term of parliament. Consultation with the QPU around such issues will always occur.

4. Discipline System

The LNP is aware of the current delays in the disciplinary system and the issues that causes both to officers and complainants. The LNP commits to consulting with the QPU regarding the police discipline system.

5. No Excuse for Abuse

The LNP commits to the QPU request for a 'No Excuse for Abuse' campaign. Crime is out of control and the community has witnessed the increased level of violence against police. Furthermore, the LNP will give police the protection they need through tougher laws.

6. More Police for the Frontline

In relation to the QPU request of 1600 recruits, the LNP believes that 1,600 recruits is a minimum and more will be required, and the LNP is confident that it can deliver more. Importantly, the LNP believes in valuing current serving officers and providing them with the tools, resources laws and support they need to do their job. The LNP's primary focus will be to reduce attrition by providing a safer and supportive work environment and returning police to their core functions as outlined in section 2.3 of the PSAA. Police have been leaving in droves for multiple reasons including burnout and frustration. Recently the LNP announced our 'Caring for Police Veterans' policy which will ensure lifetime mental health, counselling, and career transition support for police after they have left the job. This program will also bolster services to current officers. Our recently announced 'We Want You Back' policy will also see financial incentives for police officers who have left in the last five years.

7. Retention Bonus

The LNP values the work of police and looks forward to negotiating appropriate remuneration that reflects that. We look forward to positive EB negotiations next year. The LNP is on the record at this year's Police Union Conference committing to commencing discussions with the QPU regarding retention bonuses.

8. Operational Shift Allowance

The LNP appreciates the importance of recognising those on the front line working a three-shift roster. The LNP commits to working with the QPU regarding a tiered OSA.

9. Police Communications Blackspot program

The LNP commits to working with the QPS and the QPU to eradicate communication blackspots not only for police but also other emergency services. The LNP is aware of the rollout of the new system in Western Australia and is keen to investigate how that technology could be applied in Queensland.

10. Taser 10 roll out to all police

The LNP is mindful current Tasers are nearing end of life. The adoption of new technology such as the Taser 10's is vital for the protection of officers and the community. The LNP commits to fully operationalising and rolling out Taser 10's so all Queensland Police have access.

11. Tyre Deflation Devices

The LNP understands the current tyre deflation devices are substandard and the government has not adequately invested in their maintenance/replacement. The LNP commits to ensuring every police officer in every division has access to appropriate tyre deflation devices. The LNP is also aware of the concerns of police regarding the current pursuit policy. The LNP will discuss the concerns of officers with the QPU and any legislative changes that may be required.

12. Custody in Watch Houses

The current Labor Government significantly impacted custody numbers in watchhouses when they transferred 17-year-olds from adult prisons to Youth Justice in 2017. The LNP is disappointed the government have not addressed this issue and we commit to working with the QPU and QPS to resolve it. Furthermore, the LNP will boost frontline services in the areas of Youth Justice and Child Safety which will in turn reduce the burden and risk on police officers with respect to juveniles in watchhouses.

13. Establish Youth Justice Magistrates

The LNP will rewrite the youth justice act and put the rights of victims ahead of the rights of offenders. In addition, the LNP police of 'Adult crime adult time' will hold juvenile offenders to account when they commit serious offences. If additional or specialist magistrates need to be assigned or appointed the LNP is open to considering that.

14. Police Initiated Domestic and Family Violence Orders

We are mindful for a decade the union has been calling on the government for better laws for police to better protect victims of domestic violence. For approximately five years the QPS has been asking the government for better laws to assist police. The LNP commits to addressing the current issues within the Domestic and Family Violence Protection Act that result in significant operational impacts to the QPS. Any response must not diminish the integrity of the investigation. The LNP commits working closely with the QPU and the QPS to ensure the best laws are available to address domestic violence in Queensland.

15. Body Worn Camera Evidence as Evidence in Chief

The LNP commits to discussions with the QPU and QPS regarding the Evidence Act to give police the ability to use body worn camera footage as evidence in chief, and to characterise victim survivors as special category witnesses.

16. Police Station Upgrades

The LNP commits to addressing maintenance and upgrades of Logan Central, Mount Gravatt, Boondall, Ferny Grove, Redcliffe, Edmonton, and Goodna. Furthermore, the LNP will cause an audit to be conducted of the current state of stations and establishments along with police housing state-wide. The LNP has maintained close contact with officers around the state and share the concerns of officers regarding the state of facilities. The facilities and accommodation used by officers need to be of an acceptable standard.

17. Police Watch House Upgrades

The LNP commits to addressing maintenance and upgrades of the Cairns, Townsville, Palm Island and Beenleigh watchhouses. Furthermore, the LNP will cause an audit to be conducted of the current state of all watchhouses. The LNP has maintained close contact with officers around the state and share the concerns of officers regarding the state of watchhouses. Watchhouses must be of an acceptable standard.

I would like to again thank you for the opportunity to respond to your questions and place on record our appreciation for the representation of the you and the QPU on behalf of your members.

Should the LNP be successful at the election on 26 October 2024 the LNP looks forward to working with the QPU to achieve the best outcomes for the community and your members. With that in mind we would request a formal meeting with the QPU following the election in this calendar year.

Yours sincerely



Dan Purdie MP
Shadow Minister for Police and Community Safety



POLICE MINISTER AT CONFERENCE

**MARK RYAN HAS
HAD RESPONSIBILITY
OF THE POLICE
PORTFOLIO SINCE
2016 AND HE IS NOW
THE LONGEST SERVING
POLICE MINISTER IN
QUEENSLAND'S HISTORY.**

SPRING 2024

Each year Minister Ryan attends the QPU Annual Conference and engages with delegates on a variety of issues and details the support Government has provided to police and the strong effective advocacy from the Queensland Police Union in delivering the laws, equipment and remuneration for its members.

In an election year, scrutiny of what politicians propose is crucial.

The QPU has compiled the presentation from Police Minister Mark Ryan to the 2024 QPU Annual Conference for members to review.

I've truly enjoyed my time as Police Minister. I'm so grateful that I've had the opportunity, because I've been able to not only work alongside good stakeholders, but good people and contribute to something which is very important to every single Queenslander.

It does motivate me to be an advocate for the Police Service and obviously for the members that this Union represents and also, of course, to deliver improvements, uplifts and all of the rest.

It is I think something really important to highlight, that when you invest in people, when you recognise and reward good effort you get good people. That's always been one of my priorities around EB. I've always gone into EB negotiations trying to get the best. I think it is

a little bit unfair sometimes to the Treasury Department because it is not necessary the Union versus the Treasury, it is the Union and the Minister versus Treasury. It generally leads to, I think, some pretty good outcomes.

I guess that's a commitment that you'll always have from me when it comes to EBs; I'll always obviously argue Queensland for us to have the best EB for Police, that conditions are always protected and that there is appropriate reward and recognition.

I think the record that I've got shows that, but also the record of the government shows that.



I am also keen to explore what we can around efficiencies and administrative processes particularly with the paperwork that you all have to do.

There's some legislation before the parliament now which, credit to the new Commissioner, he's been very helpful with championing this, around electronic service of documents. It is not really widely recognised at the moment, but I truly believe that it is going to be a game changer.

much demand there generally, those little things, you know, 5 minutes here, 10 minutes here, that all feeds back into supporting the frontline and ensuring the best possible policing services can be provided.

We need to continue to have those conversations, not only with you and your colleagues, but also with other stakeholders, particularly in the domestic violence space, about what we can do to improve the processes, because I know if we can

THIS LEGISLATION WILL ALLOW A LOT OF THAT PAPERWORK TO BE SERVED ELECTRONICALLY. SO AVOIDING THE HUNT FOR PEOPLE, BEING ABLE TO DELIVER THOSE DOCUMENTS EFFICIENTLY AND EFFECTIVELY AND QUICKER.



I was having the conversation with a Senior Constable at Southport Station only a couple of days ago. He was talking to me about the hard work that goes along, particularly with serving domestic violence paperwork. People avoid you, it is hard to find them, they are not always there. All of those things.

This legislation will allow a lot of that paperwork to be served electronically. So avoiding the hunt for people, being able to deliver those documents efficiently and effectively and quicker.

Whilst a little bit of saving on time and demand on one hand doesn't necessarily relieve the pressure on the frontline because there's so

relieve some of the red tape, some of the administrative pressures for your colleagues, we can improve overall policing responses. So that's something I'm very committed to and I'll continue to pursue alongside the union and other colleagues across the community sector.



I hope in future budgets we're able to increase this, but I do know there's been some advocacy around some investment in some capital improvements for watch houses.

We've got some extra money in the budget particularly to upgrade and improve some of the watch houses across the state, as well as also some minor works, budget increases as well. I wanted to recognise the advocacy of the Union in drawing attention to that.

We're in a small jurisdiction in a small country. You know, on the bottom corner of the world. Yet in so many respects we're able to highlight how we lead the world in approaches.

We started a pilot last year where we obtained a handful of Taser 10's. They've been progressively rolled out to DDO's and a few others across the state. With the help of Ian Leavers I was able to convince the Premier of the virtues of them.



We've locked in some money which we announced early in the budget to drastically increase the stock of Taser 10's, going up to a thousand.

Obviously there is a vision and commitment to ensure that we have whole a fleet rollout of Taser 10's, because what we're seeing out of the pilot is very impressive when it comes to officer safety, use of force options, better outcomes for the individuals, as well as also the officer directly.



The reason why I use that as an example is there is nowhere else in the world, other than in the US where Taser 10 is being used. When we get the thousand, we'll probably be the biggest fleet in the world when it comes to using Taser 10.

We're a little tiny jurisdiction and a little tiny country in the bottom corner of the world, yet we've got a policing service that's recognised internationally.

I think that message is often lost on some of the critics in the community, in the media. I think they sometimes miss how that reputation of the Queensland Police Service doesn't happen by chance.

It happens because the constituent members of the Police Service, you and your colleagues, are innovative, committed, focused on making sure you deliver the best possible policing services for your community.

I wanted to use that as an example to say it is a credit to you and your

colleagues that we do have that reputation. I wish there was often more people in the community who recognised that and the focus and commitment that you all have.

There's a long list of achievements around presumptive legislation, the great EB's, the commitment to grow our infrastructure and facilities to invest in the frontline. I'm obsessed about police cars, so I'm pleased to see that more and more police cars are coming onboard.

I saw the fleet team yesterday and I said to them, "We need more cars. Keep giving them more cars." So they're, of course, working on more cars from that perspective.

I'll continue to champion for you and your colleagues. You've got my commitment to always ensure that your reward and recognition for your service and commitment to all of us, the Queensland community, is nation leading and that we'll always continue to support you the best way we can.





Delegate Nathan Smeaton from Railway Squad Cluster directed the same question to all politicians who attended the Conference.

POLICE MINISTER MARK RYAN OFFERED TO TAKE QUESTIONS FROM ATTENDING DELEGATES.

I've asked this to all the politicians. Would you be willing to support and advocate funding for the implementation of a minimum staffing level required across the QPS to efficiently manage workloads and prioritise employee safety?

RYAN: It is a good point, I get that. My responsibility is to provide the advocacy around the biggest possible workforce for the police. There's challenges around the nation, and also experienced in Queensland, until relatively recently around recruitment.

We're finally started turning the corner on it. The numbers in the academy are really building, which is good news.

But the commitment we made at the last election was very ambitious when it came to numbers. It was a substantial uplift. And we've obviously topped that up recently with a further 500 police over 3 years.

I would always advocate for more police because I know that you're a collective force for good and the work that you do is so much broader than the traditional view of policing.

So if that manifests itself in a policing model that the Commissioner and the senior leadership of the police implement around minimum staffing levels, then so be it, I would be supportive of that.

But my initial view would be getting the cohort increased and then allowing the Police Service, as it does, to make the decisions about how those staff are allocated and where.





QPU South Eastern Region Rep Andy Williams.



Are you any closer to finding a site and building for the new Beenleigh Police Facility and Watch House?

RYAN: I'm very keen to see something happen at Beenleigh. There's a couple of things moving around with site acquisitions, so we hope in the next little period to be able to announce something good about that. Then, obviously, once we secure a site, we can then talk about scheduling construction.

There's been a bit of work done with Justice and Attorney General about what the future might look

like for the courts as well. I think we need to actually separate the projects now. If we wait for the court to do its whole thing, we'll be waiting a very long time for a new police station and upgraded watch house.

So my priority is about trying to advance the police side of things. Let's secure the land, but an announcement coming very soon on that.



QPU President Ian Leavers.

I'd like to ask about your view on increasing the age of criminal responsibility. There's a push around the nation to move it to the age of 14. From our point of view, whilst at the age of 10 it gives us an opportunity to have an early interaction in a positive way and we turn 90% of young people around who go on to have a good honest life and stay out of the criminal justice system, our concern if that is raised that will take away that opportunity for us for early intervention.

RYAN: I agree. The government is on the record as not supporting any change to that. But the point you make is well made. There needs to be a framework to ensure that there is consequence for action. If you raise the age and remove consequence for a cohort, then I think you miss opportunities for corrective and rehabilitative and diversionary activities.

I think there's been a conflation with the national debate around the age of someone in detention compared to the age of someone who needs to have a consequence framework. Because you need to have a consequence framework.



General Duties officers in the QPS, feel like the dumping ground for every other government agency. What are you and your colleagues going to do about mental health? We are becoming more social workers, babysitters than we are actually crime fighters. And that's obvious with the way crime is sort of going at the moment. And listening to people in our area speak about how they feel, they don't feel safe. Because we can't be proactive anymore, because we're too busy responding. We're getting stuck at hospitals. We can't even get ambos to medical callouts anymore. We're doing medical transports, which is putting more risk on us. We're being criticised constantly. We seem to be held to a different accountability to everyone else. If someone dies on the ambos watch, it is like, oh well, they've died, but we're doing the ambos job and we just had someone die in our care it is like we're the worst people in the world at the moment.



RYAN: We've got to be really conscious about what the scope of practice of a police officer is. It can't be all things to all people. It is a little bit like the debate that we saw happen 10-20 years ago with school teachers, where we sort of asked school teachers to become social workers, nurses, parents of kids. And I see a similar experience being demanded of police to be all of these things to all people.

So we've got to be really defensive of the scope of practice and recognise that police have a role. Yes, they have

got a broad skillset and, yes, police are motivated to help as many people as they can and apply that skillset to help as many people as they can, but there has to be a place for other practitioners, other professionals to step in and do their role.

Certainly my aspiration would be to grow these initiatives as much as we can around co responding models, mental health co responders. You know, there's trials of DV co responders, there's the youth co responders but it is about having that scope of practice delineated clearly



for the officer and then having other practitioners, other professionals apply their skillset to complex problems.

Everyone has to accept today the complexity, the challenges that we're seeing in people's lives, family's lives, individual's lives, it is not caused just by one thing and it can't be fixed just

by one thing. It can't be fixed by a police officer on their own.

There might be social work issues that need addressing, mental health issues that need addressing, financial issues that need addressing. So we need to attack complex problems with a variety of responses.

The future moving forward for all agencies is probably a similar challenge that education and health also experience - we need to work better on how we collaborate across all agencies to make sure that everyone knows their role and everyone contributes equally, because certainly at the moment I know that police are contributing more than equally to a lot of the complex challenges in the community.

EVERYONE HAS TO ACCEPT TODAY THE COMPLEXITY, THE CHALLENGES THAT WE'RE SEEING IN PEOPLE'S LIVES, FAMILY'S LIVES, INDIVIDUAL'S LIVES, IT IS NOT CAUSED JUST BY ONE THING AND IT CAN'T BE FIXED JUST BY ONE THING. IT CAN'T BE FIXED BY A POLICE OFFICER ON THEIR OWN.



My question today is just about gel blasters and if there's any plans to regulate their appearance or ban them in Queensland to bring us in line with the rest of the states?

RYAN: A few years back we worked across stakeholders around bringing in a safety framework. The government's position at the moment is that safety framework is important.

We're not heading down a pathway of banning gel blasters, but certainly we're talking with stakeholders about how we might strengthen the safety framework, what else we can do to recognise

that there are legitimate activities that are associated with gel blasters and that there are a number of cohorts who feel very passionately about those legitimate activities, but also getting a balance with community safety.

So my position, government's position is not to ban them, but to have a robust safety framework. And if we can enhance that framework in the future, we'll pursue that.



QPU Vice President Shane Prior.



RED GROUP in Queensland has been deemed by the QIRC not to be a union. My view is that they are nothing more than union busters. What is your view of them?

RYAN: They are not the recognised industrial body, so I won't engage with them. It is really important for us to recognise the strength that comes from a union. We should never see unions as necessarily as being one side of the political spectrum or not. The thing about unions is they reflect the diversity of their members.

So I don't just have that strong opinion about unions because I'm a Labor person, I have that view about unions because, it is in your slogan actually, unity delivers strength and protects people from the harshness

of the imbalance that comes from employers and employees.

So we have a very good system in Queensland and around the nation because we value the role of unions. And there are protections in place that come from being recognised industrial bodies. So, there was a reason why the government brought in legislation to, essentially, prevent red unions being established. I think that's very good legislation. And that legislation will remain for as long as the government is in.

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I'D LIKE TO THINK THAT THE BEST WAY FOR US TO DO REWARD AND RECOGNITION THAT LEADS TO RETENTION IS THROUGH GOOD EB AND GOOD CONDITIONS. NOWHERE ELSE IN THE NATION WAS THERE A COST OF LIVING ALLOWANCE. NOWHERE ELSE.



QPU North Coast Region Rep Grant Wilcox.

You've spoken of your philosophy to reward and recognise police. What is your view on retention of police?

RYAN: I'd like to think that the best way for us to do reward and recognition that leads to retention is through good EB and good conditions. Nowhere else in the nation was there a cost of living allowance. Nowhere else. Nowhere else in the nation do you get superannuation payments on your allowances, you know 18%.

Nowhere else in the nation did we allow police to remove their voluntary component to super and put it in their pocket, which was for those that chose to do that, essentially, an extra 6% pay rise in that particular pay year.

So the commitment you got from me is that I think we should always lead the nation on EB. I would like to think that that's the best possible way for government and community to show reward and recognition for officers,

and hopefully that then leads to retention one way or the other.

There's always a conversation around mandatory retirement. We brought in Special Constables to see how that would work. I think we're almost up to 50 Special Constables now,





so provides that opportunity for all people who irrespective of your age to come back and support the Police Service in that role.

The experience to date has been most of them are over the mandatory retirement age, which I think gives some insights about maybe, and it's certainly not for now, but some future conversations about mandatory retirement and how that is dealt with, as obviously those that are defined benefit age out and those that are accumulator become the majority, but also as we see more and more people who are having a career change and coming into police as well.

Certainly the average age of those entering the academy now is often late 20's, so not necessarily the majority being 18 when they are joining the police and looking forward to their whole life being in the police.

SO THE COMMITMENT YOU GOT FROM ME IS THAT I THINK WE SHOULD ALWAYS LEAD THE NATION ON EB. I WOULD LIKE TO THINK THAT THAT'S THE BEST POSSIBLE WAY FOR GOVERNMENT AND COMMUNITY TO SHOW REWARD AND RECOGNITION FOR OFFICERS, AND HOPEFULLY THAT THEN LEADS TO RETENTION ONE WAY OR THE OTHER.

OPPOSITION AT CONFERENCE

DAVID CRISAFULLI BECAME STATE OPPOSITION LEADER IN 2020, IN DECEMBER 2023 DURING A TEAM RESHUFFLE HE ELEVATED FORMER POLICE OFFICER DAN PURDIE TO BECOME THE LNP SPOKESPERSON FOR POLICE ISSUES.

DURING PREVIOUS QPU CONFERENCES MR CRISAFULLI APPEARED WITH BURDEKIN MP DALE LAST AS THE LNP SPOKESPERSON FOR POLICE ISSUES. MR LAST HELD THE POSITION FROM NOVEMBER 2020, BEFORE POLITICS HE WAS ALSO A POLICE OFFICER AND DEPUTY MAYOR OF TOWNSVILLE.

MR CRISAFULLI AND MR PURDIE AS AN ALTERNATIVE GOVERNMENT DISCUSSED THEIR PROPOSED LAW CHANGES, DOMESTIC VIOLENCE REFORMS, FUTURE POLICE STAFF COMMITMENTS AND THE LNP STANCE ON THE RED GROUP.

IN AN ELECTION YEAR, SCRUTINY OF WHAT POLITICIANS PROPOSE IS CRUCIAL.

THE QPU HAS COMPILED THE PRESENTATION FROM MR CRISAFULLI AND MR PURDIE TO THE 2024 QPU ANNUAL CONFERENCE FOR MEMBERS TO REVIEW.



LNP Police Spokesperson Dan Purdie, State Opposition Leader David Crisafulli.

I'm most grateful for this opportunity, this is the third year you've offered me an opportunity to speak at the QPU Conference. If things change in October and I am successful, I promise I will be back again next year. It is a great opportunity to get some feedback, and for you to understand that we value and respect what you do.

I'm mindful of the pressures that you've all been under in recent times. The irony that we are standing in an hotel that was one of those COVID hotels reminds me of the added pressure and the demand for your services over and above what you swore an oath to do. And that's never lost on me at all.

So too it is with what's going on with youth crime.

We need to acknowledge what is happening out there with the revolving door, that is, the broken

Youth Justice system. We did have one win early on, and that was after 18 months of banging our heads against a brick wall when it came to



the breach of bail, complete absence of any formal laws.

I am going to repeat what I've said publicly many times before, there was a conga line of people telling us why that wouldn't work and that's not what police wanted. The exception was Ian and the Queensland Police Union. I am under no illusions that if it hadn't been for you holding the line on that, Leavo, I don't believe we would have got that win.

My commitment to you is, if Government changes in October, by the end of the year there will be the making Queensland safer laws. At the heart of that will be the removal of detention as a last resort.

That provision was put back in the Act in 2015 when the current Government came to power. I think that is the single biggest error that was made and that has created a generation of untouchables. They know their rights are greater than the rights of the people that you are protecting, and that law will change.

So too will the sentencing provisions. When I look at some of those, I see some complete flaws in those systems, and I compare the Youth Justice Act to other Acts and I see the way that the impact on a victim

counts for so little in the Youth Justice Act. It is so low down in the sentencing provisions. There's no ability to take the impact on a child.

All of those things need to be changed. They will be the centrepiece of the laws, and those laws will be debated and passed this calendar year. If that means we have to sit deep into the year, so be it, but they will be laws by the time we go on the break at the end of this year if the Government changes.

I want to address police numbers because it remains one of the biggest challenges that you face. I'm not going to give you lip service either now or into the future and try to justify what is happening out there by talking about approved strength.

It is absolute complete and utter rubbish. You know it, and the Government knows it. The only number that counts is how many blue uniforms there are to do the job. Everything else is window dressing and polly waffle. It's got to be called out.

I'm sorry, but at the last election a commitment was made from each side of politics about adding extra police, and the Government took the number that was announced by us,

and added a few extra and have spent the last few years talking about some sort of magical mystical cut.

Well, here's the truth: the promise was for an extra 1450 full time equivalent frontline police officers. That promise was in this term. Now, we don't have the latest workforce data, but as of the last workforce data, those numbers have gone backwards. There are 73 fewer police than when that commitment was made.

So in real terms, that's more than 1500 less police than what is needed today. Without that, and without a genuine attraction and retention strategy, we are not going to be able to reverse that.

The focus from the Government has been on the arrivals lounge. My focus is going to be on the departures lounge.



The pipeline that is coming through is excellent. More power to people who want to come and join your ranks, but while ever we read on Friday and what that gazette shows, is the number of experienced officers who are leaving before their time, A, we are never going to have the numbers we need and, B, we are not going to keep the experience we need.

I think money needs to be put on the table for retention. I think that will



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send a signal both to the people who have been there doing the hard yards, but also the pipeline that's coming through that we value and respect the profession. If we can get good people to stay a little longer, I think that helps with our attraction as much as it does with your ability to do the job.

Last time I was here I was asked about domestic violence. I can't recall the exact question, but I made a commitment to you that we will do whatever it takes to ensure that women and children and vulnerable people are kept safe, but also that you can do your job and go on and help other vulnerable people and deal with other crimes in the community.

I recommit to what I said last year and, that is, if that takes legislative reform, well then that's what will happen.

The domination of the time it is taking for you to do your job can't continue. We need to give every support we can to those groups who are providing support to you on the frontline, those providers of domestic and family violence services. They have to be a 24/7 organisations, and they have to be resourced to do that.

It can't continue. I think that's universally accepted by everyone who has an interest in this. The continuation of how long it is taking for you to do the job and, therefore, the fact that it is keeping more people in a vulnerable state must change.

That doesn't mean a review or a think tank, that means change. Change has got to occur. I would love nothing more than for that change to occur now, but if not, my commitment to you is that there won't be more reviews, we will be doing what it takes to make sure that you can do your job and so, too, can those providers in the domestic and family violence sector.

I want to read you recommendation two from the Commission of Inquiry. This is a direct quote:

"Within 12 months, the QPS identify, using the mechanisms for measuring, domestic and family violence demand, the further additional funding and full time equivalent positions needed to meet that demand."



I'm not convinced that's happened. I'm not convinced if you don't measure something that you're ever going to fix it. Increasingly, I see what you are living through at the moment. I am not sure there's been the wholehearted defence of the resources and the tools you need to do your job, particularly in that space.

I want to address the lessons learnt from the past. The greatest gift we can give you is the certainty and security and the laws needed to do your job.

I have said to you last time when I was here there were things done between 2012, and '15, in our brief period of Government that weren't good for the Queensland Police Service. Those things won't be repeated.

I want officers at all ranks to know that you will be respected and valued. There were some good things done





as well, including some of the growth in the officers, but you need to have the resources to do your job, and they need to be properly funded, and officers at every single rank need to be respected and supported. That is my commitment to you.

So, too, is the separation of powers. When I see blue uniforms being used as a political prop, I'm not comfortable with it.

My commitment to you is that won't continue if government changes. Of course, the QPS and, indeed, the union needs to be part of an announcement. Absolutely. But when it is time for politics, and it is time to attack the other side, the respect that comes with that blue uniform can't be compromised.

Good governments, and I've seen this federally with the Defence Force, from both sides of politics, the press conference, that section finishes, the uniform steps to one side and then the politics can begin.

But I'm not comfortable seeing police put in a position where the uniform

is used to deliver some form of impartiality to an announcement that doesn't exist. That won't continue into the future.

I want to make a few little points: retention will be front and centre, as will attraction. Your pay and conditions will be respected, valued, supported and improved in the years ahead. You will be given the laws to do your job, and that involves re writing dud laws and removing any ambiguity when it comes to implementing those.

I want you to know that you can go to work and it won't be the same eyes time and time again who you are arresting doing the same crime on the same street and the only thing that changes is which family's life gets torn apart.

Finally, I commit to you that you'll have a Government that's got your back. The person responsible for being your voice will be someone who has served on the frontline before and knows the challenges you are experiencing.

IT IS MY GREAT PLEASURE TO ASK DAN PURDIE TO COME AND SAY SOME WORDS NOW.

PURDIE: We will give the police the laws back that they need in relation to youth crime and the resources to hold these young offenders to account.

I can assure you, that we are working on some other announcements that will hold young people to account that I'm sure all my old colleagues will be happy with.

We don't want to see every young offender locked up, but we know that a harsh penalty is a strong deterrent, and we know that because a lot of these young offenders when they turn 18 now they do stop offending.

Property crime and other offences they often commit, like break and enter and unlawful use does drop to about 10% in places like Townsville when they turn 18, and it is because they know they are about to turn an adult and face consequences.

I know police are leaving in droves. My old colleagues have had a gutful, not only in the CPIU of chasing the same offenders night after night, but police are losing the war on domestic violence.



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The legislations and the policies and the procedures they are working with at the moment are not only failing victims, but they are failing our police.

On average 4.2 hours it takes to put an application before the court. The vast majority of which, on the administrative burden. We're not talking about streamlining the investigation. We're not talking about changing identification as to who is the person most in need of protection, but the subsequent four hours of administrative burden that police are encumbered with at the moment needs to change.

President Leavers is on the record for 10 years, the whole time this Government has been in power he's been lobbying for the Union's policy.

I know the Commissioner, and the previous Commissioner, the police formally through Policy and Performance Branch and the Legislation Development Unit have been begging this Government for more than five years for legislative change, to empower the police to do their job, to protect victims of crime, to protect victims of domestic violence, to get to more victims who, I know, on the Gold Coast there can

often be 50 jobs outstanding at any one time. Police cannot continue to operate like this.

We will give you, like in youth crime, the laws, the policies, the processes and the resources you need to do that job. We know you are currently losing the war on domestic violence and on youth crime, and we will ensure you have all the full support of a Crisafulli Government to win those wars.

I just want to talk about mission creep. Over the last 10 years or more, police have become all things to all people. David talked about the separation of powers. Other people have talked about the police becoming a policy enforcement arm of the Government.

For too long police have been the fall guy for every other failing department in this State. You all know it, but it was ventilated not that long ago when we fought for and received a dossier that was being kept by senior police at North Brisbane that showed thousands of hours of police time stuck on ramps, guarding prisoners for six days, prisoner transport, watch houses at capacity. It is always the police that take the fall for that, that cannot continue.

I saw it on the Youth Justice Select Committee where every other Government department, Health, Education, Youth Justice, Housing, Child Safety turn up and go, "That's not our job. This is our silo, that's not our job." The police turn up

and they are picking up the pieces between all those failing government departments.

I've spoken to our leader about this. We are aware of it. We will hold those other government departments to account because the police cannot be the fix all for every problem in Queensland, and you can't continue to be the fall guy for every other failing government department.

If we win Government, I hope you know that I will be if I am in Cabinet, I will be a cop in Cabinet, and I will continue to be a fierce advocate, but another person who is an awfully fierce advocate of police, who does trust police, who appreciates overwhelmingly that the vast majority of police every day are going out and doing a tough job with little resources, to the best of their ability, putting their safety at risk and putting the safety of the community and people they don't know before themselves is our leader, David Crisafulli.

He has personal friends in the police. Not just senior police, frontline police. He's had life long friends. He gets police. David does trust police, he does trust you and all the people you represent out in the regions.

I can assure you, hand on heart as a former police officer, that if we win Government and David Crisafulli is the Premier of this State you will have the full support of him as the Premier and of a Government that he leads.





Nathan Smeaton from Railway Squad sought a response from the LNP on minimum staffing.

I'd ask your views on this, the age of criminal responsibility. It is currently at 10. As a police officer, I see the bonus and the benefit of remaining at 10; it gives us an opportunity to turn 90% of young people around, give them opportunities and pathways to go on and live a good life.

There are 10%, sadly we're never going to turn around. What I'm worried about, you've seen it down in the ACT, some of those areas which are full of do gooders, they want to raise it to 14. I think that will be an absolute disaster, and we will see victims and ordinary Queenslanders pay a significant price for that. I would hope we'd be looking at keeping the age at 10.

CRISAFULLI: Let me be as clear as I possibly can be: absolutely no chance, no way it won't be moving. It's staying.

Now, I can tell you one thing, and that is that the counsel of attorneys that met about 18 months ago, across the board, all States and Territories, did say that they are going to make it happen, that raising of the age, as we've seen in the ACT.

I don't care what comes out of that body, we will not be raising the age of criminal responsibility. As someone who has a family member who had a 12 year old repeat offender sprawled out on her garage with a knife, I'm not real comfortable in seeing that person not held criminally responsible.

So, the answer is, it cannot be any clearer: it will not be changing, it stays where it is.

SMEATON: *Would you be willing to commit to support and advocate funding for implementation for a minimum staffing level required across the QPS to effectively manage workload and prioritise the employees' safety?*

CRISAFULLI: It is not something that we've actively considered, so I won't give you a straight answer.

What I will do is give you the following assessment though: you can have any minimum staffing level you like and approved positions, but if there's not bodies there it doesn't account for anything.

I get asked about "Do you commit to a police beat here? Do you commit

to this resource here?", until you get the numbers needed to actually do the job that's there at the moment, I think all of those are nice discussions I don't think having.

I don't think having discussions like that at a moment when there are less police today than four years ago is going to give you anything other than lip service that won't deliver you on something.



So my commitment is to stop the drift away that's occurring. The best way to do that is to give you the laws and the conditions that you need for people not to leave quicker than they are being replaced. I haven't actively considered that is the straight answer.

Just one more thing on that, and that is the workforce data, which ultimately are the numbers that hold politicians accountable, hasn't been released since 2022.

My commitment to you, and I have made this commitment publicly, workforce data will be released twice a year every year. It won't be buried in budget papers, it won't be taken out of the trash on a Saturday afternoon at a timing that's right for the Government. Twice a year, every year. And then you can have a proper view about what is happening in your ranks.



LEAVERS: Our research has shown for each complaint of coercive control where there is a little bit in it, it could take up to 10 days. The resourcing is immense and I'm concerned, we are being set up to fail as police. Do you have an answer for that?



PURDIE: It's unsurprising that the police will be left to be the fall guy for that as well. I don't think the Government did think that through. It's not just the police that think that. I have been meeting with DV stakeholder groups. I met with one yesterday and they don't know how police are going to deal with coercive control.

It is going to be a crime, like drug trafficking, or maintaining a relationship with a child, where police are going to prove the particularisation of that conduct, which is a complex investigation. A drug trafficking brief, or maintain a relationship of a child brief is a big brief.



The young police coming out with their body worn cameras on and they're tasked a dozen DV's to get to, are not going to have that capacity or that experience. I don't know where we're going to get all the extra detectives from to help

with that. The Government hasn't thought that through.

If we are lucky to win, I'm sure David and I will be sitting down with the Union and with the police to try and work through that.



Richard Patterson from Forensics Section asked the LNP for their position on the legality of gel balsters.

PATTERSON: *My question is to do with gel blasters and your stance on it if you do come to power. Will you look at outlawing or regulating them? I work at the ballistics unit, and I'm an experienced firearm examiner, and I can't tell them apart from the genuine article until I've got it on my work bench and I'm looking inside them. These are being used to hold up businesses, threaten people. Police officers have used lethal force on people holding these articles. I just want to get your perspective and what you plan to do with them.*

CRISAFULLI: It's not something that we've got active plans for. I would rather see you have a Government that's got your back when you have to deal with people who are using them in the inappropriate way. I've never considered legislation in that space.

I'm not one for dreaming up, creating legislation to try and deal with a handful of very bad seeds that penalise people from being able to

enjoy something that they enjoy doing.

I know that's probably not the answer that you're looking for, but what I can promise you is that you'll have a Government that's got your back if you are having to use the force that is needed to stop somebody who is using that in an inappropriate way. That would be our focus ahead of legislation or regulation in that area.



QPU South Eastern Regional Rep Andy Williams requested commitments from the LNP on police numbers and building programs for police stations.

WILLIAMS: *Today you've come, you've said some nice things, but you haven't committed to anything. How many police can we expect from you? When can we get them? How many new police stations, or renovated police stations? Can you commit to something so we can hold you accountable to something?*

CRISAFULLI: Sure. At the last election we did commit to a number for additional police, and the Government then increased that number and belted us over the head with it every week, for the last three years, despite going backwards in real terms.

That was childish and it's petulant. But I'm not allowing them to do that.

I think I have committed to a few things, by the end of the year there's going to be laws for you to do your job. I would like to think that's a pretty reasonably good start. I've also said that I believe in retention payments as well as attraction payments. Now, if the Government doesn't do that in the budget well, we will. I reckon that's a pretty reasonable start as well. You'll have someone who is a Minister who understands and gets you, and I think that's pretty important.

And above all, I want you to know that we are serious about not using police as a de-facto babysitter for every ill that there is in society. I want you to be able to get back and do your job that you signed up for.

Dan often quotes figures about not just the number of experienced

officers leaving, but you get new cohorts come in and it's not the dream that they were sold. It is not what they wanted to become a copper for. And I'm committed to that changing.

So I think we have been pretty upfront about what needs to be done. We will set targets. And our word will actually count for something. I'm not sure the Government can say the same.

We are taking nothing for granted. We're hungry to serve and we're as united and as focused as I've ever seen. But the job's not done. I'll be back next year and I hope it is in a different role, I'm pretty confident that what I say I'll do, I will do.

AND ABOVE ALL, I WANT YOU TO KNOW THAT WE ARE SERIOUS ABOUT NOT USING POLICE AS A DE-FACTO BABYSITTER FOR EVERY ILL THAT THERE IS IN SOCIETY. I WANT YOU TO BE ABLE TO GET BACK AND DO YOUR JOB THAT YOU SIGNED UP FOR.





QPU Vice President Shane Prior asked for a clear LNP stance on only recognising legitimate industrial unions.

I'VE, WE'VE GOT NO PLANS TO CHANGE INDUSTRIAL RELATIONS IN THAT SPACE AT ALL. BUT I'LL BE VERY CLEAR, I'LL MEET WITH ANYONE WHO IS HAPPY TO TAKE FORWARD A POSITION ON BEHALF OF ANY GROUP, ANY TIME.

SPRING 2024

PRIOR: *If you believe the polls, we're looking here at the next Police Minister and the next Premier of this State. I'm sure you're well aware that in recent times the emergence of the red group, and a group I would call charlatans, that purport to be employee advocates for police and other sections, will you commit today in front of every single delegate here, will you commit today that the Queensland Police Union will be the only recognised employee advocacy group under the IR Act and not Red Group?*

CRISAFULLI: I've, we've got no plans to change industrial relations in that space at all. But I'll be very clear, I'll meet with anyone who is happy to take forward a position on behalf of any group, any time. But the fact that I've been to your conference three times in a row probably shows the level of respect I have for the Queensland Police Union.

You, in my mind, have never put politics ahead of an outcome for your members, and I don't think every union can say that. I think the majority of unions far and away are

focused on getting an outcome, but there are some that I don't believe conduct themselves in the way. But I'm not, you know, going to sit here today and tell you that I won't speak with groups who come to me and advocate on people's behalf.

I always will. I think that has been a failing of this Government in only cherry picking the advice they get from a handful of people. But if you ask me whether or not I support the Queensland Police Union I think the fact I'm here speaks volumes to that.

LEAVERS: *I did an article last year that some people may have read in relation to truth telling. My concern is the attack on police because we've only ever enacted the legislation on behalf of the parliament since 1864. And it was interesting all the minority groups that have attacked me relentlessly as a result of that. Strange enough, a lot of First Nations people come up to me and said, "Thank you very much for speaking up for us who actually want to achieve change."*

I'm proud to take that stance on behalf of the members, because that's what our members are thinking. We actually want to see changes to get people out of a poverty cycle, give the kids born yesterday an opportunity, today and next year an opportunity and not let the generational tide continue on forever and a day.

CRISAFULLI: Just on that, we've said that we won't be embarking on the truth telling or treaty process. We believe there's been enough division. And what we saw in The Voice, in my mind, did nothing but further divide

the country. We've been very clear, we haven't been provocative about it, but we've said to those involved and we've said to the government that we'll be stopping that process if government changes in October.





I have a genuine thirst to do better and to try and get some outcomes, particularly in those discrete indigenous communities. There's 16 in the State that have an individual Council Chamber. I've been to every one of them many of them multiple times. And, you know, we've got an issue we got to deal with there, right. And there's a few things that I'm really passionate about, and one of them is

home ownership, which doesn't exist in many of those communities. I just think the fundamental of any good society is aspiration and being able to have people that can be rewarded for, you know, taking risk and working hard. You know, I'd love to embark on a plan with some of those councils to get that. But, no, there won't be a truth telling or a treaty process from October if government changes.



I'd just like to know your position, if you have any, on minimum sentencing and consecutive sentencing, for two reasons that are important to me: one is we spend a lot of time and the community's money on investigating and prosecuting offences that have huge max penalties; burglary, multiple burglaries, assaults, stuff like that. And we see offenders getting away with a \$500 fine, time served.

Also, it occurs to me, if an offender is wanted for multiple matters that have a decent penalty, if he obstructs us, fights us, runs from us, like, he's just going to serve the most serious penalty, because they're all served at the same time, there is no disincentive for them to not run from us or fight us. That's a real practical safety issue for us. Do you guys have a position on that?

CRISAFULLI: I was asked this question last year about minimum mandatories. I've said publicly that I'm not going to rule it out. Now, my going in position is I'd love to see detention removed as a

last resort and remove the excuse that is always being used why an offender can be released 82 times without ever serving any form of custody. But I won't rule it out.

Just on the maximums, look, some of the announcements you know as people who administer the law every day, you know what rubbish some of those things were. They put a big headline figure and, you know, 95% of people face the Mags Court and never get more than a year, at best, right.



So a lot of those headline numbers were just that, were a headline. History has shown a lot of those have been ineffectual, as has the GPS monitoring stuff, the way the legislation was written. We said the moment we saw that, there are so many provisions that an offender can say they don't want to wear one.

If they don't have an address that is a reputable address and have access to charging, if they didn't want to because they felt, you know, a stigma around it, look, as though a fashion accessory, right.

The laws do need to be strengthened. My initial thoughts around minimum mandatories has been to err on not going down that path. I have said we are open minded to it.

WE KNOW THAT A LOT OF THESE ANNOUNCEMENTS THAT HAVE BEEN MADE OVER THE LAST COUPLE OF YEARS HAVE DONE NOTHING AND WILL DO NOTHING TO SUPPORT YOU IN THE WAY YOU DO YOUR JOB. I HOPE THE MESSAGE HAS BEEN CLEAR TODAY THAT WILL CHANGE AND WE WILL GIVE YOU THE LAWS AND THE RESOURCES YOU NEED TO HOLD THOSE PEOPLE TO ACCOUNT.



PURDIE: We saw after Emma Lovell was stabbed at her house by allegedly a recidivist, young offender. They raised the maximum penalty for unlawful use of a motor vehicle and kids are stealing cars, multiple cars and they are getting cautioned, and then they are getting restorative justice process, and by the time they even get to face penalties from the court they've probably stolen dozens of cars, so raising the maximum penalty is pointless.

And then it came out that a child can only get 50% of the maximum and the Children's Court can only impose a one year sentence anyway, and 97% of young offenders are dealt with in the Children's Court.

There's been ten point plans and five point plans and eight point plans. None of them really have been

extra powers for police. Even the GPS trackers that I know you guys advocated for, which I think if it was done properly would be an asset, but, police initially thought they might have had live tracking on their Q lights and they could see who was doing what, but Corrective Services monitor it and it is an electronic bail check that offenders need to consent to wear and consent to plugging it in and recharging it every night.

We know that a lot of these announcements that have been made over the last couple of years have done nothing and will do nothing to support you in the way you do your job. I hope the message has been clear today that will change and we will give you the laws and the resources you need to hold those people to account.





What are your plans around the Industrial Relations Act? Do you plan on making any changes to the Industrial Relations Act?

CRISAFULLI: It is not something that we've spoken about. It's not something that has been raised with me. I keep saying to people the battle lines for the election are in... over the last 10 years are things better or worse when it comes to youth crime, health, housing and cost of living, and who's got the right plans to deal with it? I genuinely think they will be the same barometer in 2028.

If we don't do something about youth crime, if the number of repeat offenders continue to soar the way it has, if the number of victims continue to go in the wrong direction as they have every year, year on year for 10 years, if you're still three times more likely to get your car pinched here than New South Wales, if all those factors don't change and we are given the privilege of governing at the end of this year, well, my prospect of standing there in 2028 is not going to be good, right.

I reckon those four things are going to keep us pretty busy. So that remains our focus.

I've got a lot of mates who are police officers and a lot of them vote my

way and yet they are all members of the QPU. Now, that probably tells you about the job that you do. I think you're in a reasonably good position to be well respected and well regarded.

If Government changes, I can assure you, you will have a seat at the table. And I genuinely do, I enjoy dealing with you. I find you to be straight, and I like that very much.

IF GOVERNMENT CHANGES, I CAN ASSURE YOU, YOU WILL HAVE A SEAT AT THE TABLE.



WHAT IS DEMAND?

During the 2024 QPU Conference delegates received a presentation from the QPS on a review currently being conducted into rostering and the impacts it may have on OSA for our members.

The discussion was led by Superintendent Graham Payne, with him was Anna Howell from QPS Employee Relations and Assistant Commissioner Charysse Pond who has been delegated to drive the reform.

The QPU has provided a compiled transcript for members to gauge what the effects may be on their own individual situations.

Through negotiations for EB10 in 2022 Clause 96 of the Certified Agreement states “The Service will undertake a review of the application of the OSA during the life of this Agreement, specifically in relation to the operational and financial viability of individual rosters. The Service undertakes to include QPU representatives in the review process, and to provide timely advice of any proposed changes.”

No outcomes have been agreed to and the review is ongoing.

CHARYSSE POND: Thankyou for the invitation to attend the QPU Conference. I'm now the AC of Security and Counterterrorism.

I know that we are extremely pressed for time. I'll ask Graham to come up and commence the presentation to ensure that we allow as much time as possible for you to ask any questions and raise any concerns.

PAYNE: My name is Superintendent Graham Payne, I'm the District Officer for Mackay Whitsunday District. To give you a picture of this review we've got a committee, and I'm here on behalf of the committee just to talk particularly about the rostering element of what we're looking at.

It is a really complex and really emotive issue. There's a few different aspects of it, but it is a really emotional topic and does generate a lot of interest and a lot of discussion amongst people for different reasons, because it obviously impacts the organisation, but it impacts people individually, which is why it really does generate a lot of interest.

I think it is important to understand why we're doing things not in the absence of needing to do it, but we really need to have a look at probably some of the things organisationally and some of the things that are impacting people individually and find that balance.

There has been 14 reviews into rostering over the last 10 years. Out of those reviews, there's two key reviews which I want to talk about today: the first one is SDP, and then second one is the Queensland Audit Office Report.



Anna Howell QPS Employee Relations, A/C Charysse Pond, Supt Graham Payne OSA Review Group.

SDP is an interesting one for us for a couple of reasons. This project is completely separate to SDP. It actually started whilst SDP was still in play. It started actually in response to some of the things that were identified within SDP, and by that I mean rostering.

So what came out of that then was an approach to look at ad hoc or intel based rostering, they were calling it. So they went on to those rosters and effectively what that meant was they were varying shift patterns. The issue that came from that is, and this is where it



So I got tasked to go to Moreton during SDP to have a look at some of the rostering issues because of what was coming in from the union and coming from the workforce around the rostering. For me, it was pretty easy to identify some of the major problems there.

Matrix rostering was the first part. SDP had an approach to take basically everyone off matrix rostering on the basis that matrixes were inflexible. That's the first issue. Matrix rostering isn't the problem, it is the type of matrix which is the problem.

Not everywhere will need to work on a matrix. It's certainly not suitable for a blanket approach to say, "We can't use matrixes", that was probably the first issue.

really comes down to rostering capability, we were imposing a style of rostering that we hadn't trained any OIC's about, we hadn't trained any roster clerks formally around how to do it, and that really then led into elements around fatigue management because the patterns were impacting the workforce.

We need to sort of find that balance there with what they were looking at and what they were trying to do.

One of the things that they actually did fairly well was probably identified demand locally. They basically identified demand for the different parts of the workforce. So your initial response, your alternate response, they allocated numbers to each of those.

IT IS A REALLY COMPLEX AND REALLY EMOTIVE ISSUE. THERE'S A FEW DIFFERENT ASPECTS OF IT, BUT IT IS A REALLY EMOTIONAL TOPIC AND DOES GENERATE A LOT OF INTEREST AND A LOT OF DISCUSSION AMONGST PEOPLE FOR DIFFERENT REASONS, BECAUSE IT OBVIOUSLY IMPACTS THE ORGANISATION, BUT IT IMPACTS PEOPLE INDIVIDUALLY, WHICH IS WHY IT REALLY DOES GENERATE A LOT OF INTEREST.



SO YOU CAN SEE THAT QPS DOES NOT HAVE A COMPLETE PICTURE OF DEMAND FOR ITS SERVICES. NOT MEETING CURRENT DEMAND. HAS ROSTERING PRACTICES THAT DON'T MATCH DEMAND. CLOSE THE SERVICE DELIVERY PROGRAM WITHOUT ANY REASONABLE ALTERNATIVE. SHORT TERM FOCUS ON ADDRESSING THE ISSUE. NEEDS TO BE MORE AGILE AND FLEXIBLE. DOESN'T HAVE A STRATEGIC APPROACH TO WORKFORCE PLANNING.

The problem is that once the numbers above that in the work unit change, the modelling was out, and then everyone is on these flexible rosters and the numbers weren't there to support it.

That much was quite clear. Certainly for me looking at it, the split force policing approach which they did sounds really good on paper, but doesn't work well effectively. And that's been evident in a lot of different areas.

The conversations from a rostering point of view started with SDP before it actually finished around the way they were approaching the rostering but, effectively, got knocked on the head before we had the chance to actually see whether they would change or implement any of that stuff.

So the final part, really, to that is probably the workforce sentiment part, and that's the real challenging thing. We will never get it. I think SDP tried to have a perfectly efficient rostering system to meet demand. The simple reality is we're very unlikely to ever meet demand.

We have to manage demand because there's different components to how we do.

Understanding that is probably really critical in the terms of the type of rostering that you will do. If you try and put a clinical roster to meet every element of demand, you will struggle to find a balance between the organisational piece and the workforce piece. And that's where you get the workforce sentiment issue.

So some people now don't want their rosters touched because they like the pattern that they're on, or they like the setup. Other people feel the need that they absolutely want their rosters changed. So that kind of leads into that workforce sentiment piece.

Some people will love nine, some people will love 9.5, some people will hate 9.5. Some people will love eights, they don't want to do anything longer. We can



be flexible, but it is finding the balance between, I guess, that organisational need and the needs of the individual. And that's really where the challenge lies here.

I don't know if anyone's read the Queensland Audit Office Report? They did a review into QPS rostering. So they made some observations which are really important.

So you can see that QPS does not have a complete picture of demand for its services. Not meeting current demand. Has rostering practices that don't match demand. Close the service delivery program without any reasonable alternative. Short term focus on addressing the issue. Needs to be more agile and flexible.

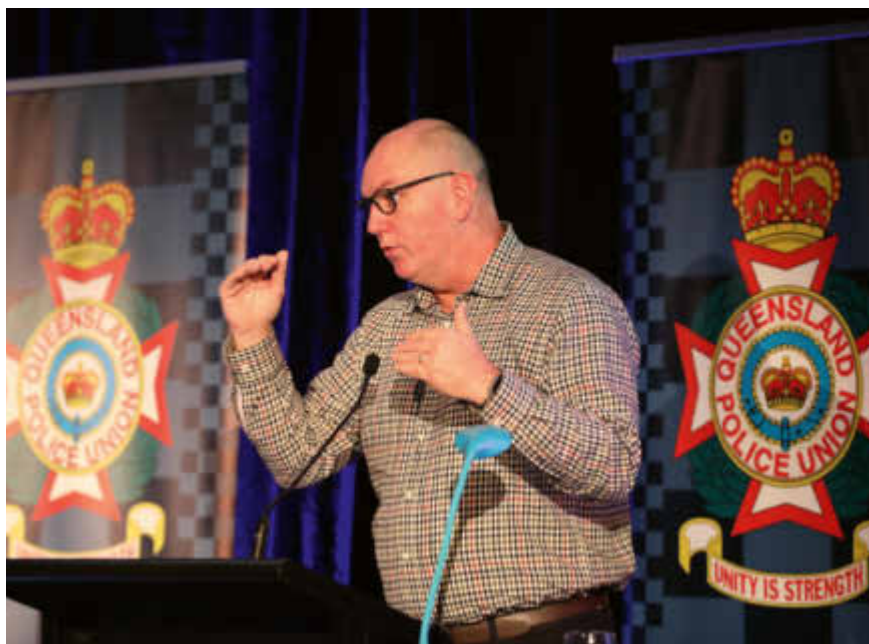
Doesn't have a strategic approach to workforce planning.

So that's formally in a report that's been sent to the organisation where they have to look at it, their observations in the report.

Now, these are the recommendations that have come out of the report: so the QPS has to, one, develop a robust model for forecasting demand across the service; develop consistent rostering practices to improve how

about 60% of demand, but this is the only real picture we can get of what we consider recorded demand. The rostering part was taken from an average of all the frontline stations, the major frontline stations for those staff that were available for operational tasking.

It sort of balloons out in the middle of the week and drops across on the weekend. There's a real separation there.



it deploys available resources across the state by aligning resources with demand; considers rostering and resourcing at patrol group level, which is clusters of stations, rather than individual station level to enable more flexible deployment of staff and resources; and ensure all staff responsible for rostering are adequately trained in rostering systems.

So when we're looking at it from a project point of view, they're probably the three real key things which we've started with.

If we look at demand and try to get a snapshot on what we have currently now, with our current systems.

So from what we've looked at, calls for service account for probably

We can work up to 56 weekend units on an eight hour roster, okay, or 448 hours, depending if you move to 9s or 10s.

When we look into the data, the data gives us a snapshot. What it doesn't include is exactly what the localised demand is around training, around court, around the different types of calls for service, how they are managed.

Those graphs of the people on shift during day shifts included people on FWA's, it included people on training, it included people going to court, it included your OIC's.

It would have been much more useful to see something where just the crews rostered for first response were graphed against that because that's what the demand we're

talking about, is the crews going out to the demand. And they haven't done that.

That's part of the problem here organisationally and that's part of what we've looked at as a working group to say that what we're measuring is not accurate. So we need to try and find a more accurate way to measure it, which reflects what's actually happening on the ground.

The Queensland Audit Office Report looked at 'what is demand?'

Because that's really the key question we have to ask here: what do we want to be included in demand? Do we want it just calls received? Do we want it to include staff going to court, staff training? Because it is demand. And the Audit Office Report has included it but the key picture here is demand is different for everywhere.

Everyone will have a different idea, a different picture of what they think demand is, but the whole point of it, I think, has got to be that if we want to have recorded demand, we need to then look at what localised demand is, and that has to be done at a local level. So that's how we're approaching it.

We have brought in a project team in North Brisbane and a project team on the Gold Coast, we've got a consultant actually working with them now to work out what their demand actually looks like, at a local level.

That just doesn't include GD's, it will include potentially highway patrol. We're looking at what CIB may look like. Then we've got to start to look at what demand looks like at the different levels. Do you look at demand at divisional level? Do you look at it at a patrol group level? How do you want to represent the demand?

It is a really complex discussion, but it is something that we've recognised.



When you say "demand", are we talking demand on calls for service, or demand on the length of time it takes to actually address jobs?

PAYNE: Time on job is part of the demand, absolutely. What we're trying to do here, the intent of the project is to try and align the existing resources that we have as well as we can with the wholistic demand picture.

Once you start factoring more complex jobs, time on jobs, you'll simply realise we don't have enough staff to meet the demand. That is where you then move across to the strategic workforce planning part.

That is a separate project, but that's just as critical because we're going to say, "Well, we've identified the demand, localised demand, recorded demand.

"We've tried to tweak the rostering so that we can meet that as best we can, based on the needs of the workforce and how we see that, but we're going to get to a point where we say we don't have enough staff now to meet that demand."

In 2019 the SAP identified that we needed to reallocate staff from commands into regions to the middle of frontline services. That never seemed to happen. What confidence can we have that we won't just draw up a demand based roster that will get the staff working more effectively and then we'll lose the impetus to re allocate the resources to meet demand? The SDRP was going to solve everything, but they never re allocated the resources before they implemented it and it failed. We're looking at how can we get the staff to work more effectively and then we'll look at the resources. How can we sell to our staff that we're not going to be left again with the resourcing problems not being addressed? At the moment our district officer is talking about moving vacancies around because that will give an impression there's more staff at a station, an individual hot spot.

PAYNE: I'll touch on the first point. What does the demand look like for CIC? No one knows? No one's really looked at what is plain clothes demand. So that's the starting point. I know there's discussions to say, "Hey, let's move staff from CIC out into the districts." Now, I'm in the districts. I don't disagree with that. The rostering has to be based on the demand, or the demand is going to identify where service delivery requirements are. We've never looked at what is demand for plain clothes? What is it for CIC?

There's a discussion here between having an anecdotal thing to say, "Well, I know they got more staff than they need." I don't disagree with that. But the evidence base has to come. And no one's really looked at it, to be honest. If you do the demand piece in plain clothes, if you work out how to effectively

calculate their demand, then that should reflect, effectively, the resourcing footprint required for it. And that is where you'll start to then have the stronger discussion to say, "Well, they do have more staff than they need." Or they don't. Or alternatively, what type of work do you want them to do?"

I agree with you, that we will hit a point where there's not enough staff. I know that we've done this before, but I think from our point of view what's coming out of the project is rostering as a capability has never been owned and because no-one has ownership it hasn't been looked at in the detail.

No one's really tried to get the wholistic demand picture, not just of GDs, but of highway patrol, potentially CIB where you start to look at what is their actual business and what does it translate to.



With the new model that you want to introduce, what's being done to protect the actual officers because we the officers end up doing 80% more afternoons and night work. So we end up having a lot more fatigue, burnout and everything like that. Before SDRP we had three officers off on long term sick leave. With SDRP, we ended up with fifteen.

PAYNE: I'll say from the outset there's no model here. The process here is saying we don't have a clear picture of demand, we need to try and get a process to do that. So we're getting a consultant to look at North Brisbane/South Brisbane to identify a process for looking at wholistic demand.

From that, we want basically a number of different rostering options that may fit that demand piece. In the end, if the rostering fits the demand, then realistically it probably should be a decision from the workforce as to what they want to work.

From a management perspective, if you get that picture of demand,

then realistically the intent is to say, "Well, what do you want to work?" And then try and find the balance between the two.

I can't forecast what the demand looks like other than to say that the intent is that fatigue management is an absolute critical piece. Workforce sentiment is important. It is finding the balance between that, we're not saying, "You must do this." We're saying, "We don't have an adequate picture of wholistic demand." We're trying to get a process to do that.

We want to get rostering options which we think will probably fit those demand patterns. Then the intent is to go to the workforce in a consultative piece, with the union, and actually then sort of look, say, "Well, what do you guys think? How does that work?"

Part of what's being identified is that some stations are much busier than other stations.

I've got no doubt that there are work units which have a very friendly roster, and there are work units

I CAN'T FORECAST WHAT THE DEMAND LOOKS LIKE OTHER THAN TO SAY THAT THE INTENT IS THAT FATIGUE MANAGEMENT IS AN ABSOLUTE CRITICAL PIECE. WORKFORCE SENTIMENT IS IMPORTANT.

which don't. If there's capacity to look at rostering across boundaries, potentially at a patrol group level, then that's something that may even be worth thinking about.

We're not going to go out and say every district has to do something. The end game of the project is to identify demand, get the rostering and then, effectively, if we have a tool then to performance manage it, then that gives grounds to say, "You don't have to do anything. You don't have to change anything."

But if from a performance management perspective, you're not rostering to demand, then we have a process that we've gone through in a couple of different areas to try and identify a way to do it, and if you want to move, then here is a way to do it.



Most of the issues relate to DV fatigue. The biggest issue these days is the extensive investigations including protracted interviews at the front counters. Now, that wasn't listed when you're talking about rosters on demands. Those officers are fatigued. You have often one person at the counter. Then due to demand at the counter you need people helping out. How do you catch those actual stats to how long these DV's are taking to finalise?

PAYNE: We haven't gone and said, "This is what demand looks like" because I guarantee if you look at Southport, the counter demand

will look very different to probably the front counter at Mackay Police Station.



How does your work interrelate with the Commission of Inquiry recommendations 1 and 2 around the measurement of DV, how does that feature into the work that you're doing with this review?

PAYNE: There's two real key parts to it: this part is really about trying to align rostering to demand. We know we'll hit a point where there's not enough staff to meet the demand, that includes DV. But strategic workforce planning is a critical piece.

What's coming out of what we're doing is saying "It has to be looked at with more sophistication." There is a fairly sophisticated DV demand tool that's being developed, which I think has identified that the QPS

will need a lot, like in the thousands, of additional staff to manage DV the way they want it. So there's no hiding from that.

More staff are required. But having said that, the first step is trying to get what we have aligned with what the community need, and then the second piece is we need a tonne more resources put into it to actually get us to be able to try and get closer to meeting the demand.

We've got people going off sick, I feel sorry for them, they are exhausted. And the productivity of the QPS in relation to our frontline services is just slowed down because DVs are complicated. Each incident may once have taken one or two hours, now it's whole of shifts.

Recommendation 1 of the Commission of Inquiry was within six months the QPS develop and implement a mechanism for measuring domestic and family violence demand and the effectiveness of police responses to domestic and family violence.

And recommendation 2 was: within twelve months the QPS identify using the mechanism for measuring domestic and family violence demand, the further additional funding and full time equivalent positions needed to meet that demand.

On that basis alone, is it reasonable that the service develop that mechanism and get that right before we move into a full rostering review?

PAYNE: DV is a critical component of demand, but the focus of the Commission of Inquiry is DV. So it is focused on one element of demand, and there is work on that.

Given the fact that there are a lot of different components of demand, I would suggest that not moving on anything because of one component of demand would be problematic for the organisation. We've got to look at it more holistically. And I think the approach has been to say, "We don't have a good picture of the demand holistically."

I can say I've seen the DV work that's coming out of that team. I don't know what it will land like, but the indications are the numbers are massive, that they've gone back to government to say, if you wanted to do it based on time on job, okay, volume of job through the counters, it is a pretty sophisticated measure. It is coming back indicating that it is literally in the thousands.

The challenge is once you then factor all that in what does that look like? Okay, it looks like more people coming through the academy. The capacity of the academy to do it, the training element, that type of thing.

Trying to get that sugar hit to get enough staff in, in the short term to actually meet what we

see is demand is pretty complex. We're not going to do anything until we get it, and then attrition complexities around that, I think we'd probably be seen to be sitting on our hands waiting for something that we don't know where it is going to land.

I have got the same arguments up in Mackay with different volume, but obviously a much smaller workforce as well. So the same issue around the workforce is changing, the type of work our people are doing is changing. They are de skilling because they are focusing on DV extensively.

The first chunk is really trying to get the rostering aligned to demand.

TRYING TO GET THAT SUGAR HIT TO GET ENOUGH STAFF IN, IN THE SHORT TERM TO ACTUALLY MEET WHAT WE SEE IS DEMAND IS PRETTY COMPLEX.



Once you've identified a demand for a region, a station, will there be a minimum staffing allowance for that demand?

PAYNE: No. There is no intent to go to minimum staffing. It is very prescriptive around what it looks like, and in the end, the demand changes at different times. So the challenge will be trying to meet the needs of the workforce.

Minimum staffing doesn't facilitate the flexibility that's needed. The experience we've found in a number of other states who have got minimum staffing that has been effectively imposed on government,

there's some really unusual or interesting different models that have come out.

I know you feel it operationally, I can't talk about the past, I can only talk about what we are doing now. And this is really trying to get that alignment with the rostering to demand. Then there has to be the strategic workforce planning piece in terms of volume of staff. We don't have enough.



I'm from Logan District. With the version of SDP they initiated we went into it understaffed, counting first years into our FTE. We didn't account for hospital guards and the like. There was a lot learnt from that. The issue we have now is we still are doing this demand rostering to calls for service. We are predominantly working more weekends, we're working more nights. The flow on effect is the last two, or previously first year groups, all quit. At present, there's probably 50% of the first year cohort that will go back to previous employment. That's the issue that we've found.

If we don't get it right, we don't keep those people for any extended period.

PAYNE: I agree and this is the challenge about it, if you push, push, push to try and say we're going to meet demand, you'll kill the workforce. It's that simple. It is about finding the balance between the needs of the organisation and the needs of the individuals.

There is no blanket approach to this. When you look at SDP it was a blanket model, so to speak, that was imposed in terms of structures.

There is no model that's coming out of this.

What we want here is a way to get a wholistic picture of localised demand and then local rosters that the workforce has a say in in terms of what it looks like and how it does providing it meets demand.

That will come down to each individual district to work out how to do it, whether they want to do it at station level or patrol

group level. And that's when the discussions start. But at the moment, we don't have the balance right.

The hard part is we've got to move forward with something, we've got to try and meet the expectations of government and service delivery as best we can, and then try and find the balance with that against the needs of the workforce. It is complex.



IN THE ABSENCE OF FURTHER STAFF COMING, DO YOU SEE THAT THERE'S SCOPE TO OFFER OVERTIME TO MEET PEAK DEMAND RATHER THAN FORCING EVERYBODY TO HAVE A CHANGE OF LIFESTYLE TO MEET A DIFFERENT ROSTER?

As a DDO senior sergeant, I've supervised SNP in Surfers Paradise many times. When we used to have money, double time, people wanted to come to work and wanted to work in that peak demand period, and then they could go back to their normal workplace and continue to work. With the loss of SNP funding, we're now having to roster more people, or divert more resources into Surfers Paradise to cover the same problem, which leaves the other divisions hanging dry.

In the absence of further staff coming, do you see that there's scope to offer overtime to meet peak demand rather than forcing everybody to have a change of lifestyle to meet a different roster?

PAYNE: I can't commit to something but at the moment what we're doing is we're pushing people on to those SNP's at the expense of other activities, hence why RBT numbers, everything is sort of plummeting because those other factors which we're probably not prioritising as high as some of the key community safety things around SNP or around those high

risk elements, that's having an impact.

We will have to get to a point where someone is going to whack the organisation. And it is either going to come when we say, "Well, we need more overtime." I mean, at the moment it is coming through targeted juvenile crime with all the overtime that's come. Whether that shifts back to the SNP, I don't know.

I don't think we're getting more staff. We have to push for a solution that I can see, is overtime for the peak.

PAYNE: I agree. I was in The Valley when it came in, and it gives you a sugar hit of staff. The challenge is we've got the fatigue management element. There is so much overtime when you factor in the wide load escorts that we're getting. It's a challenge to do it. Sometimes it comes down to what is the current priority of the government.

This is the hard part, we are getting to a point of overtime fatigue. I don't know if you guys are getting it, but certainly in other areas we're struggling to put people on the ground for our overtime, once you factor in the wide loads, the speed cameras, that type of thing. Our people are tired around different things.

I WOULD ANTICIPATE THE DEMAND PROCESS PROBABLY MIGHT BE ANOTHER TWO TO THREE MONTHS BEFORE IT IS DONE.

What is the timeframe for phase 1 of demand review?

PAYNE: The initial part around demand has been going for about two weeks. That's consisted of the consultant actually getting information on our policies around EB, our different HR policies, the rostering rules, that type of thing.

They need to actually get across what the playing field looks like in terms of that, then the actual recorded data then comes in, which will actually then give perspective around what the recorded data looks like.

There is one consultant assigned to the Gold Coast, one assigned to North Brisbane, and then they will come in through your project teams, I think it is Rob Finlay and Stuart Reid I think are the two reps for the two districts that are actually heading that part up.

They will then push out into the districts for discussions with different areas around what the

localised demand looks like. The picture will come around about what does the demand look like at what level.

Is it divisional based demand, or is it patrol group based demand? And then that will kind of link in then to the type of rostering they'll do.

I would anticipate the demand process probably might be another two to three months before it is done. Then what we've said is there doesn't need to be a rostering discussion until the demand discussion is finished. Everyone is keen to see what it looks like.

The evidence base has to be really solid. So our approach will be reflected in that finished demand piece, to get it as comprehensive as we can, and then have a look at the development of a few different rosters go to the workforce with the rosters and say this is what we've got, what do you think.



THIS IS A GENUINE APPROACH TO SAY, "WHAT DOES YOUR DEMAND LOOK LIKE? WHAT IS YOUR DEMAND? AND YOUR DEMAND LOOK LIKE?"

Will the learnings from SDP be taken onboard and utilise the external consultants rather than just telling police what their demands is?

PAYNE: 100%. This is not a model that's being developed that's pushing down. This is a genuine approach to say, "What does your demand look like? What is your demand? And your demand look like?" This is about trying to understand that you need to sit there and listen to the OIC because I

guarantee you go up to Mackay, you go to Cairns or Townsville, you're going to get, okay, well these are what my requirements are. That is demand. So you have to consult to get the wholistic picture from it. Then once that's developed, then the rostering starts to be looked at and then we go out about it.



My question is for the AC around the consultants you've mentioned repeatedly. I'm just curious how much they are costing and why we need them when people in this room could probably solve the problem for free?

PAYNE: Having sat in the rostering space for a long time as an OIC, as a patrol inspector and now as a DO I've got multiple rostering templates. I can give you eights, nines, tens, matrixes, combinations, seven block night shifts, blocks of four and three. I can do that.

The whole point of this is to say let's not approach it from the perspective that I've got an understanding of this and this is

what I think. I think this is about saying how can we either validate what you've got and then use that for the rest of the organisation, or do we need to develop a more wholistic picture.

That's the intent behind the consultant. It is not to impose a model. It is not to say I don't necessarily want it to be top down, so I don't want it to be me going, "Well, this is what I think you guys should

be working." This is really about looking at it more genuinely at a local level to try and identify a process.

I don't think I can talk about the money at this point. But I think SDP in that Queensland Audit Office Report, was about \$26 million. I think that's in the public report. This project is about a committee of about six of us. I think there are three people that are working full time on that.

I guess after SDP I'm probably a little bit skeptical of consultants.

PAYNE: It is a company called August. It is a company with a very specific remit. It is not about developing a model, it is about simply going out and engaging to give us a process around how we could potentially calculate wholistic demand. That's what will come out of the trial.

Then if South Brisbane, or if Moreton, or if anyone wants to jump on board and have a look at it, we'll say this is effectively how we think you can calculate your demand more holistically. Then if you get it, here's some suite of rostering options that have been developed by that. Go out and talk to your workforce. That's really the end game of that.

There's a piece called Workforce Readiness. What we've identified is that there is no capability owner of rostering and that's part of the problem.

When you talk about rostering, rostering sits across HR, employee relations, finance. So what we've identified is that there needs to be an owner of rostering.

Then we develop training for actual OIC's, for the workforce co-ordinators, for the rostering clerks. Part of that is building the capability. That will be centralising the resources into an area you can find them. That's the legacy piece that will come out of the organisation.

IT IS A COMPANY WITH A VERY SPECIFIC REMIT. IT IS NOT ABOUT DEVELOPING A MODEL, IT IS ABOUT SIMPLY GOING OUT AND ENGAGING TO GIVE US A PROCESS AROUND HOW WE COULD POTENTIALLY CALCULATE WHOLISTIC DEMAND.



WE'VE HAD A LOOK AT THE AFP HAVE GOT A BRAND NEW ROSTERING IN PLAY, AND THAT'S EXACTLY WHAT OURS WILL PROBABLY LOOK LIKE THAT, BUT EXACTLY WHAT THEY'VE GOT, THE CAPACITY TO DO THINGS ON YOUR PHONE AND DO EVERYTHING LIKE THAT.

Probably the only thing I want to talk about there is a whole of government rostering system being looked at. That's a requirement of government. That will be a couple of years down the track.

What we have tried to do is the first part of this is around aligning rostering to demand. The second part is the strategic workforce planning part, which has to look at supplementing your staff.

The government, every department will be basically required to go with a rostering service provider who will provide that digital solution, and the QPS will say "This is what we need ours to look like."

I would anticipate it will be a couple of years away that one, but once it comes that's where you move into the place where you've got probably access off your phone and different things around, whether it be shift swaps and all that type of thing, a much more sophisticated tool.

We've had a look at the AFP have got a brand new rostering in play, and that's exactly what ours will probably look like that, but exactly what they've got, the capacity to do things on your phone and do everything like that. So that's coming as a separate digital project. It will be a couple of years away.

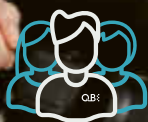
I know it is a really complex issue. But again, there's a real reason why we have to do it and it's trying to sort of find the balance between the organisational piece and what our staff need at a local level as best we can and try and tweak that. And that's what we hope will come out of the actual meaningful district engagement around it.

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GRADUATION DAY SEPTEMBER

By Darren Curtis

**ONE OF THE LARGEST
RECRUIT CLASSES
TO GRADUATE FROM
THE OXLEY ACADEMY
OVER NEARLY THREE
DECADES WAS SWORN
IN ON THURSDAY
SEPTEMBER 19, 2024.**

137 new Constables marched onto the Tom Molloy Parade ground in front of excited family and friends for the induction ceremony.

Following a welcome to country ceremony performed by Yulu Bahmann and Jono Barney the audience were asked to stand for a special acknowledgement to honour all 150 fallen Queensland police. The recent addition to the program was instigated by Academy boss Assistant Commissioner Kev Guteridge and included members of the QPS Mounted Unit.

Sergeant Lisa Shilton on her troop horse Kokoda and Constable Matthew Gilbert on his troop horse Idol came onto the sacred turf before pausing in front of a QPS cap, memorial candle and medal later centering in the parade ground for an official salute to the reviewing officer and a minutes sacred silence. Sergeant Lisa Shilton said "It does mean a lot to myself and my fellow Mountie Constable Matt to be a part of this ceremony. All police never forget the day you graduate and it's important for the mounted unit to support the recruits at the start of their policing career. It's an additional honour for us to be here particularly after Senior Constable Dave Masters was a mounted unit member who was murdered on duty. It's very special to have the horses involved."



Sgt Lisa Shilton on troop horse Kokoda part of a new tradition for Oxley graduations.



**137 NEW CONSTABLES MARCHED
ONTO THE TOM MOLLOY PARADE
GROUND IN FRONT OF EXCITED
FAMILY AND FRIENDS FOR THE
INDUCTION CEREMONY.**

QPU President Shane Prior greeted the new recruits and praised their dedication to their training “Your decision to join the noble profession of policing is commendable and I encourage you to embrace where this job can take you in Queensland and the experiences it can offer. After today I want you to learn from your Field Officers and new colleagues at your stations. Absorb their knowledge and experience.

“Carry this invaluable insight forward in your career. When you walk into your assigned police station for the first time you bring a new energy and enthusiasm that I hope you never lose. I presented you all with your St Michael’s medallion, the patron saint of police. This is not a strictly religious symbol of faith, it’s something you can touch, feel as a token that the QPU will always be there with you through your career to protect your welfare, industrial entitlements and provide support.”

The recipient of the QPU sponsored Dux Award was Constable Dominik Vosen. Before starting at the Academy Dominik achieved a Cert IV in Legal Services. He was commended for topping intake 1/2024 in academic studies.



QPU President Shane Prior presented Constable Dominik Vosen with the Dux Award for intake 1/2024.

The incentives and advertising advocated by the QPU are paying dividends with another 690 recruits in training across Oxley and Townsville and a further 2,200 in the processing pipeline. Recruits are paid well at the Academy, plus they receive a cost of living bonus for accommodation and meals. Graduates are also offered a \$20,000 bonus to pay their HECS debt for relevant tertiary degrees.

**THE INCENTIVES AND
ADVERTISING ADVOCATED
BY THE QPU ARE PAYING
DIVIDENDS WITH ANOTHER
690 RECRUITS IN TRAINING
ACROSS OXLEY AND
TOWNSVILLE AND A FURTHER
2,200 IN THE PROCESSING
PIPELINE.**



Constable Maizy Evans accepts the Operational Skills Award.





Constable Jordan Knowles receives the Community Service Award from Assistant Commissioner Kev Guteridge.





Deputy Commissioner Cheryl Scanlon presents Constable Dominique Layland with the Commissioner's Award.



Constable Timothy Felschow accepts the Domestic & Family Violence Training Award.



QPU President Shane Prior presents Constable Dominik Vosen with the QPU sponsored Dux Award.

SPRING 2024



Constable Clinton Reid receives the Dan Stiller Memorial Traffic Award from RACQ sponsor Melanie Calzavaia.



QUEENSLAND POLICE UNION JOURNAL





Constable Jack O'Brien receives the Leadership Award from Commissioned Officers Union President Superintendent Kerry Johnson.





Constable Harley Ralph accepts the Sondra Leen Memorial Award for Physical Skills.





Constable Paul Jenkins receives the Achievement Award from QBank CEO Byron Fuller.

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DETECTING SPIDERS

BY DARREN CURTIS

**THE QPU ASSISTED
WITH SPONSORSHIP
OF AN INVESTIGATIVE
CONFERENCE ON THE
GOLD COAST IN AUGUST
THAT ATTRACTED
SPECIALISTS FROM
AROUND THE WORLD
AND INTERNATIONAL
AWARDS WITH
RECOGNITION FOR
TWO QUEENSLAND
INVESTIGATORS.**

The Youth Technology and Virtual Communities (YTVC) Conference was held at Bond University at Robina between the 19 and 21st of August drawing 465 delegates from countries including the Philippines, Singapore, Spain, Sri Lanka, Thailand, The United Kingdom, USA and Canada. The event was a sell out and the first time some countries could send participants following COVID.

If non investigators or community members sat in on some of the YTVC sessions it could be deeply disturbing as presenters revealed the atrocities they have discovered online with child exploitation. Specialists discussed the advances in using the same technology the offenders are utilising as a weapon and evidentiary tool against them.

Argos Taskforce members Detective Senior Constable Ben Hiller and Adele Desirs delivered a case study only accessible to law enforcement personnel. In October 2023 they detected two children aged two and five weeks old that were being abused in Ohio and at serious risk. Within eight days they had found the exact location of the offender, exchanged information with US authorities and the man was in custody and the children rescued.



Det S/C Ben Hiller and Adele Desirs from Taskforce Argos are presented with US Secret Service Directors Award. Photo courtesy of the QPS.

Ben and Adele were presented with a United States Secret Service 'Directors Award' for their skills and techniques. It is the highest award the US Secret Service can present to individuals or agencies outside the United States.

**I CAME TO THIS CONFERENCE
TEN YEARS AGO AS A
JUNIOR DETECTIVE AND
IT INSPIRED ME TO WORK
FOR ARGOS.**

Detective Senior Constable Hiller said “We were originally targeting an Australian based group of offenders and it led us into this terrible offending in the US. The extent of the abuse was so horrific that medical evidence suggested one of the children would not survive her injuries if she was not located quickly. It was satisfying to not only assist in the rescue but also see the offender in May this year was sentenced to 100 years prison.”

The presentation by the Argos Team and Secret Service early in the conference set the standard for the remainder of the event. Ben said “I’m very appreciative the course guests really took something away from our investigation. We have experts here from around the world and our Queensland detectives can talk to them, pick their brains on an issue and develop a process they may not have considered before. I came to this conference ten years ago as a junior detective and it inspired me to work for Argos.

“Hopefully the techniques fellow detectives are learning from this event will help them push the boundaries of their own investigations. I’m thankful the QPU assisted with the sponsorship to make this conference a reality, it’s why we have the best presenters from around the world here and the fact audience places were sold out is testimony to the value law enforcement place on this exchange of information.”



Det S/C Hiller believes the conference could inspire junior colleagues to consider a future in CPIU or Taskforce Argos.



Ben and Adele from Taskforce Argos received international acclaim for their work on detecting an offender in the United States and developing a strong evidence based case.

As part of the sponsorship the QPU were provided two complimentary guest positions and this year Doug Henderson and Aaron Kerridge from Inala CPIU took up the opportunity to sit in on the lectures.



Inala CPIU investigators Doug Henderson and Aaron Kerridge want to share the techniques they learnt with other QLD investigative units.

**"WHAT I'VE SEEN AND
LEARNT HERE HAS GIVEN ME
WAYS TO ADAPT OUR OWN
INVESTIGATIONS, TO EXPEDITE
RESULTS AND ACHIEVE
ADMISSIONS FROM OFFENDERS."**

Doug Henderson said "The conference has enlightened us to AI technology and how it's developing in a way child sex offenders are creating child exploitation material. There's some interesting case study insights into how the technology can be used to switch back on the offenders to identify and apprehend them. It makes you proud of the job you do when you hear the success stories.

"We've already been reflecting on our investigations at Inala and how we can use these learnings to deliver better investigations. I'm thankful the QPU gave us this opportunity and I believe we can share what we've learned with other work units at a District and Regional level because there's easier ways to get results working with other areas in the QPS and outside specialists."

Plain Clothes Senior Constable Aaron Kerridge said the exposure to new investigative techniques has presented opportunities and strategies that could be 'go to' methods now before exhausting traditional inquiries. "You don't regularly get opportunities to come to something of this scale, I'm thankful I've had a chance to see and learn. Not many people know these events are out there and are supported by the QPU.

"What I've seen and learnt here has given me ways to adapt our own investigations, to expedite results and achieve admissions from offenders. There's tools available to help us identify an offender that may have already come under notice somewhere else in the world so while we think we'd run it out as far as possible the evidence we bring to the table may be the last missing piece to bring it all together."



It's detecting, linking and exposing the international webs of offenders along with shared knowledge on how they are using technology to hack and generate exploitation material that needs to be constantly revealed through conferences like YTVC.

QPU President Shane Prior said "Supporting initiatives like small funding components of international conferences focussed on detecting child exploitation material is crucial in enhancing the skills and knowledge of frontline police officers. The valuable learnings gained from YTVC will empower our members to combat heinous crimes effectively but also strengthen our commitment to safeguarding our communities and protecting the most vulnerable among us."

GRADUATION DAY JUNE

BY DARREN CURTIS

THE ONGOING PIPELINE OF NEW POLICE CONTINUED IN JUNE WITH THE GRADUATION OF INTAKE 6 OF 2023 CONSTABLES AT THE OXLEY POLICE ACADEMY ON THURSDAY JUNE 27, 2024.

The 94 Constables were sworn in by Commissioner Gollschewski and welcomed by QPU Vice President Shane Prior. Mr Prior said, “You have opted for a career where the community look to you for leadership in all sorts of situations including natural disasters, neighbourhood disputes, road trauma and when people are in crisis. It’s a very significant responsibility but I am confident through the training you have received you will do your best on every single occasion and if you act in good faith doing your duty the QPU will always be there for you. The people of Queensland admire the work you do and like me they all want you to return home safe at the end of your shift to the people that mean the most to you.”

Constable Ellenie Brindley was the recipient of the QPU Sponsored Dux Award and the Commissioner’s Award. Constable Brindley said, “I’m honoured and grateful that I’ve been surrounded by some beautiful people that I can now call fellow Constables. Without their support I wouldn’t have been able to receive these two significant awards.”



Constable Ellenie Brindley is presented with the QPU Sponsored Dux award for intake 6/2023 by QPU Vice President Shane Prior.



Constable Ellenie Brindley is congratulated by Police Commissioner Steve Gollschewski for accepting the Commissioner’s Award.

It wasn’t the first time at the Academy for Ellenie, “Six years ago I came through the Academy and I really loved the academics and training but when I got out on the road it just wasn’t the right time for me as a mum. I know now I am able to be both a mum and police officer. I felt before I perhaps had to choose either identity but now I realise you can be a career driven woman and a mum.”

Prior to signing on as a recruit in 2023 Ellenie worked for a year as Protective Services Officer. She’s confident the experience gave her a good grounding for the Academy again, “Protective Services within the courts opens your eyes to the realities of the Justice system. It really helped me with the course here.” The months at the Oxley Academy also proved a juggle with family life, “If you have a network around you that supports you and backs you up then there’s nothing really to stop you achieving what you really want to do.”



Const Brindley with husband Warren, son Xavier and daughter Rose.

Constable Brindley will complete her First Year at Coomera station on the Gold Coast but she knows the QPU is only a phone call away, “The Union is the foundation for us to be protected. As individuals we can only do so much. To have such a strong Union to back us and deliver support allows us to be confident backed should we ever need their assistance in all sorts of areas whether it be legal, ethics or support off duty.”

Police Minister Mark Ryan as official guest remarked, “Our newest officers bring skill and expertise from a diverse range of fields and occupations, which will add strength to the communities they will serve.”

The bulk of the new Constables were headed for Southern Region (18), seventeen to Central Region, sixteen across Brisbane Metro North and South, twelve to Northern Region, eleven to the North Coast and South Eastern Regions and nine First Years to the Far Northern Region.

Recently appointed Oxley Academy boss Assistant Commissioner Kev Guteridge redesigned elements of the traditional graduation ceremony incorporating an acknowledgement and tribute to fallen Queensland Police Officers. Before the new Constables marched onto the Tom Molloy Parade Ground Acting Sergeant Evan McFarlane saluted a table holding a QPS hat and memorial candle while the crowd were asked to stand for a minutes sacred silence.

**“OUR NEWEST OFFICERS
BRING SKILL AND
EXPERTISE FROM A
DIVERSE RANGE OF FIELDS
AND OCCUPATIONS, WHICH
WILL ADD STRENGTH TO
THE COMMUNITIES THEY
WILL SERVE.”**



Parade Sergeant Evan McFarlane prepares the audience to honour the lives of Queensland Police lost on duty.



A minutes sacred silence was held before the new Constables began their graduation parade and ceremony.



Constable Darren Cockburn was presented with the Operational Skills Award for excellence in physical skills, firearms training and officer safety.



Constable Jaime Manthey was presented with the Community Service Award sponsored by QPS Police Citizens Youth Clubs by Assistant Commissioner Kevin Guteridge.





Constable Ellenie Brindley accepts the Commissioner's Award from QPS Commissioner Steve Gollschewski.



QUEENSLAND POLICE UNION JOURNAL



Constable Will Loughman was awarded the Sondra Lena Memorial Award for Physical Skills.





QPU Vice President Shane Prior congratulates Constable Ellenie Brindley with the Dux Award for highest achievement in academic studies.



Constable Eoin Rudledge was presented with the Dan Stiller Memorial Award for traffic studies and driver training.





Paula Hayes from QBank presents Constable Han Kang with the Achievement Award.



QUEENSLAND POLICE UNION JOURNAL





Constable Samuel Crumblin was presented with the Leadership Award by Inspector Donna Stewart.



Tim White, Michael Watego and Harry Whaleboat from Tribal experiences perform a welcome to country ceremony.



QUEENSLAND POLICE UNION JOURNAL





Snr Sgt Cameron Fraser from the Multi Cultural Affairs Unit performs with the QPS Pipes and Drums during the ceremony.



SPRING 2024



Constable Sarah Oakley was the recipient of the Domestic and Family Violence Training Award.





Sgt Aaron Bobberman and S/C Ethan Bailey from Mt Ommaney Highway Patrol lead the parade past the memorial of remembrance.





NEW BIRDS

BY DARREN CURTIS

**THE QPS HAS TAKEN
DELIVERY OF THREE NEW
BELL 429 HELICOPTERS
FOR THE POLAIR FLEET
COVERING SOUTH EAST
QUEENSLAND.**



Police Minister Mark Ryan, SLSQ Aviation CEO Ken Clark, QPU President Ian Leavers and Police Commissioner Steve Gollschewski with a ceremonial Polair birthday cake.

The aircraft came into service in August and all three machines are identically fitted out to allow for ease of operational effectiveness. Effectively by having three aircraft it allows for two to be on shift every day and the third will be rotated out for essential maintenance.

During the handover Police Commissioner Steve Gollschewski complimented QPU President Ian Leavers for his advocacy in establishing Polair. Mr Gollschewski said “I acknowledge Ian Leavers going back all these years ago when he started the discussion on Polair.”

Mr Leavers responded “I am immensely proud to see the acquisition of three new helicopters for policing in Queensland become a reality, a project that I initiated. These helicopters will undoubtedly bolster our capacity for maintaining public safety and combating crime in Brisbane and beyond.”

Police Minister Mark Ryan convinced the Treasury to fund the investment as each aircraft comes with a price tag including specialist fit out of \$18 million. The funding package has also provided many more flight hours. Mr Ryan said “Many people are reassured when they hear polair fly over. They know police are overhead to help apprehend offenders and to keep police crews on the



ground safe. The professionalism of the Queensland Polair crews has them well regarded across every jurisdiction.”

There are now 41 staff at Polair, each aircraft has three people on board. A pilot contracted by SLSA, a mission controller in the front seat talking on the radios to ground crews and a censor operator in the rear handling the cameras and technical equipment. The infrared FLIR camera is valued at \$2.5M and is linked to a search light at the rear. The displays have mapping overlay allowing the aircraft to provide accurate situational awareness to the ground crews.



Polair OIC Snr Sgt Tony Lawliss.

Polair OIC Tony Lawliss said “We are giving leadership to the ground crews because we can identify an offender, even detect what sort of weapons they may have, what they are doing and establish a cordon until the car crews pull up. It’s a view of the world they cannot see from ground level. If there was a protracted incident we can get all three aircraft airborne, stay in the air longer and cover multiple locations. The speakers we have are loud enough to be heard in the frontrow of a rock concert at Suncorp stadium.

“Recently we used them to disperse a brawling crowd and at Ashgrove we had a missing child and were able to broadcast a message that activated the community to assist find the little one. Our cameras operate in all weather and provide excellent material for court matters.”

The acquisition of the Bell 429 helicopters will enable officers to carry out their duties with greater confidence and efficiency, particularly in high-risk or critical incidents. The integration of advanced camera systems and night vision capabilities will significantly improve surveillance and reconnaissance capabilities.

**POLICE MINISTER MARK RYAN
CONVINCED THE TREASURY TO
FUND THE INVESTMENT AS EACH
AIRCRAFT COMES WITH A PRICE
TAG INCLUDING SPECIALIST FIT
OUT OF \$18 MILLION.**



Police Chaplain Matt Govan assisted with the blessing of the Polair fleet.

**“MAY THESE POLAIR UNITS
BE AN INSTRUMENT OF
PEACE FOR MEMBERS OF
OUR COMMUNITY WHO
MAY BE AFRAID, HOPE FOR
THE THOSE WHO ARE LOST
AND A TOOL FOR JUSTICE
FOR THOSE WHO HAVE
BEEN WRONGED. BLESS
ALL THOSE WHO SERVE IN
THEM AND THE GROUND
OPERATIONS STAFF BE
BLESSED WITH INSIGHT,
DILIGENCE AND WISDOM.”**

Police Chaplain Artie Shepherd performed a blessing of the fleet as a symbolic gesture to protect the aircraft and air crew “May these Polair units be an instrument of peace for members of our community who may be afraid, hope for the those who are lost and a tool for justice for those who have been wronged. Bless all those who serve in them and the ground operations staff be blessed with insight, diligence and wisdom.”



Police Chaplain Artie Shepherd blessed Polair all three new helicopters, aircrew and ground staff.



Police Chaplain Kylie Thomas assisted with the blessing of the Polair fleet.

The guidance provided by the Queensland Police Union has been instrumental in shaping the improved Polair capabilities now on offer. By leveraging expertise and insights, the Union has played a pivotal role in advocating for Polair to be expended into the Sunshine Coast/ Wide Bay, Townsville and Cairns.

Mr Leavers said “The ongoing expansion of Polair is critical to enhancing the ability of police to swiftly and effectively reach incidents across Queensland and provide overwatch for our members on the ground. However I urge the Government to not step away now the initial purchase is done, each aircraft needs to have upgrades to the latest equipment and tech when it becomes available.”

**THE GUIDANCE PROVIDED
BY THE QUEENSLAND
POLICE UNION HAS BEEN
INSTRUMENTAL IN SHAPING
THE IMPROVED POLAIR
CAPABILITIES NOW ON OFFER.**



The QPS Polair Team on launch day.

REBUILT WITH REMEMBRANCE

**IN A POIGNANT
TRIBUTE TO TWO
FALLEN HEROES, THE
QUEENSLAND POLICE
SERVICE UNVEILED
THE NEWLY
REBUILT DALBY
POLICE STATION
ON THE RURAL
WESTERN DOWNS
OF QUEENSLAND ON
MAY 10, 2024.**

The \$19 million reconstruction project not only symbolizes a commitment to enhancing law enforcement infrastructure but also serves as a memorial to the courageous officers who made the ultimate sacrifice in the line of duty.

The emotional significance of this initiative was evident with the families of Constable Matthew Arnold and Constable Rachel McCrow attending the opening with QPU Southern Region Rep Col Muller and Police Commissioner Steve Gollschewski.

Mr Muller said “everyone who enters the Dalby station will see this memorial to Matt and Rachel and we hope understand the significance that they served with valour and distinction here in Dalby. They both spent their time as First Year Constables here and made strong bonds with the staff who continue to work here and the Western Downs.”



Police Minister Mark Ryan, Dalby OIC Terry McCullough, Police Commissioner Steve Gollschewski and QPU Southern Region Rep Col Muller at the memorial dedication.

The memorial funded by the QPU is designed to be low maintenance and includes a seat for those who want to pause and reflect. Mr Muller said “this is a solemn and yet proud moment for the QPU to be able to be a part of this project. The QPU has unwavering commitment to never forget the sacrifices made by our members who wear the uniform. Their legacy will now be forever enshrined in the fabric of the station, serving as a reminder of the dangers faced by police daily.”



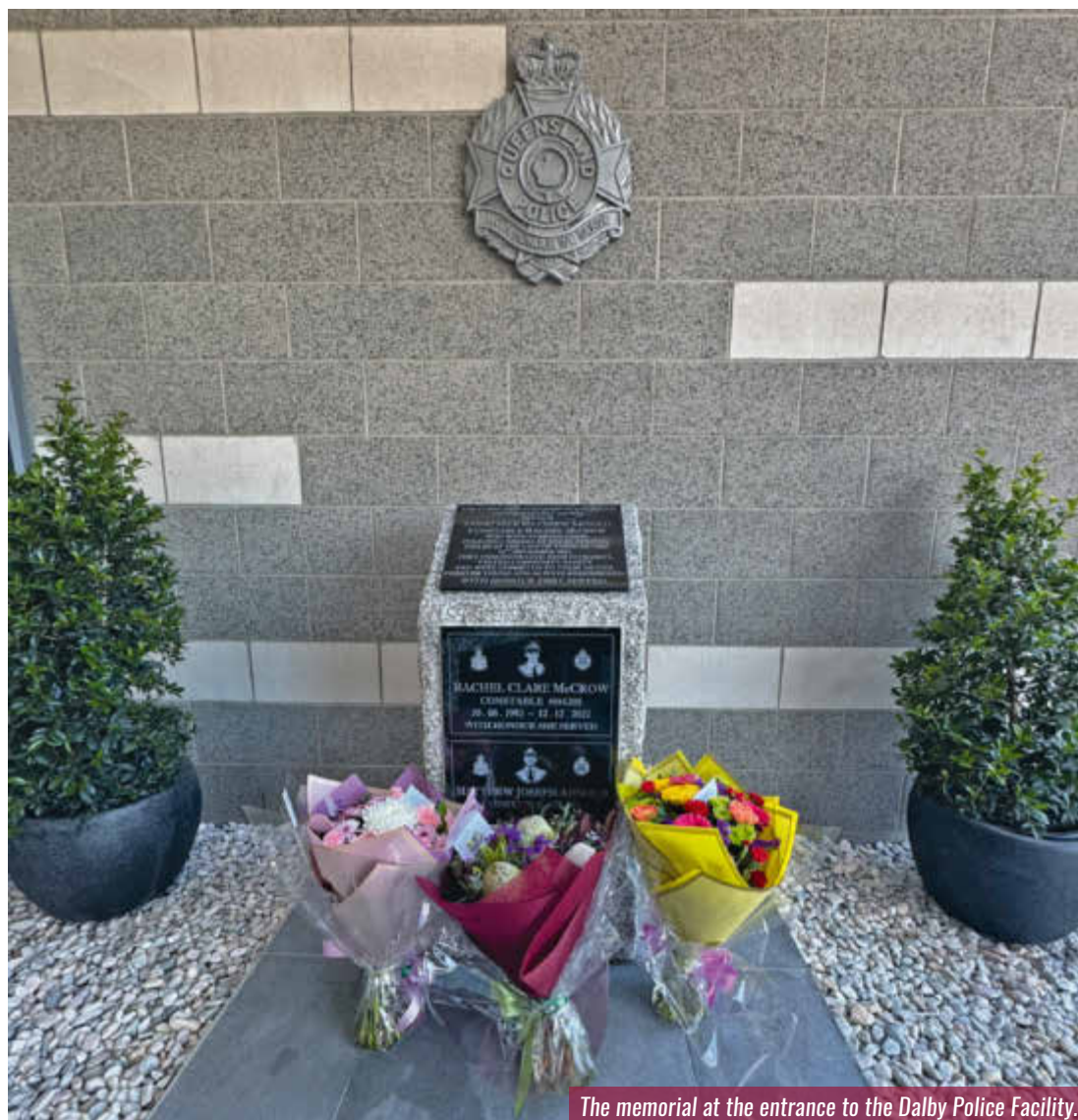
QPU Southern Region Rep Col Muller lays flowers at the new Dalby Police Station Memorial honouring Const Matthew Arnold and Const Rachel McCrow.

"THE QPU HAS UNWAVERING COMMITMENT TO NEVER FORGET THE SACRIFICES MADE BY OUR MEMBERS WHO WEAR THE UNIFORM."



Police Minister Mark Ryan pays his respects at the memorial.

THE COMMUNITY AND QUEENSLAND POLICE
OF THE WESTERN DOWNS
HONOUR
CONSTABLE MATTHEW ARNOLD
CONSTABLE RACHEL McCROW
WHO BOTH STARTED THEIR
POLICING CAREERS AT DALBY STATION.
KILLED IN THE LINE OF THEIR DUTIES
12TH DECEMBER 2022.
THEY DEMONSTRATED HIGH INTEGRITY,
VALUED COMMUNITY SAFETY
AND WERE COMMITTED TO THEIR DUTIES.
FOREVER YOUNG AND ALWAYS REMEMBERED.
WITH HONOUR THEY SERVED

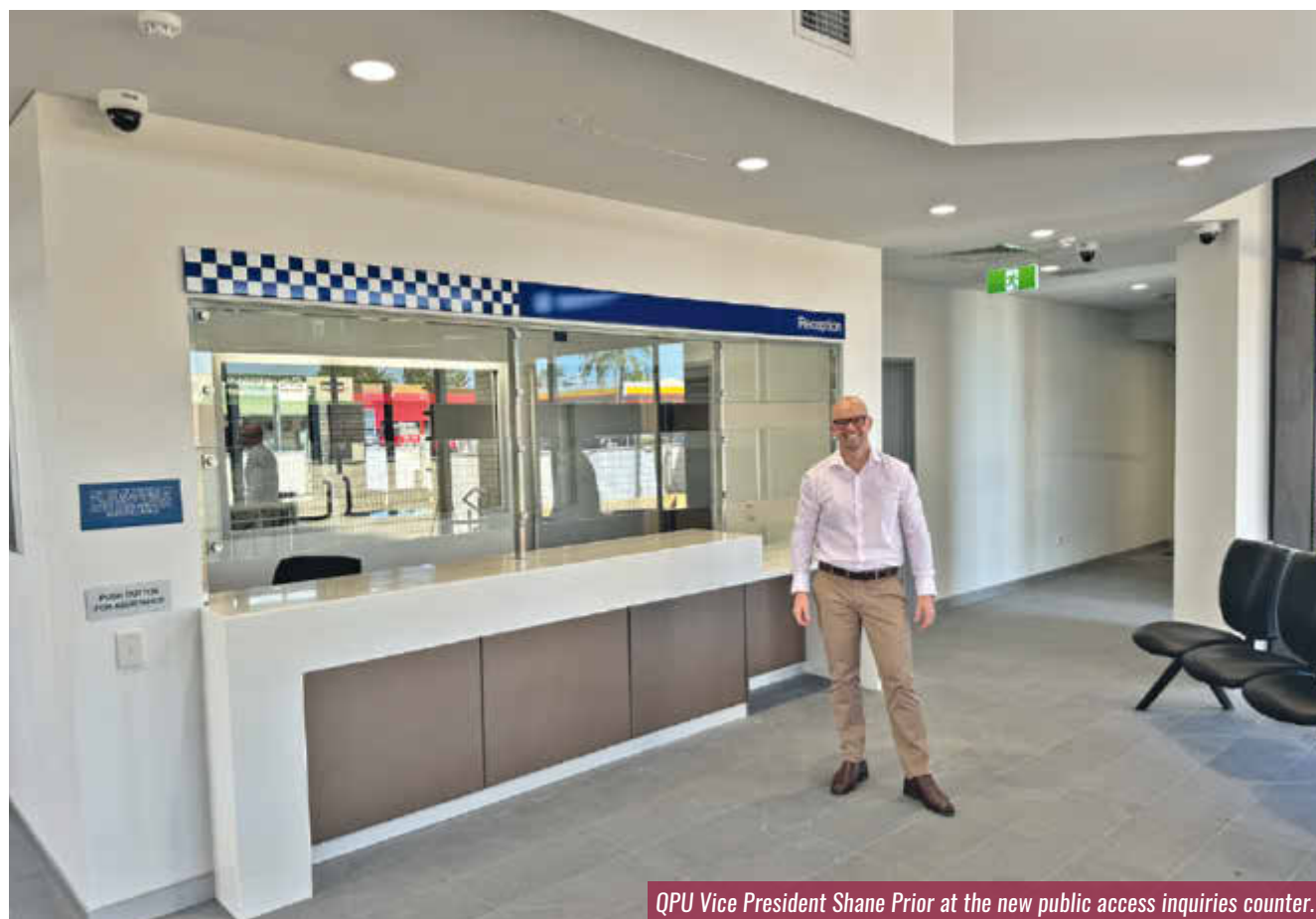


The memorial at the entrance to the Dalby Police Facility.

The multi million dollar upgrade will house sixty operational staff including first response General Duties Officers, CIB, CPIU, Highway Patrol, Scenes of Crime section including a laboratory, major incident room, training areas, upgraded watch house and fit for purpose station offender processing and staff amenities.

The advocacy for the project was spearheaded by the Queensland Police Union President Ian Leavers, who dedicated a number of years as a Regional Rep then President to ensure the welfare of officers at Dalby. Mr Leavers said “the previous station that was here had outlived it’s usefulness and had become a hazard to the police working here. Not only did our members have input into areas to enhance workflow they also saw the benefits in upgrading the watch house. This will assist in providing a greater level of surveillance for people in our care.”

THE ADVOCACY FOR THE PROJECT WAS SPEARHEADED BY THE QUEENSLAND POLICE UNION PRESIDENT IAN LEAVERS, WHO DEDICATED A NUMBER OF YEARS AS A REGIONAL REP THEN PRESIDENT TO ENSURE THE WELFARE OF OFFICERS AT DALBY.



QPU Vice President Shane Prior at the new public access inquiries counter.



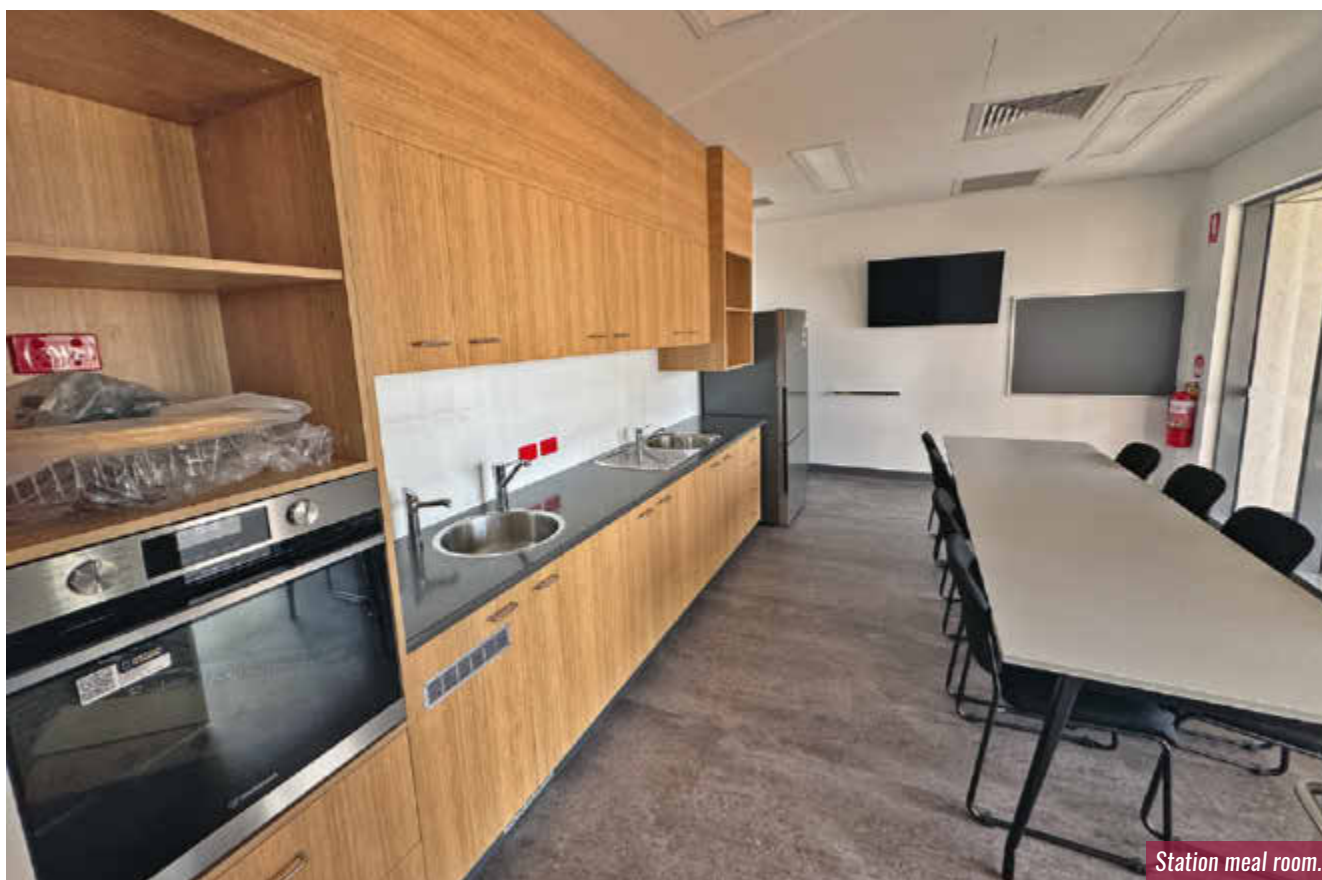
The shift supervisors station.



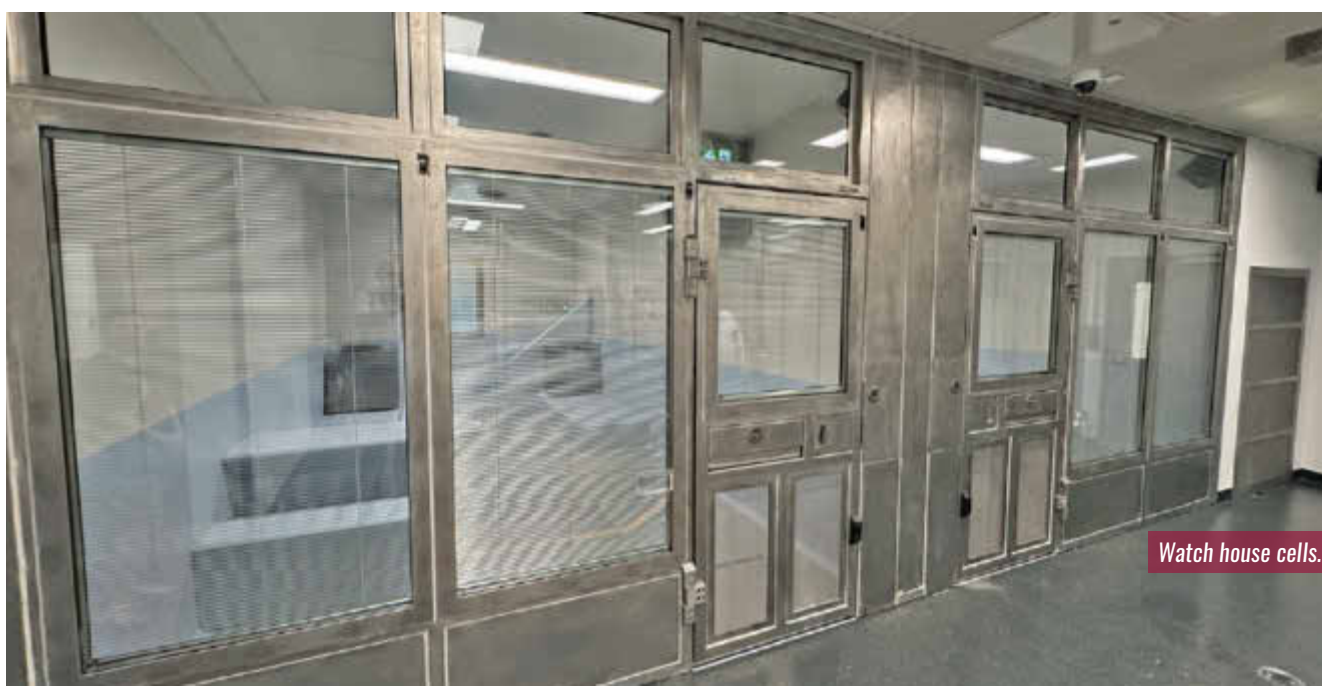
The General Duties day room.



Processing area.



Station meal room.



Watch house cells.



QPU Southern Regional Rep Col Muller reviews the security suite and observation area for the watch house.



Dalby OIC Terry McCullough and Police Commissioner Steve Gollschewski officially open the Dalby Police Station.

The rebuild of Dalby police station stands as a testament to resilience, remembrance, and progress within the Queensland Police Service. As new recruits prepare to take on the mantle of protecting and serving the community, they do so in a facility that embodies the values of honor, duty, and sacrifice.

This milestone not only marks a physical reconstruction but also a spiritual rejuvenation, serving as a beacon of hope and solidarity for officers past, present, and future. The legacy of the fallen officers will forever be part of the station's identity, a reminder of the ultimate price some pay in the name of public safety.



Police Chaplain for Western Downs Ken Hansen with the official plaque to be mounted in the Dalby Police Station commemorating the opening on May 10, 2024.

AWARDS AND HONOURS GOLD COAST

BY DARREN CURTIS

**GOLD COAST POLICE
DISTRICT OFFICERS
WERE PRESENTED
WITH QUEENSLAND
POLICE SERVICE
MEDALS AND
AWARDS DURING
A CEREMONY ON
JUNE 4, 2024.**

SPRING 2024

Police Minister Mark Ryan presented awards and acknowledged the support and commitment from South East QPU Rep Andy Williams for police across the District.

The function was held at the Southport Sharks Events Centre in front of colleagues, friends and family members. Assistant Commissioner Brian Swan said 'this is one of the best parts of the job. I get the opportunity to say thanks for all the great work you do, day in and day out. There's no doubt as each year passes the job of policing becomes more complex and more challenging. Every day I'm amazed at the great work our members do.'



QPU South Eastern Region Rep Andy Williams congratulates Sgt Peter Cook on receiving a second clasp to the National Medal signifying 35 years service also a 35 year clasp to the QPS Medal.

Scenes of crime Senior Constable David Hartland was presented with the QPS Meritorious Service Medal after joining the police as a cadet in 1983 and completing forty years of service to the people of Queensland.

Senior Constable Hartland said "when I joined the attitude was to be a lifer in this job. I never saw it as a stepping stone to something else. I've had a lot of different jobs over four decades including general Duties, CIB, JAB, Prosecutions and Forensics for the last twenty years. I gave up a position as a prosecutor to go to forensics because I was very interested in that field. I could've been an Inspector or Chief Superintendent by this stage of my career but that would have meant uplifting my family multiple times and having to do administration work that I really didn't want to do. If I had gone higher in rank I probably would not have had the satisfaction I've had in forensics."



S/C Dave Hartland was presented with a Meritorious Service Medal.

Dave was also presented with a Commissioner's Award for a Notable Action following an incident in 2022 when he went to the aid of an agitated person attempting to walk into motorway traffic at Coomera. He physically restrained the person who was determined to self harm and put himself in significant danger. His courageous actions and selfless bravery were applauded by the large crowd.

Senior Constable Hartland reluctantly talked about the incident saying "we had a very physical struggle on the side of the road and in the traffic lanes until a GD's team arrived to assist. It's one incident out of forty years of incidents that happened and has been recognised. Police are doing this sort of thing every day somewhere particularly those working one up. The father of two also had some sage advice for those coming through the ranks "you are getting paid to put in an effort for 8 hours a day. What you do makes a difference for people. Your advice and presence makes victims feel different about the impact the incident has had on them, it's incalculable. Don't get caught up in having a lack of effort or not putting in your best."



S/C Hartland was also presented with a Commissioner's Certificate for saving the life of a pedestrian on the M1 in 2022.

THERE'S NO DOUBT AS EACH YEAR PASSES THE JOB OF POLICING BECOMES MORE COMPLEX AND MORE CHALLENGING.

QPU South Eastern Rep Andy Williams was one of the first to congratulate Dave and said "Dave is now enjoying some very well earned pre-retirement leave. There's very few professions these days where people give forty years of continuous service. Dave's a classic copper who wants to be on the frontline contributing and making a difference rather than chasing rank, obsessing over paper clip usage and human resources issues. Many of the recipients today I hope are viewing these awards and medals as more than tokens because ultimately you cannot receive any of these acknowledgements if there's less than diligent and dedicated service on your record. The QPU supports these ceremonies as its important your colleagues and community see the positive things you have done."



S/C Hartland is a popular team member with his Gold Coast Scenes of crime colleagues.



Rarely keen for the limelight S/C Hartland did however enjoy the acknowledgement from his family during the ceremony for his impressive career dedication.



When just one kiss isn't enough for the family sacrifices made during 40 years of police service.

**THESE AWARDS ARE ABOUT
GOOD CONDUCT, ETHICAL
SERVICE, IF YOU DON'T SERVE
WITH HONOUR YOU CANNOT
GET ONE OF THESE AWARDS. THE
HONOUR AND SERVICE GOES
HAND IN HAND.**

Police Minister Mark Ryan spoke at the ceremony reminding officers that they are positive role models in the community. Mr Ryan said "There are many boys and girls who aspire to be police officers not just because of what they think police do but because they know the QPS are a force for good. They aspire to be like that. These awards are about good conduct, ethical service, if you don't serve with honour you cannot get one of these awards. The honour and service goes hand in hand."



A/C Brian Swan and Police Minister Mark Ryan congratulate Sgt Diane Meginley on receiving the National Police Service Medal and the National Medal.



Recipients of the National Police Service Medal and National Medal.





S/C Gerhardus Swan was awarded an Assistant Commissioner's Certificate for arresting a violent armed offender despite being injured himself during the arrest.



Recipients of the 15yr clasp to the QPS Medal.





Mr Glenn Smith recipient of the 45yr clasp to the QPS Medal is congratulated by QPU South Eastern Rep Andy Williams.



Recipients of the 15yr clasp to the QPS Medal John Millar and Tracey Abbott.





Recipients of the First Clasp to the National Medal for 25yrs service.



Recipients of the 15yr clasp to the QPS Medal.



Recipients of the 40yr clasp to the QPS Medal.



Recipients of the QPS Medal.



Recipients of the 35yr clasp to the QPS Medal.



Detective S/C Cassandra Dorricott received her detective appointment.





Recipients of the QPS Medal.



Detective S/C Kirsty Cook received her detective appointment.





Recipients of the 20yr clasp to the QPS Medal.



Recipients of the 30yr clasp to the QPS Medal.



Recipients of the QPS Medal.



Recipients of the QPS Medal.



Recipients of the QPS Medal.



Recipients of the 25yr clasp to the QPS Medal.



Recipients of the QPS Medal.

GRADUATION DAY MAY

ON A RAIN SOAKED AUTUMN DAY 137 NEW RECRUITS WERE SWORN IN ON 16TH MAY IN A GRADUATION CEREMONY AT THE OXLEY POLICE ACADEMY.

The event, held on the Tom Molloy Parade Ground marked the beginning of a new chapter for these dedicated individuals who have chosen to serve and protect the community.

Among the talented pool of recruits, Constable Katie Jones was awarded the prestigious QPU sponsored 'Dux Award' for her exceptional performance during her training.

Constable Jones a qualified physiotherapist exemplified the qualities of dedication, perseverance, and leadership that are integral to the role of a police officer. Her commitment to upholding the values

of the Queensland Police Service and her outstanding academic and practical achievements set her apart as a deserving recipient of this honor.

The 137 new Constables will be deployed to various locations across Queensland, ready to serve in both urban centers and regional communities. Each officer brings with them a unique skill set, background, and a shared commitment to keeping the community safe.

Forty of the new Constables will be split across Brisbane Metro North and South, twenty to the South Eastern Region, eighteen to Central Region,



QPU Vice President Shane Prior presents the Dux Award to Constable Katie Jones.



seventeen to Southern Region, sixteen to the North Coast Region, Northern Region will receive 15 First Year Constables and eleven to the Far Northern Region.

The graduation ceremony was a poignant reminder of the rigorous training and preparation that these recruits have undergone to reach this significant milestone. The training staff at the Queensland Police Service Academy has equipped them with the knowledge, skills, and values needed to face the challenges of modern policing with integrity and professionalism.

The presence of family members, and loved ones at the ceremony despite the weather conditions underscored the importance of community support for their career. The new recruits were welcomed with open arms into the extended family of the Queensland Police Service, where they will find camaraderie, mentorship, and a strong sense of belonging.

As these 137 new officers begin their duties, they carry with them the responsibility of upholding the law, protecting the vulnerable, and fostering trust within the community. Their presence will be felt in neighborhoods, streets, and

communities across Queensland, as they work to ensure the safety and security of all residents.

The Queensland Police Union expresses its pride and congratulations to the graduating class of intake 5/2023 and extends its support as they embark on their policing careers. Together, with dedication, courage, and a commitment to service, these officers will continue the important work of safeguarding the community and upholding the values of the Queensland Police Service.

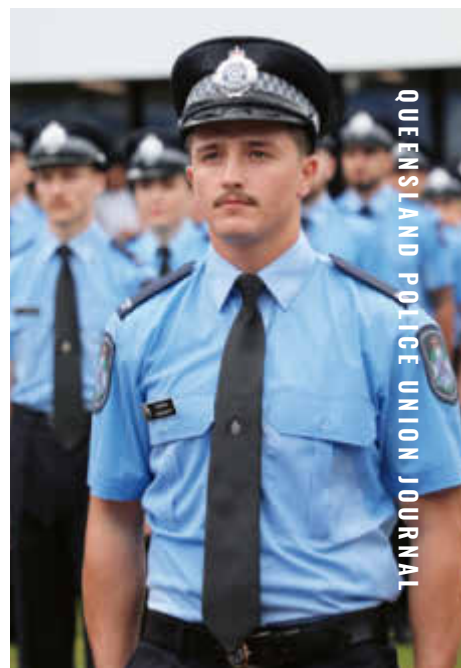
**THE 137 NEW CONSTABLES
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COMMUNITY SAFE.**















COVER LIKE NO OTHER

GET MORE FROM YOUR DENTAL COVER

Root canal, simple and surgical extractions and periodontic treatment are covered under General Dental, with no annual limit*, rather than Major Dental like most other funds. This means your Major Dental category isn't exhausted by these services and is available if you need more complex dental services.



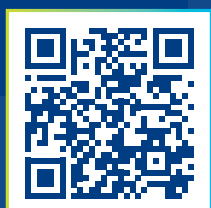
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QPU ANNUAL CONFERENCE OPENING ADDRESS

THE QPU JOURNAL HAS PROVIDED AN EDITED TRANSCRIPT OF THE PRESIDENT'S REMARKS.

**QPU PRESIDENT AND
CHIEF EXECUTIVE
OFFICER IAN LEAVERS
OFFICIALLY WELCOMED
DELEGATES AND
OBSERVERS ON THE
FIRST DAY OF THE
2024 QPU ANNUAL
CONFERENCE HELD IN
BRISBANE FROM
MAY 30 TO 31. DURING
HIS PRESENTATION
MR LEAVERS DISCUSSED
A BROAD RANGE OF
TOPICS AND DETAILED
THE SUCCESSFUL
ADVOCACY BY THE
UNION FOR IT'S
MEMBERS OVER THE
PAST TWELVE MONTHS.**

Welcome to the 2024 QPU Annual Conference to all delegates, life members and observers from fellow associations across Australia and New Zealand.

Policing is a real challenge for us right across the nation. I'll suggest right across the western world. When we joined the job it was to lock up crooks, make communities safer, but not take on the responsibility of every other government agency.

Often we see we're the only people on the frontline 24/7 right across the state of Queensland. And it is taking a toll on us because, what we are doing now in policing, we're doing everyone else's job including our own and we are fatigued with all the other jobs we do, which are basically social services and not strictly the responsibility of police.

We take up the extra workload because the others are inept, or incapable of doing their job, or simply they shut the doors at 4 o'clock believing the world shuts down. And as we know, as police, that is not the case.

Unfortunately, we have become the Selleys product for the government no more gaps. We fill every gap whenever it has to be done, and we

do it pretty well. But it comes at a cost to our colleagues.

Corrective Services prisoner care and transport, that's being pushed to police across the state. We're at breaking point. The jails are full, they are at capacity. Even when the new jails come online next year, or later this year, I'm quite confident we can fill the jails, I just don't know if they'll be able to staff them.

We have a record prisoner population, and that's causing a tremendous toll on police across the state. We are having to do the work of Corrective Services who are missing in action.

There's issues when it comes to mental health. We are police, we are not mental health professionals. We are already doing a real challenging job. We are also expected to be counsellors.

There is an interesting coronial which will take place in Townsville, where I've had an ongoing battle with the CEO of the health care in Townsville in relation to some issues where we've had police have to use lethal force purely because the mental health organisations have been incompetent or inept and haven't done their job.



There was an incident, but I'll say when police apprehended a man one day, he was released later that day, and we had to go back and use lethal force the next day, that took a significant toll upon our members who were simply just doing their job and they are really suffering as a result of that.

But that is the failings of another government agency who are charged with the responsibility of looking after those who are unwell, who don't need to be incarcerated, they need treatment and support.

It was just an absolute disgrace, but that will play out. And the ongoing battle I have with that CEO, I look forward to playing that out in the Coronial Courts because, as you know, police are the only ones who are ever held to account.

We are monitoring probation and parole now as well. Youth work is being pushed to police and that is a real challenge for us.

Some politicians believe youth crime is just an issue in Queensland. They are kidding themselves. It is right across the nation. It is a problem we have with the generation. We know it is at least 10% of the entire

youth population, but that 10% are certainly creating havoc each at every step of the way.



Again, Youth Justice, I don't know what they do, I don't even know if they open the doors any more, all I know is we tend to be the ones who are picking up the pieces on each and every occasion. Dealing with people from different organisations, they're all talking about the offenders and what can we do for them.

Well, what about the victims? We need to start looking after the victims and become victim centric, not purely just looking after offenders. It is not sustainable. Some of these kids are bad kids and need to be locked up.

It is a sad part of our society that it's the case, but we need to keep society safe. If they can't obey the rules, well, there needs to be consequences for actions.

Not to mention the side hustles dropped on our members as well covering WorkCover investigations. The youth justice babysitters, and on occasion, even paramedics transporting seriously ill people to hospital and providing medical care.

I have a different view to a gentleman who is campaigning for defibrillators to be issued to every police car. In theory that sounds good, but what will happen is we will become paramedics. Then when we attend, we'll provide a service, and if there is a death in police operation, there will be a full investigation conducted by the Coroner.

When paramedics turn up to an incident, if someone dies, they call the police, we do the sudden death report and they move on to the next job, but if we try and save their life, it is a death in police operation. It doesn't make sense.

That is why we are fighting the defibrillator roll out, because we will be taking

**ISN'T IT IRONIC THAT THE
QUEENSLAND POLICE SERVICE
ARE RELYING ON US TO BE
THE VOICE OF REASON AS TO
WHAT OCCURS.**

on the role of another agency. We are not qualified. We don't have the resources, nor the capability to do it. In theory, it sounds good, but it is setting up hard working police to fail and that is why we oppose that proposal every step of the way. The man proposing the roll out has gone to the Police Service, and the Police Service have said, "Unless the Union agrees, we're not interested."

Isn't it ironic that the Queensland Police Service are relying on us to be the voice of reason as to what occurs.

Some of our members even stepped up and put out fires in homes because they were the first to respond and were the only ones available. In one incident a police officer in Hervey Bay had to climb up on to the second level of a property and put the fire out in the house.

Other government departments and NGO's are very well funded and they need to start answering calls for service after 4pm and on days other than weekdays.

Christmas Eve and New Year's Day. Who would have thought we would have calls for service for children who are wayward or have issues over that break? But that all falls into the hands of police, and that is a real challenge for us.

What if Corrections did their core job and took custody of their own prisoners? Corrective Services, outside business hours, on weekends and public holidays, they don't take prisoners.

Our police are driving, sometimes for three to four, up to six hours, to take people to a correctional facility, and they won't take the prisoner. They say, "Too bad, so sad. It is the role and responsibility of police."

I cannot understand how this still takes place. Corrections staff work a 24/7 roster. They should be able to do their job and take prisoners as required, because our watch houses are not fit, safe and proper places for people to be held in custody for any length of time.

DOMESTIC AND FAMILY VIOLENCE

You all know the workload that's generated by domestic and family violence. It is preventing police from any sort of discretionary and proactive patrolling and policing. No longer are we doing police work and engaging within communities, all we are doing is DV related work.

The legislation needs to change. How about we begin with domestic and family violence as a standalone offence; commit DFV and if other issues occur, have a circumstance of aggravation.

We have advocated since 2012 on this, whether or not we have a police issue protection order, other jurisdictions do it. I gave evidence in the Commission of Inquiry and we offered some solutions.

The Commissioner of the day, I'm not sure what solution she had, she said she had plenty of money in the budget, but I'm not sure what really



We see the Department of Child Safety, not much has changed. They shut down over Christmas because there seems to be a belief there nothing happens over the Christmas period.

I think those in Child Safety need to be working shift work, as well as weekends, and working between



occurred out of that. I know the budget doesn't cater for what we really need to do.

Lets make commit DFV an offence, make it easier for us to be able to protect victims, because the current legislation is unworkable and it is setting police up to fail. The more I see that legislation, it irks me that these do gooders and these domestic violence groups they have very narrow views, they don't want any responsibility, they just want to pass the blame off to other agencies.

They are fighting us having efficiencies put in place and simplifying methods in relation to domestic and family violence because they don't trust police. They think we can't do our job.

They also say that a respondent can never be a male, a respondent can only ever be a male, it cannot be a female. Well, from what I've seen

over my years, it cuts both ways. The only time these agencies say that a male can ever be a respondent is if they are in a same sex relationship. It is quite bizarre thinking and it just shows they are completely out of touch, that it's a blame game when it comes to police.

I've tried to work with both sides of politics to get some genuine change in relation to DFV Legislation because it is really impacting police in Queensland. We are seeing junior police leaving the organisation because they are fatigued by DFV.

We saw recently the Prime Minister advocate DFV is a national issue. It is very much a national issue.

Well, I'll say this, the Federal Government needs to step up. We need a national domestic violence register. We need national uniform legislation, where the terminology is the same right across the nation;

the information available to police in Innisfail is the same for police in Albany, in Western Australia, and Hobart, in Tasmania. I'd even like to extend it to New Zealand, but if we can't do it within Australia, what chance have we got going to another country.

I think that would make commonsense and make our job very much easier for police to be able to protect victims. It is up to the Prime Minister to show some leadership on this so we can actually get some reform, get some good legislation so we can actually do our job effectively, and others in this area need to do their job as well.

Sadly, those do gooders are opposed to this at every step of the way because they don't want to take responsibility, they just want to blame hard working police on each and every occasion.

It's not just me, wherever I go anywhere in Queensland, it's a common thread I get, is the issues in relation to the policing of domestic and family violence.

We've seen many reports, inquiries happen in relation to domestic and family violence, and that's why we need a bipartisan approach with both sides of politics to actually get some meaningful change so we can actually do our job.

The reform can be done, but police need to be involved, we need to own the legislation and be involved, because other agencies own it at the moment and all they do is criticise police.



**AT THE QPU, WE HAVE
A PRETTY GOOD TRACK
RECORD WHEN IT COMES TO
THE POINT OF TRUTH. WE
CALL IT OUT ON EACH AND
EVERY OCCASION.**

We have many practical workable solutions. Politicians, please don't pretend you have any idea about DV. Listen to us, not the do gooders who are at the back end who, if they fail to do their job, they go missing in action.

The only ones who can be called to account are the police. We saw that in the Commission of Inquiry. It was quite harrowing because it came, in my view, a pure attack upon police.

At the QPU, we have a pretty good track record when it comes to the point of truth. We call it out on each and every occasion.

There was an incident recently with the former Commissioner. I'm not being disrespectful, I think she is a very kind, compassionate, caring woman, but it was on youth crime offenders. It was in the Queen St Mall, she gave a media conference with the Police Minister saying that she didn't think custody was a fit and proper place for these youth criminals.

I then got up and said, "I respectfully disagree with the Commissioner. There is a fit and proper place, but if this is the attitude of the Commissioner and the Government,

tell us which young criminals you want us to release, the rapist, the murderer, the armed robber, the one who does the home invasion? Come to us with a solution. Who do you want to release back into the community?

"You make the decision and you tell the community, who are the victims of crime, that you've released them back into the communities", like some Magistrates did in Townsville, called them up out of the cells and released them because they had been in custody too long.

The Premier, Steven Miles, criticised the judiciary and guess what, both sides of politics had a crack at him. In my experience, the only other premier to have a crack at the judiciary was Campbell Newman. So who would have thought Steven Miles and Campbell Newman would be on the same page? I never thought I would see that.

After I gave that media interview in the mall, the Commissioner came back up and said, "Actually, I've changed my mind now, I agree with Ian Leavers, he's got a point. I agree with exactly what he says." It just shows that we are listened to.



RECRUITMENT

In terms of police numbers, just on the eastern seaboard, when I look at Queensland, New South Wales and Victoria, we're 4,000 short. That's 4,000 on the eastern seaboard without even looking at other parts of Australia and New Zealand. It is a real challenge.

The funding is there for the police, we just cannot get the numbers through the door. We cannot conscript people. We cannot force them to join the organisation. That is why we initiated our own advertising concept. Someone not long ago said, "Why would the Police Union do a campaign for the Police Service?"

I can assure you we didn't pay for it, but we came up with an advertising campaign because if we don't get bums in seats, that means you are working on your own. So we actually ran a campaign and had others pay for it. I thought that was quite significant that we were able to do that, because we saw the need to actually recruit police.

Our campaign was very simple, "Come and make a few dollars, have a good time. Hopefully you'll stay for a few years. Hopefully you'll stay even longer." We need to get people in through the front door. That's why we've got incentives looking to encourage police from other jurisdictions, police who are already trained to come to Queensland to help us through the crisis that we're currently going through in relation to lack of staff.

When you hear politicians not commit to police numbers, it's because if they don't commit to a number, they can't fail. So if they don't fund it and don't commit to it, that means you're not gonna get it. That is my concern.

You need to commit, whether it be aspirational or otherwise, as long as it is funded, that is the best you can possibly do.

JACKS LAW

Over the past twelve months we've advocated for the random wandering expansion. Thanks to Andy Williams in the south eastern region. He ran with this and was supported by Brett and Belinda Beasley. It started in safe night precincts, and has now expanded to all public transport and infrastructure.

As a result of the tragic murder out at Redbank, legislation has gone through parliament where it will be in all shopping centres and all major sporting events. That is a great thing. Without reason, we can wand people without cause, and it is all about public safety.

People are carrying knives and using them to cause maximum harm.

What that wandering is doing, it sends a message, we're going to catch you. You may be wanded. It is used as a deterrent. It is good legislation. It's ground breaking. Now Brett and Belinda Beasley are travelling the nation to try and get the legislation throughout Australia. I think it is really good legislation. We led the way. I think it has been a great achievement.

POLICE HELICOPTERS

At the last state election I spoke with my colleagues in Townsville, and one of them was not necessarily supportive of a helicopter in Townsville.

Well, a lot has changed since that last state election. Come the end of last year, we had a meeting and we wanted a new digital radio network for police, so the crooks couldn't listen to what we were doing on the radio, and a chopper. That has made a significant difference in Townsville when it comes to crime.

As a result of that success, we will be getting a helicopter in Cairns and the Wide Bay area. More importantly, these helicopters are fully funded.

WHAT THAT WANDING IS DOING, IT SENDS A MESSAGE, WE'RE GOING TO CATCH YOU. YOU MAY BE WANDED. IT IS USED AS A DETERRENT. IT IS GOOD LEGISLATION. IT'S GROUND BREAKING.

Any commitment we get from Government or a politician has to be fully funded, because what happened under a previous government, under Campbell Newman, he'd give you another helicopter and say, "Take it out of the existing budget."

When we got the 1100 new police in 2013 and 2014, Government funded the wages, not any of the resources. So, any commitment we get needs to be fully funded, otherwise don't bother promising it to us.

The new helicopter additions will come at a significant cost, but will dramatically assist us to do our job and keep the community safe. When you hear it going around Townsville, people are actually feeling safer. I'm not saying it is all fixed in Townsville. There's a lot of work still to be done, but it certainly has made a dent in what has been occurring in Townsville.



ARTIFICIAL INTELLIGENCE

Police are currently taking part in the TRULEO artificial intelligence trial for body worn videos in relation to DFV. As a result of the Commission of Inquiry, supervisors have to review many DV incidents and examine all the body worn video for the people who work in their command. That is time consuming and, I believe, setting us up to fail.

Using AI, as a result of that, we are the only agency using it for DV in the world, it is starting to work and it is paying significant dividends. It is allowing our supervisors to supervise, to get out and support police on the frontline.

What it has been picking up is good work by police, and it's being noted, as a result of using the AI, when police officers have done good work, it uses catch phrases and picks it all up, and finally their good work is being acknowledged. That is a positive way forward.

It will also pick up negative issues, but if it can be brought to the attention in its first instance, we can actually modify behaviours at a very early stage which will protect the police officer as you move into the future. So the QPU is supportive of that as long as it is used in the right way.

JUVENILE BAIL AND MONITORING

I've said we don't have a bail problem in Queensland, we have a Judge problem. They are incompetent and inept and they are not doing their job. We need a Judicial Complaints Commission to be able to oversee and look at the decisions of the judiciary. At the moment they are answerable to no one.

If we fail to do an objection to bail in the correct manner, we are criticised, disciplined and an officer may lose their job. The judiciary can do whatever they like, release offenders back into the community, and further horrendous crimes are committed, and yet the judiciary is not held to account. They continue on and pretend it doesn't exist.

Those latte sippers down at New Farm, the judiciary, have absolutely no idea what's going on in the real world. Get into Redbank, or Caboolture, or Townsville, and Doomadgee, Cairns, wherever it is in the state of Queensland and see how it really is. Don't live in your artificial world and pretend you do and go all soft on the crimes.

In Ipswich recently we had a situation where one of those young murderers felt threatened because there were journalists in the court, and so the judicial officer asked the media to leave the courtroom. My public comment, "What about the woman who was murdered and the six year old granddaughter? How do they feel?" I bet you they didn't feel real good.



It's time to start looking after the rights of victims. These young criminals need to be treated harshly and dealt with accordingly. From my work in the Child Protection area, I know we turn 90% of young people around and do a very good job. That's why we consistently oppose increasing the age of criminal responsibility, because at this point in time it is at the age of 10.

It actually gives us an opportunity as police officers to engage and correct behaviours and provide a positive pathway for young people who can go on to living a meaningful life within the community. There are 10% we can't turn around. So be it. We've got to deal with them accordingly. There are things we can do there.

The do gooders believe if we raise it to 14 we can be nice to these young people, because when they commit a robbery it is because they are hungry, it is not really because they are criminals, and we need to be very softly, softly with them. That doesn't cut it, it doesn't work.

The ACT is going down the wrong track at this point in time. I have a fear that the rest of the country could follow into the future. It is something we will continue to resist.

WATCH HOUSES

Why is it the Police Union is the only one campaigning about the overcrowding in watch houses around the state? Have the politicians and do gooders forgotten about the Aboriginal Deaths in Custody Royal Commission in the 80s? I haven't and I wasn't in the police in the early 80's but it was very significant then and it is very significant now.

Mt Isa, often on a Friday is up to about 80 or 90%. Often by Sunday, it is up around 200%. It has been up to 240%. That is absolutely

unacceptable. Those places are not fit and proper for any person to stay in custody for any length of time.

Cairns and Townsville are no better. They are just as bad. They are not fit for purpose, that is why we are doing an audit across the state in relation to watch houses.



For criminals while they are in our care we've got to do the best we possibly can because what will happen is we'll have a death in custody and the only people that will be blamed are the police.

We know there is a death in custody waiting to happen. When it comes, we're going to hold those people to account, because they'll want to hold the watch house officer, the constable, senior constable and sergeant, and the senior sergeant, they'll hold them to account and all the others will go running off into the night and pretend the problem didn't exist.

It is an absolute disgrace. It is just a blame game upon the poor old copper on the frontline who is dealing with this risk day in, day out.

NATIONAL FIREARMS DATABASE

As a result of the execution of Constable Matthew Arnold and Constable Rachel McCrow I spoke with Police Minister, Mark Ryan, and the former Premier, Annastacia Palaszczuk and told them there was an urgent need for a consistent national database across this nation.

As a result of Port Arthur in the late 90's, that was a recommendation. Many recommendations occurred as a result of Port Arthur under the Howard leadership of the government back in the day, but one thing that was left off the agenda was a national firearms register. That was 1996, 1997. It is now 2024.

We have the technology. We have the capability. It is about time that all states come together and have one national system which is available which talks the same language right across the nation. I want to see the same legislation, because the legislation is different in every jurisdiction.

Anthony Albanese, at the end of last year, he's committed to it. They have committed \$160 million to it. There is a four year window for it to be implemented. This is a



major win for frontline police right across the nation and it was started by your Union. At the time, it was ironic, not even our Commissioner in Queensland supported it.

I've got to give credit to Karen Webb and Dave Hudson in New South Wales who came out on the front foot and supported me straight up, then the other Commissioners followed suit after that. It was up to the Police Union to be able to make this happen and ensure it takes place for the safe and well being of police officers so we can do our job to protect the community.

We have to initiate this work because if we don't it doesn't get done.

COST OF LIVING ADJUSTMENT

I know other jurisdictions have wanted what we created as a national first in their own enterprise bargaining agreements. In Queensland all police received a 3% payment on their base pay in August/September last year.

That was because the cost of living was above the pay increase of 4%, it was above 7%. So all police, on their

base pay, got a one off payment of 3%. That was great.

This year, the pay rise was 4%. As at July 1 last year, inflation is below that, so there will be no cost of living adjustment in your pay this year. That is a positive and a negative, whatever way you want to look at it. But that is an initiative we came up with that was outside the square for industrial agreements at the time.

I make no apology for other people, like nurses and other workers now getting the same thing in their agreements as well. Good luck to them. They work hard as well. They deserve it. That was our initiative, but it is a good thing and I hope other jurisdictions are able to achieve that as well.

OSA

Late night OSA, was meant to be for every worker, however it was only being applied for those on the operational shift allowance. We amended that in recent weeks, so any person who works a night shift gets the 20% allowance, which is good.

TASER 10

The Taser 10 is a very good product. I've seen it in operation in the USA. I think it could be a game changer. It is not the be all and end all, you may still require other use of force options as the situation requires but it is a good tool, better than the Taser we currently have. We are the only jurisdiction who are rolling it out. I think it is a great opportunity and will assist our police on the frontline.

TOWNSVILLE ACADEMY

The QPU advocated for a new Townsville Police Academy and now we're going to get a proper policing facility in Townsville. I look forward to that coming online. Sadly, by the time it is finished, I will probably be well and truly retired, but it will certainly benefit our people as we move into the future.

We've had a lot of rebuilds across the state in making police stations fit for purpose. It is a slow rollout, but we are getting things done, and that's a positive thing.

PTSD

Presumptive legislation for PTSD is really important. We have it in Queensland, South Australia and Tasmania. I still say to police, "If you are putting in a claim, and can you say to your colleagues, if you put in a claim, come to the Union first, talk to our lawyers and let them do the wording and put in the claim for you." On too many occasions, I see police putting in their own claims and because they want to put in too much information and their claim is rejected.

Under the legislation, you have to prove you are a police officer and you have PTSD, however when they put in many other things, which do not relate to their duties, it causes an issue and it can cause their claim to not be successful.

It is important that the welfare of our people is being treated, and psychological injuries are being accepted now, as they should be and as they always should have been, but it is work in progress.

POLICE RETENTION

I've spoken with Police Minister, Mark Ryan. Not only do we need to change things and look at nine hour shifts and extended shifts for those on the frontline, that is vitally important for people who are junior in service today, it is all about quality of life.

They don't want to work eight hours a day like our current Life Members did in their career. When we started, we worked every bit of overtime and every shift we possibly could. We didn't really take enough time to worry about our life outside of policing.

Well, the new generation are completely different, and they want a balance in their life. And that is important. If we can't attend to that and deal with that, we're not going to get them. It is as simple as that.

So we need to look at what is good for them so they can have a good lifestyle. Policing is why they come to work, to get money, it is not what their whole life revolves around.

So we need to look at that, as well as, I do believe, a retention payment. I know money doesn't solve everything, but if you look at a retention payment I think that is really important.

Mark Ryan is open to the idea when it comes to enterprise bargaining, and I look forward to that. Dan Purdie and the coalition, they're not as supportive when it comes to that, but I think they need to be aware of what is happening.

They have said to us, and it is in the QPU Journal that they think a retention payment isn't a priority, if we just change some laws the police will be happy. If they get some good laws, then they won't worry about a retention payment.

Well, they're talking to a different bunch of police than what I'm talking to, I can tell you that. But I do know it is not all about money.



ENTERPRISE BARGAIN 11

We'll be negotiating this time next year for EB 11. We will send out a survey in January next year, and we'll ask everyone for their ideas and their input. We have been collating information for the last three years. Things that we didn't get up in the last EB, that are still on the agenda.

It is going to be tough. It depends who wins government come October 26 this year. It will be interesting to see how it goes. It is going to be a hard fight. It is not a given.

Other jurisdictions around the country, they're going through hell just to get a fair and equitable pay deal.

Everywhere I go in the state, every different section explains to me why they are better than every other section across the state. But at the end of the day, we all wear a blue shirt and we need to be very cognisant of that and try and stand together and work together and look at the pressure points and where we've actually got the issues.

COVID DIRECTION

The COVID direction. I stand by the QPU supported decision from our legal officers. We gave correct information to our members that the Commissioner had the lawful authority to direct you to have the COVID vaccination. The Judicial



What I do foresee is governments are starting to change now. Instead of us just getting benefits, they're going to want us to give things back into the future. Normally, enterprise bargaining is about bargaining where it is give and take. They may very well want efficiencies and we've got to be prepared for that.

Review decision that went through the court, it was found that she did have the authority, and the lawful authority to do so. But where the Commissioner and the Police Service failed is they failed to follow the human rights aspect and follow all the procedures. That is why it was lost.



So our advice from our lawyers was to be honest to people. We at the QPU, told people the truth. It is not our fault at the Union that the QPS were unable to give credible evidence in a court case and follow the procedures that had to be followed in place. That is where it has fallen down.

In every other jurisdiction in the country where it has been challenged, a recent decision out of Western Australia, it has fallen on the side of the Commissioner. But we are still assisting members who are still members of the QPU through the issues that they are going through. If they are not members, they are on their own, they've got to look after themselves.

COERCIVE CONTROL

Both sides of politics want to introduce the offence of coercive control. We've given evidence in relation to that. If they want that offence in, it is all well and good, but you've got to give police the resources to do it. We need another one thousand police to be able to police coercive control. We cannot do it at the moment with the staff numbers we have.

I was in Cairns recently, and I was speaking to a second year constable, a very competent and capable person and I'm not being

disrespectful but that officer will have no idea on how to take a complaint and do an investigation for coercive control. Why? They wouldn't have the investigative ability to be able to do it with two year's service.

You actually need an investigative background to be able to take a detailed statement, build a relationship with a complainant and get all the required information. Take out search warrants. Do all the investigative practices that are required to be done.

We simply cannot do it as first response police. I believe it gives the community and victims a false expectation we'll be able to do a job when really we can't do the job.

At the end the day, the ones who will get blamed are the police because the Department of Justice and all the do gooders will come and attack police. That is a fight we are going to have for extra resources to actually be able to do the job.

PATH TO TREATY

I've made some comments about path to treaty and a process of truth telling.

I'm concerned they are going to spend \$400 million about truth telling. As coppers, all we've ever

done throughout the history of this state is implement the legislation and the laws of what the Parliament has asked us to do. But now they want to come back and blame the coppers.

There's genuine concern people will be going back to the 1800's to dig up information and re-examine the past. I believe it will create a greater divide within the community.

How about we start looking after the child that was born last year, this year and next year to affect generational change, get them out of poverty, give them opportunities, look at the health care they need across the nation to be able to support them in what they do. That's what needs to be done, not spend this \$400 million, which is just throwing taxpayers money away.

One of the great traditions of a QPU Conference is good robust debate. You are going to hear from various people and different interest groups over the next couple of days. I hope you get a lot out of it and leave with different views or perspectives to share with our members at your stations and work groups. While you are here I also hope you network well and have a good time.



ONE HUNDRED AND FORTY GOLFERS SIGNED UP FOR THE 2024 GOLD COAST POLICE GOLF CLUB CHARITY GOLF DAY AT PALM MEADOWS GOLF COURSE ON WEDNESDAY MAY 29, 2024 TO AID QUEENSLAND POLICE LEGACY, BLUE HOPE AND FORTEM AUSTRALIA.

TEEING OFF FOR HEROES

ARTICLE DETAILS SUPPLIED BY
LUKE HEFFRON 2024 CHARITY GOLF DAY ORGANISER

The competition date of May 29 is significant as it commemorates the date when Detective Senior Constable Damian Leeding was murdered by an offender in 2011 and also the day Senior Constable Brett Forte was murdered by an offender in 2017.

Damian's widow Sonya and their son Hudson mixed with attendees socially and played in the 'peoria' scoring handicap.

While many of the players were current and former serving police the field was reinforced by footballers from the Gold Coast Titans including Beau Fermor, Joe Stimson, and Jayden Campbell. AFLW Gold Coast Suns players Tara Bohanna, Jac Dupuy, Madi Brancatisano and Katie Lynch showed they have a distinct competitive nature.



Gold Coast Titans players supported the day and provided 2024 Jerseys for prizes.

The event raised \$8,250 that was shared amongst the three charities. Queensland Police Legacy Board Member Kent Ellis joined one of the teams for a round and at the end of play function thanked the organisers, sponsors and revealed the importance of the donation and the services it will help provide for police families.



**BUT MANY PLAYERS STILL
WALKED AWAY FEELING LIKE
WINNERS CONSIDERING
\$13,000 WORTH OF PRIZES
WERE DONATED BY GOLD COAST
BUSINESS AND SPORTING
ORGANISATIONS.**

The golfing day was a 'peoria' scoring handicap, a one day system renown for weeding out the 'sandbaggers'. Six secret holes are selected by the handicapper and at the completion of play the secret holes are revealed. The players total for the six holes is multiplied by 3; par is subtracted from that total; then the resulting number is multiplied by 80 percent. This is the player's allowance. The allowance is subtracted from the player's gross score and the result is the net peoria system score.

The overall winners were Constables Jake Pearce and Sam Nutt (both from Murgon GDs), runners up DSC Craig Stokes (GC CIB North) and DSC Andrew Webber (GC MOCS).



Game Day winners Sam Nutt and Jake Pearce.



Peoria runners up Andrew Webbers and Craig Stokes.

But many players still walked away feeling like winners considering \$13,000 worth of prizes were donated by Gold Coast business and sporting organisations.

MAJOR RAFFLE PRIZES INCLUDED:

- Accommodation package and seafood buffet dinner – Sheraton Grand Resort, Main Beach (approx. \$1,200)
- Accommodation and breakfast buffet – Mercure Resort, Carrara (approx. \$700)
- Accommodation and breakfast buffet – The Langham Resort, Broadbeach (approx. \$700)
- Signed 2024 jerseys provided by GC Suns and GC Titans (\$500 each)
- Coffee machine and package - Simple Coffee House, Southport (approx. \$600)
- 2024 PING golf bag & store voucher – Drummond Golf Biggera Waters (approx. \$550)
- 18 gift packs – Mr Consistent Burleigh Heads (approx. \$1,350)
- Product and clothing packs – Carlton United Breweries & Balter Beer (\$1,500)
- Vouchers for rounds of golf donated by Palm Meadows Golf Club, Helensvale Golf Club and Sandy Gallop.

Police from across Queensland and into the Tweed are encouraged to lock in the date for next year's event.



QUEENSLAND RETIRED POLICE ASSOCIATION

NEWS



MESSAGE FROM GREG EARLY, STATE PRESIDENT

The annual general meeting of the Association was held at Police Headquarters on 2 September 2024. Prior to the commencement of the meeting, Commissioner Steve Gollschewski addressed those present. He covered many subjects and answered several questions. His performance was outstanding and an indication that the QPS is in good hands for the next few years.

The result of the election of officers follows: State President – Greg Early, Senior State Vice President – Bob Pease, State Vice Presidents – Bob Atkinson, Ted Bones and Alex Granlund, State Treasurer – Jillian Steinkamp, State Secretary – Chris Sang, Assistant State Secretary – Pat Philp and Welfare Officers – Lesley Trost, Dave Walsh, Bob Atkinson and Greg Early.

LIFE MEMBERS

The following were made Life Members for their long, distinguished and meritorious service to the Association: Veteran Associate Member Caroline Hartwig, Near North Coast, Mervyn Victor Johnston, Townsville Branch President, Douglas John Sologinkin, Mackay Whitsunday Branch Vice President and Veteran Member Donald Teague, Sunshine Coast.

NEW RULES

A new set of rules was adopted by the meeting. They will not become operative until they are registered by the Office of Fair Trading. (The draft rules had been circulated for comment to all Branches and members on email prior to the meeting).

OVER 100'S

A few years ago we commenced a segment called OVER 90's. However, with two of our Veteran Members becoming centenarians recently we have commenced this segment. First one to reach this milestone on 5 April 2024 was Vince Beutel and mention of this event and a relevant photograph appear in the Ipswich Branch section.

On 17 May 2024, Arthur Jamieson reached this milestone and I was pleased to present him with an appropriate congratulatory letter and a copy of his service history at a function held at the Narangba Tavern that day. Also presented to Arthur were letters from King Charles, the Prime Minister of Australia and other dignitaries but the most impressive of all was a record of his extensive and gallantry service in the Royal Australian Air Force during World War 2.



State President Greg Early congratulating Arthur Jamieson on becoming a centenarian in the presence of his son Garry, Senior Member and former Inspector.



State President Greg Early presenting State Vice President Bob Atkinson with his Veteran Member Certificate.

ATTENDANCE AT RECENT LUNCHEONS

So far this year a member of the State Management Committee has attended all of the Branch luncheons/ dinner with the exception of Van Diemen's Land annual dinner/luncheon as follows:

President Greg Early: Redlands on 27 February 2024, Sunshine Coast on 23 April 2024, Hervey Bay on 19 June 2024, Gold Coast on 16 July 2024, Gladstone on 20 July 2024 and Far North Queensland on 26 July 2024.

State Vice President Alex Granlund: Southern Downs and Granite Belt on 12 July 2024 and Logan Beenleigh on 24 July 2014.

State Secretary Chris Sang: Gympie on 28 August 2024.

LUNCHEONS/DINNER STILL TO BE HELD THIS YEAR

17/10/2024 – Darling Downs, Toowoomba TAFE.

(Dave Lynch 0419177935)

18/10/2024 – Mackay Whitsunday Annual luncheon.

Location to be advised. (Andre Wijtenburg 0427230840)

22/10/2024- Near North Coast, Sundowner Hotel/Motel,

Bribie Road. (Bill Feldman 0419659105)

18/11/2024 – Rockhampton Annual Dinner. Venue to be

advised. (Dennis Smith 0408321416)

04/12/2024 – Townsville Annual Luncheon, Tom's Tavern.

(John Urquhart 0407734497)

04/12/2024 - Bundaberg, Sandhills Function Room,

Bargara. (Rowan Bond 0408286483)

NEW MEMBERS

Former Senior Constable Bethany Margaux Chambers, Redlands, former Sergeant Michael John Youngberry, Darling Downs, former Senior Sergeant Ian Roger Hayden, Gold Coast, former Sergeant Anthony William Aquilina, State, former Senior Sergeant Ross Alexander Mitchell, State, former QPS Public Servant Ian William Andrew, Hervey Bay, former Assistant Commissioner Alan George Davey, State, former Detective Superintendent AFP Mark Andrew Setter, Far North Queensland, former Senior Sergeant Kevin John Jacobsen, Townsville, former Sergeant Michael Henry Harris, Far North Queensland, former Commissioner Katarina Ruzh Carroll, State, former Sergeant Vicpol Graeme Andrew Thretfall, Sunshine Coast, former Inspector Reginald Samuel William Langusch, Logan-Beenleigh, former Inspector Lloyd Elwin McFadden, State, former Constable in South Africa Police Donald Colin McDonald, Redlands, former Senior Constable Alison Maree Beitzel, Rockhampton and former Sergeant Christopher Terrence Hickey, Darling Downs.

NEW ASSOCIATE MEMBERS

Lynette Jean Betts, spouse of Life Member David Betts, Sunshine Coast, Evelyn Kerlin, partner of member Don Green, Redlands, Lesley Ann Harris, spouse of member Michael Henry Harris, Far North Queensland, Marion Lillian Cassidy, spouse of member Robert Bernard Cassidy, Redlands, Judith Ann Jacobsen, spouse of new member Kevin John Jacobsen, Pamela Joy Ferguson, spouse of member Ian William Ferguson, Sharon Wylie McIntosh Mudge, spouse of John Davey Mudge, Far North Queensland, Wendy Dundas, fit and proper person, Logan-Beenleigh and John James Whiting, husband of member Heather Whiting, Southern Downs and Granite Belt.

QRPA CERTIFICATES

VETERAN MEMBER

(75 years & 10 years continuous financial membership):

William Thomas Henderson, State, John Clark Just, State, Kenneth John Salmon, Gympie, Douglas John Trace, Ipswich, Annabell Vanessa Andrews, Gympie, James Marcus Egan, Sunshine Coast, David Martin Durham, Sunshine Coast, Brian Mervyn Eastgate, Sunshine Coast, Philip Glen Russell, Logan Beenleigh, Richard Steley, State and Kevin Russell Wall, Mackay Whitsunday.

VETERAN ASSOCIATE MEMBER

(75 years & 10 years continuous financial membership):

Virginia Letitia Chamberlin, State, Carmel Buch, Gladstone and Gloria Coogan, Far North Queensland, Jannette Lillian Chalker, Gold Coast, Rhoda Margaret Cunningham, Gold Coast, Carol Rosalie Millar, Gold Coast, Beverley Anne Robertson, Gold Coast and Dell Stubbins, Gold Coast.

SENIOR MEMBER

(65 years & 10 years continuous financial membership):

Trevor Bankart Gordon, Southern Downs and Granite Belt, Stuart Hugh Halls, Mackay-Whitsunday, Jennifer Cook, Gold Coast, Michael Peter Dixon, Gladstone, Kevin Anthony Darch, Sunshine Coast and Alwyn Leslie Pearson, Far North Queensland.

SENIOR ASSOCIATE MEMBER

(65 years & 10 years continuous financial membership):

Robyn Jean Bond, Bundaberg, Heather Lewis, Far North Queensland and Glenda Catherine Wall, Far North Queensland.

90 AND OVER

Allan John Hilker, State, 92 on 5 May 2024; Arthur James Jamieson, Gympie, 100 on 17 May 2024; Joan Mavis Maynard, Townsville, 92 on 9 May 2024; Beryl Pocock, Far North Queensland, 93 on 14 May 1931; Betty Hood, State, 93 on 20 June 2024; John Conway Howard, 94 on 17 June 2024; Ronald William Ehlers, Redlands, 91 on 21 July 2024; Sonya Diane Fels, State, 90 on 29 July 2024; Caroline Louise Hartwig, Near North Coast, 91 on 25 July 2024; Ramsay Hastie, Logan Beenleigh, 96 on 22 July 2024; Roger Paul Barlow, Hervey Bay, 92 on 4 August 2024; Donald John Braithwaite, Gold Coast, 93 on 22 August 2024; Vincent Joseph Bye, Townsville, 98 on 8 August 2024; Ailsa Joh Collins, Hervey Bay, 94 on 30 August 2024; Roy John Graves, Gold Coast, 91 on 6 August 2024; Brian Huxley, State, 90 on 10 August 2024; Ronald William Lewis, Redlands, 90 on 25 August 2024; Thomas Joseph Mahon, Near North Coast, 90 on 8 August 2024; Neville Leslie Graham Taylor, State, 93 on 24 August 2024; Thomas Richard Young, Rockhampton, 96 on 31 August 2024; Marion Lillian Allison, Gympie, 92 on 13 September, 2024; Margaret Joan Dwyer, Gympie, 92 on 28 September 2024; Samuel Lewis Hopper, Near North Coast, 90 on 21 September 2024; Walter George Lane, State, 92 on 12 September 2024; Douglas McKinnon, 90 on 13 September 2024 and Terrence Peter McMahon, 91 on 10 September 2024.

OBITUARIES – MAY THEY REST IN PEACE

MEMBERS

Veteran Associate Member Heather Lougheed 11-05-2024 aged 90 years; Veteran Member and former Senior Sergeant Kevin John Cocks 30-05-2024 aged 88 years; Member and former Senior Constable John Christwood Stevenson Francis, 16-06-2024, aged 83 years; Life Member and former Sergeant 1st Class Stanley Albert Hanke, 22-04-2024, aged 98 years; Member and former Senior Sergeant Ann Maureen Wade, 26-06-2024, aged 69 years; former Life Member and Assistant Commissioner Leonard John Walker, 06-07-2024 aged 83 years; former Life Member and Sergeant Andrew Charles Beasant, 08-07-2024, aged 76 years; former member and Senior Sergeant Denis Keith Arndt, 11-07-2024 aged 74 years; former Veteran Member and Commissioner James Patrick O'Sullivan, 17-07-2024 aged 85 years and former Member and Senior Sergeant Peter Leslie Eiby, 28-07-2024, aged 80 years.

FAMILY

Elizabeth Twine, daughter in law of QRPA member and retired Police Chaplain Malcolm Twine 04-05-2024; QPLSWA (Police Widows) member Aileen Byrne 13-05-2024, widow of former QRPA member Mick Byrne and Jacqueline Jennifer Mergard, wife of senior member Adrian Robert Mergard, 22-07-2024, aged 77 years.

SERVING MEMBER

QPS Senior Constable Scott Leslie Duff, 50 years.

NON MEMBERS

Former Senior Sergeant Bernard Leslie Kross 08-05-2024, aged 81 years; former QPS member Peter Rafter; former Constable 1st Class Patricia Jean Neideck-Collins, 19-06-2024, aged 71 years; former Senior Sergeant Emmett John Hayes, 05-07-2024, aged 94 years and former QPS Officer Stewart Craig Nuss, 18-07-2024.

AROUND THE BRANCHES

BUNDABERG

Meeting held on 26 April 2024. There was much sadness at this meeting following the passing on 16 April 2024 of Grannie Pearce, Life Member, past Secretary and President. There was no welfare report by Mary Waugh due to support she was giving to Nita Pearce in addition to caring for her own frail and elderly mother. Final planning was undertaken for the Charity Bowls Day on 6 May 2024. Alan Edgerton floated an idea for consideration by the members to attend at the local Bundaberg Lawn Bowls Club and to possibly holding one of the regular Branch meetings at this venue. Bob Materna put forth the possibility of a social golf day at his local club at Gin Gin. Discussion ensued about naming the Charity Bowls Day in honour of Grannie Pearce. It was agreed that Mary Waugh check on the formation of the Day. **Meeting held on 31 May 2024.** Welfare: Mary Waugh reported that Nita Pearce was doing OK following the

passing of Grannie. Mary also was in touch with Geraldine Caesar to let her know about Grannie. Geraldine is going well and appreciated the contact. President John Lewis presented Robyn Bond with her Senior Associate Member Certificate. **Meeting held on 28 June 2024.** The outcome of the Bowls Day on 6 May 2024 resulted in just over \$4000 being raised for the Queensland Police Legacy Scheme. President John Lewis mentioned the considerable work involved in preparing for the Bowls Day particularly the work put in by Mary Waugh, Alan Edgerton and Bob Materna in obtaining sponsorship and the late Grannie Pearce in organising things for the day. He mentioned that it would be good to establish a major sponsor early in the piece and for other tasks being allocated as time goes on. It was generally agreed that it would be advantageous to set up a small committee to ensure that the day is organised without undue workload for a very small number of people. The Services Club has indicated that the RSL building will not be available at this stage after November for meetings.

Annual and general meetings held on 26 July 2024: Mick Harvey chaired the election of officers with the following result: President – John Lewis, Vice President – Mick Harvey, Treasurer – Julie Sharpe, Secretary – Rowan Bond, Assistant Secretary – Rod Dunham, Scribe (Newsletter) – John Lewis, Welfare Officer – Mary Waugh was absent from the meeting and it is hoped she will continue when she has recovered. Bowls Co-ordinator – Alan Edgerton and Golf Co-ordinator – Bob Materna. **General meeting:** Welfare: Rowan Bond reported that Mary suffered a painful knee and hip injury and was on crutches following some scans. Rod Dunham reported that Greg Strohfeldt had shoulder surgery a few days before the meeting and had painful complications which resulted in a stint in ICU – now recovering at home. Lou Pakallus informed the meeting of his recent ill health including having to have an appendectomy on top of his other surgeries. Now feeling much better. Alun Jones reported that the Police Bowls Team had a good win over the Bundaberg team a couple of weeks ago. Three members attended the Gladstone Branch Luncheon. Next meeting: 30 August 2024. (Secretary – Rowan Bond – 0408286483)



Robyn Bond receiving her Senior Associate Member Certificate from President John Lewis.

GOLD COAST

Meeting held on 7 May 2024. Twelve members and associates attended the social meeting at Southport Sharks on 24 April 2024. Welfare: Jan Chalker had a valve replaced in her groin and was resting at home. Len Reynolds was having difficulty with reading and normally just watches television at home. Guest speaker: President Russell Robertson gave an interesting presentation supported by slides of his recent trek of the Kokoda Track in Papua New Guinea. **Meeting held on 4 June 2024.** Ten members and associates attended the Social meeting conducted at the Paradise Point Bowls Club on 30 May 2024. Geoff Palmer was presented with his Senior Member Certificate by President Russell Robertson. An application to join the QRP by Ian Roger Hayden was recommended for approval. Welfare: Jerry Walden was involved in a severe traffic accident and was transferred to the Royal Brisbane Hospital where he underwent treatment. Guest Speaker: Mick Gardiner, QPS Senior Technician with 35 years experience in the E.O.R.T, who presented a power point talk of the history of bomb response in Queensland and described some amazing incidents which occurred in the last 100 years. Mick gave a background of the involvement of Les Bardwell, Neil Raward, Bluey O'Gorman and Brad Lingard. He referred to bomb threats, etc which occurred between 1933 and 2014. He offered his book titled "A Blast From The Past" for sale with 100% of the profits being donated to Police Legacy. **Meeting held on 2 July 2024.** Welfare: Len Reynolds suffered a small turn and was admitted to hospital for several days. Guest Speaker: Stephen Donnelly retired from the QPS in December 2023 holding the rank of Inspector after completing 40 years' service which included experience in general duties, investigations and specialist roles. He worked with the state, federal and overseas police agencies and played key roles in security operations. Stephen served in Townsville during the 80's including stints at Palm Island where he met his future wife Donna who worked as a nurse at the Palm Island Hospital (at the same time GCRPA Secretary David Manfield was relieving as the Officer in Charge of the Palm Island Police Station). From his policing experiences he wanted to tell a gripping story while accurately portraying police procedures and culture and highlighting the challenges faced by law enforcement and the effect police work can have on individuals. Consequently, he has spent the last 3-4 years writing a fictional crime novel called "Assumed identities". Stephen then presented a unique outlook on the ups and downs of writing novels and a great insight of the story line in the novel. The novel has over 30 various characters with the main protagonist, Jack "Lucky" King, a Detective with the Queensland Police Service who balances the scales of justice and protects victims of crime by using innovative investigative techniques and state of the art electronics. This novel accurately portrays police and criminal methodology and culture, presents the challenges faced by the law enforcement investigators and shows the effect a career in policing can have on individuals. In

this novel Stephen depicts a scary and frightening picture of the true and grim reality of crime and its psychological effect on police and the victims of crime. **45th annual luncheon held at Twin Towns on 16 July 2024.** They had six guests, two Police Widows, thirteen serving Police Officers and 23 members (five had paid but were unable to attend due to illness). They had eight lucky door prizes and forty three raffle prizes. Special guests were Laura Gerber, MP for Currumbin and Shadow Minister for Youth Justice and Victim Support, Assistant Commissioner Brian Swan, QBank Director Paul Wilson and State President Greg Early. **General and annual general meetings held on 6 August 2024.** A report was given by Social Secretary Denise Sullivan on the 45th luncheon. **Annual general meeting:** The annual reports of the President, Treasurer, Secretary and Social Secretary were accepted. Election of office bearers: President – Mike Sparke, Vice President – Jerry McKendry, Secretary – David Manfield, Treasurer – Douglas Lawlor, Social Secretary – Denise Sullivan and Welfare Officers – Russell Robertson, Colin Sullivan and Murray Underwood. In regard to Protocol Officer – no nominations were received and it was unanimously accepted that the Welfare Officers will share this role. (Secretary David Manfield resigned his position on 21 August 2024).



Sergeant Mick Gardiner addressing the meeting on the history of bomb responses in Queensland.



President Russell Robertson presenting Geoff Palmer with his Senior Member Certificate.

GYMPIE

Meeting which was to be held at the Tin Can Bay Sports Club on 5 June 2024. President Keith Bunkum and Tony Barton attended the Club to find John Gordon and Ken Sammon there. With fourteen apologies, mainly due to illness, they decided not to hold the meeting. Past President and Life Member Laurie Pointing has been in touch with Keith about him going to the last Townsville meeting. **Annual and general meetings held on 31 July 2024** at the Victory Hotel. Election of Office Bearers: President – Keith Bunkum, Vice President – Ron Cooper, Secretary – Wayne McDonald, Treasurer – Kevin Lewis, Welfare Officers – Annabell Andrews, Norm Breen and Tony Barton and Activities Officers – Lyn

Bunkum and Desley Matthews. **General Meeting:** State Secretary Chris Sang and QBank Director Dan Keating will be attending the annual luncheon, which they did on 23 August 2024. Bob and Marion Cassidy advised they have moved to Manly West into a retirement village and will join the Redlands Branch. Guest Mark Butler, retired Northern Territory Police Officer, indicated he would like to join the Association. President Keith Bunkum presented Ken Salmon with his Veteran Member Certificate. (Secretary – Wayne McDonald – 0406728070)



President Keith Bunkum presenting Ken Salmon with his Veteran Member Certificate.

LOGAN-BEENLEIGH

Meeting held on 22 May 2024. Guests: Andrew Gough, Secretary-Manager, Queensland Police Legacy Scheme, and Wendy Dundas. Guest speaker: Andrew Gough from Qld Police Legacy spoke to the members about how legacy operates, grants provided to support children and activities run to support families. The Christmas lunch will be held on 4 December 2024 at the Beenleigh Tavern. Welfare: President Colin Thorne provided an update on the health and wellbeing of a number of Branch members. **Meeting held on 26 June 2024.** Kevin Francis spoke to the members about the upcoming closure of the 3G network on 31 August 2024 and to ensure that members current devices will still operate after this date. Ray King was presented with his National Police Service Medal by Branch President Colin Thorne. The Branch has forwarded a submission to the State Management Committee concerning the QRPA Rules Review for consideration. Welfare: Branch President Colin Thorne provided an update on the health and wellbeing of a number of branch members. Branch function: Summerland Camels – 11 Sept 2024. **Meeting held on 24 July 2024:** New Associate Member Wendy Dundas was welcomed to the meeting. Dan Keating took the opportunity to speak with the members concerning this year being the 60th anniversary of QBANK. Welfare: Eileen is still struggling and is having a slow recovery. Judy Barnes – still having ups and downs. Dale Ellsworth has cancer returned and undergoing chemo again. John O'Brien up and about after a Pacemaker operation. Len Trendell is doing well but his wife is having some health problems. Bob McNaughton is having some problems. **Annual general meeting:** Special guests: Alex Granlund, State Vice President and Dan Keating, QBank Director. President Col Thorne presented his annual report as did Treasurer Lee Thorne. Both reports were accepted. The election of the executive was conducted by Alex Granlund with the following result: President – Colin Thorne, Vice President – Kay Halford, Secretary – Kevin

Francis, Treasurer – Lee Thorne and Assistant Secretary/ Treasurer – Wayne Barnes. There were no nominations for the position of Welfare Officer. Next meeting: 28 August 2024. (Secretary – Kevin Francis – 0401668760)



Ray King being presented with his National Police Service Medal by President Col Thorne.

SUNSHINE COAST

Meeting held on 28 May 2024. An Associate Member application was received from Lynn Betts and it was recommended for acceptance. President and Welfare Officer Dick Turpin reported on the health of several members. **Meeting held on 25 June 2024.** Visitor to the meeting: Graeme Thretfall, former Victorian Police Officer with 34 years service. He was introduced by Greg Rainbow and applied to join the Association. Welfare: President and Welfare Officer Dick Turpin presented his report. Don Teague gave an update on John (Whiskey) Walker who unfortunately passed away at his home on 6 July 2024. A brief update was also given on the health of Kev Williams. Once again the ineffectiveness of the loud speaker system was discussed. Treasurer Steve Maney was tasked to obtain a more current sound system incorporating remote Bluetooth powered speakers to ensure members can clearly hear commentary. **Meeting held on 23 July 2024.** Welfare Officer and President Dick Turpin presented his report. The Branch continues to follow the continuing health misfortunes of several members. The Welfare Officer continues to make contact with most unwell members where he can. The Treasurer, Steve Maney, tested a new 'loud' speaker system involving a remote Bluetooth speaker set among the members and his mobile phone as microphone. It worked but a one second delay caused some mirth and the meeting reverted to WW11 gear again. Interesting also, a couple of members indicated some unruly and shambolic behaviour could result with this system as they were also able to 'bluetooth' connect with the same remote speaker. Endeavours will continue. Guest Speaker: Steve Longford from 'New Intelligence'. Steve has developed an 'app' style software business, 'New Intelligence,' to assist all Enforcement Agencies. He illustrated one instance how research revealed today's youth rely on social media for most information sources about everything and then being uncomfortable making real time decisions; differing from the branch membership age group relating to real time decision making in our younger years. A very interesting topic. Steve is a financial sponsor for the Branch. Next meetings: Annual and general on 27 August 2024. (Secretary – John Ballard – 0447432622)

ROCKHAMPTON

Meeting held on 5 June 2024. Welfare: On 14 May Barry Self, John Trenaman and Brian Smith visited life member Tom Young who is 96 years of age. He is fairly frail and is not able to attend meetings of late. Guest Speakers: Leah Barker and Toni Jepson, Rockhampton Dragon Boat Club, spoke on the virtues of participating in the activities of the Dragon Boat Club. Membership of the club is open to all ages. Activities take part in the Fitzroy River upstream of the barrage in fresh water. Questions were asked about the boats, frequency of outings and how to avoid the crocodiles.

Meeting held on 17 July 2024. President Barry Self gave feedback on Kev Cocks' cremation service. Members were advised that a certificate has been received appointing the Rev Leighton Johannesen an Honorary Member of the QRPA. As there were only six members present it was not possible to conduct the annual general meeting which was rescheduled for 7 August 2024. **General and annual general meeting held on 7 August 2024.** President Barry Self gave feedback on the Gladstone Annual Luncheon. President Barry presented Terry Hanly with his Senior Member Certificate. Bob Moore conducted the election of officers with the following result: President – Barry Self, Vice President – Bob Moore, Secretary – Treasurer – Dennis Smith and Welfare Officers – Barry Self, Terry Connolly, Bob Moore and Terry Hanly. Next meeting: 4 September 2024. (Secretary/Treasurer – Dennis Smith – 0408321416)



President Barry Self presenting Terry Hanly with his Senior Member Certificate.

SOUTHERN DOWNS AND GRANITE BELT

Meeting held on 3 May 2024 at the Stanthorpe RSL Club. An email was received from Jeanette Carney and family expressing appreciation for the Branch's involvement in the celebration of Norris Carney's life at Kalbar Guest Speaker: Councillor Cynthia McDonald, Southern Downs Regional Council, who was representing the Mayor. She provided a brief overview of the SDRRC and what her portfolios are which include police liaison. She conducted a general discussion on local issues such as youth crime, homelessness, home invasion and drugs and sought input on programs and projects that work and why. **Annual general meeting and annual luncheon held at the Condamine Sports Club in Warwick on 12 July 2024.** The meeting and luncheon were enjoyed by 21 members, 6 guests and 9 visitors. The election of office bearers was conducted by Evan Morgan with the following result: President – Laurie Bell, Vice President – Brett Barney, Secretary – Brian Cannon, Assistant Secretary

– Monica O'Mara, Treasurer – Kristine Grayson, Assistant Treasurer – Monica O'Mara, Welfare Officers: Laurie Bell, Tim Battle and Monica O'Mara. Next meeting: 6 September 2024. (Brian Cannon – Secretary – 0476156968)



Police Chaplain, Rev Jeff Baills addressed the gathering, and poignantly emphasised two very important issues often neglected, in discussion. The first matter was the need to be mindful of the emotional toll carried by many police and other first responders (and by extension their families); the second was connected to the first, to support those around us.

Jason Goodwin, Police Legacy Director since 2020, was joined by his wife Tracy and provided a reminder of the important work being undertaken by that organisation, noting its beginnings in 1969 and that there are currently 503 people being supported by Police Legacy. The very fact this support is needed provides us all with a clarity of the misfortunes many in the Police family have endured. Jason also spoke positively of the continuing engagement of the 'younger' generation of police with Police Legacy.



Jason Goodwin accepts a generous donation for QLD Police Legacy.

The return of State Vice President Alex Granlund to the podium provided some relief following the previous discussion, particularly when he undertook the role of presenter of a Senior Member Certificate to President Laurie Bell. Alex and Laurie had worked together in another life. He did, however, point out that many of their squad colleagues would be astonished at the presentation, given Laurie's expertise (or lack thereof) in high speed (and low speed) vehicular control and his expertise in forced entries when executing search warrants and the like.



Alex Granlund presents a Senior Member Certificate to Laurie Bell.



President Laurie Bell presenting John Aspinall with his Veteran Member Certificate.

MACKAY-WHITSUNDAY

Meeting held on 18 May 2024. Dennis Hansen addressed the meeting in regard to the restoration of Constable Roy Doyle's grave. Half of the restoration costs will be met by Friends of the Queensland Police Museum and the other half will be met by the Queensland Police Union. Welfare by Barry Downs and Peter Howard. Graham Drury has provided an update on his ongoing treatment which is going well. Recently Dennis and Denise Hansen, Thele and Barry Downs and Gale and Peter visited and had morning tea with Norah Spreadborough. Norah is pretty well housebound these days and really appreciates the contact made with her. Their newest member, Mark Henderson, gave an outline of his service in the Northern Territory Police. Dennis Doring indicated it was an honour to represent the Branch by placing a wreath on Anzac Day. He was thanked for his participation. Disappointment was expressed about the current serving officers at Mackay deciding not to march on Anzac Day, this precluding Branch members from marching. **Meeting**

held on 15 June 2024. Dennis Hansen advised that things were underway in regard to the refurbishment of Constable Roy Doyle's grave although it may take several months to complete. Welfare report by Barry Downs and Peter Howard. Barry was in attendance. He spoke of some assistance given to Kevin Hill. Graham Drury is home in Mackay now and says he is on the mend. Consideration is being given to a suggestion that a group could visit members who cannot attend meetings and take morning tea to them. Dennis Doring advised that POLAIR had named a new helicopter after Senior Constable Brett Forte who was fatally shot while on duty on 20 May 2017. **Annual and general meetings held**

on 20 July 2024. Doug Sologinkin conducted the election of officers with the following result: President – Bob Maher, Vice President – Doug Sologinkin, Secretary – Andre Wijtenburg, Treasurer – Bev Houley, Welfare Officers – Peter Howard and Barry Downs, Newsletter Editor – Bev Houley, Social Co-ordinator – Dianne Day and Raffles Co-ordinator – Lorraine Hansen. Monthly meeting: Restoration of Constable Roy Doyle's grave: Dennis Hansen advised that the headstone had been removed and was being worked on, that a crack had been found in the foundation and was being replaced free of charge and that the Friends of the QPS Museum and the Queensland Police Union had jointly paid for the restoration costs. Welfare: Maren Sologinkin was hospitalised but at the time of the meeting she had been released and was recovering slowly. Barry had spent some time with Kev Hill and all seems to be as well as can be expected. Drawing of the raffle prize donated by Blacksmith Jacks: Emma Coburn – ticket sold by Peter Howard. The annual luncheon will be held on 18 October 2024. **Meeting held at Whitsunday**

Police Station on 17 August 2024. A donation of \$400 will be given to the Friends of the Police Museum to allow it to keep up the good work of restoring graves of officers who never arrived home from work. Welfare: Gale Howard had one of her hands operated on the week before the meeting. Barry and Thele Downes have also had a rough month with

Thele contracting influenza A and Barry has been pretty ordinary over the month. Denise Hansen had a fall, injured her head and was hospitalised. The new plaque for Const Doyle's grave was collected from Brisbane by Dennis Hansen and it has been placed with Enduring Memorials for their work to be done. Appreciation was shown to the members who contributed to the BBQ lunch; also to Sergeant Simon Wylie and his wife Kirsten for their support in making the Whitsunday meeting a success. Next meeting: 21 September 2024. (Secretary – Andre Wijtenburg – 0437230840)



Veteran Associate Member and Vietnam Veteran Dennis Doring placing a wreath on behalf of the Branch Anzac Day 2024.

IPSWICH

Meeting held on 9 May 2024. Roz Holzberger, who was employed at the Academy for many years, spoke on the lack of meaningful instructions being given to recruits on long term job viability and of the lack of dedication by some of them which in turn creates a negative approach to policing as a long term career. Welfare Reports from Bruce Raymond and Margie Kussrow: Matt and Elaine Dale were contacted and Matt is still suffering vertigo. Alison Yarrow was home from hospital after suffering from a broken hip. Margie Crawford's husband Graham was receiving chemotherapy. Dan Brown had been in the ICU at the Toowoomba Hospital suffering from Guillan-Barre syndrome. He was convalescing at home and warns the disease starts with chest colds or pneumonia. Guest Speaker: Scott Bakon – General Manager Asset Protection, Treasury Casino Brisbane. Scott has 24 years casino experience at both Treasury Brisbane and Star Gold Coast. His current focus is on Star Brisbane Pre-openings. Current areas of responsibility include Safety and Security, Surveillance, Property Operations, Facility Cleaning and Laundry and Capital Projects. Scott's earlier career included 10 years-service in the Royal Australian Navy and employment at the Villawood Immigration Detention Centre and at the Arthur Gorrie Correctional Centre. Scott provided a visual and extremely professional presentation on the new Star Hotel and Casino complex in Brisbane. The open public space provided within the precinct, which will be open 24 hours, includes a viewing deck with wonderful views. The magnitude of the complex is mind boggling as to the size and cost of this development. **Meeting held on 13 June 2024.** Welfare Reports from Bruce Raymond and Margie

Kussrow: Ken Morris was in hospital on the Gold Coast where he was undergoing tests. John Behm, now a member of the Sunshine Coast Branch, is receiving intravenous immunotherapy for sun cancer treatment. Di McCrae was recovering from Covid and pneumonia. Guest Speaker: Stephen Donnelly who retired as an Inspector in December 2023. He has over forty years policing experience in general duties, investigations and specialist roles. Steve worked with interstate and overseas police jurisdictions including a placement with the US Secret Service in Washington DC. He played key roles in major security operations protecting the G20 leaders in Brisbane and the Commonwealth Games at the Gold Coast. Steve was motivated to write a book after reading crime novels that claimed to provide a realistic insight into policing and they didn't. He wanted to use his extensive policing experience to tell a cracking tale, while accurately depicting the challenges faced by law enforcement and the effect police work can have on individuals. 'Assumed Identities' is his first novel and it took three years to complete. Steve gave an insight into the characters involved in the novel and the hurdles to be overcome in writing. He spent about 1200 hours researching and writing before self-publishing. His book is selling for \$20 and may be obtained by going to rightohero.com.au.

1% luncheon held on 11 July 2024. Guest Speakers: Bruce Raymond provided an excellent presentation as to theme of the luncheon – that of being a 'One Percenter' 99% of people born between 1930 and 1946 (globally) are now deceased. If you were born in this time span, your ages range between 77 and 93 years and you are one of the rare surviving 'One Percenters'. This was a walk back in time with many aspects of what life was like post World War 11. Lisa Jones, Curator of the Queensland Police Service Museum, with 27 years experience in that role, provided an insight into policing during that period with many police of that era profiled. Superintendent Kylie RIGG, District Officer, Ipswich Police District, provided an insight into the changes made following the post war years and of the advances made in policing with technology never dreamed of during the 1930 to 1946 period. Raffle Winners: There were numerous raffle winners thanks to the generosity of members and guests. Fred Maynard returned with yet another clock for the raffle only to have his name drawn out as the winner. A redraw saw Ken Morris walk away with the time piece. Former QPS officer and author Peter Watt again donated two gift wrapped packs of his amazing books.

Annual and general meetings held on 8 August 2024: Election of Office Bearers: Chairman: Ken Morris, Deputy Chairman: Dan Murdoch, Secretary/Treasurer: Ken Martin, Welfare Officers: Bruce Raymond and Margie Kussrow, Widows Coordinator: Di McCrae, Raffle Coordinators: Di McCrae and Margie Kussrow and Newsletter Editors: Mal and Maxine Renouf. Welfare Reports from Bruce Raymond and Margie Kussrow: Fred Maynard has been transferred to Cannosa Hospital, Oxley, to recuperate after suffering a fall at Monier Aldi Store in which he broke his neck in two

places, Margie Kussrow attended the PA Hospital to have her eye treated, Matt and Elaine Dale said to be travelling alright. Ken Martin visited Ron and Beverly Lobwein. Both are in good health with Ron always keen for a chat. Police Widows Coordinator Di reported that a morning tea has been arranged at Brothers for 17 September 2024. Doug Trace was presented with his Veteran Member Certificate by Chairman Ken Morris. Guest speaker: Senior Sergeant Darryl Morrison, Forensic Crash Unit. Darryl commenced as a Cadet at the Academy in 1986. When the Ipswich AIS commenced in 2003 he was promoted to Sergeant, Officer in Charge. He has investigated in excess of 600 fatal and serious injury accidents and over-viewed at least 900 such incidents. Darryl provided an impressive presentation on the work and capabilities of the Forensic Crash Unit. (Secretary/Treasurer – Ken Martin – 0407345500)



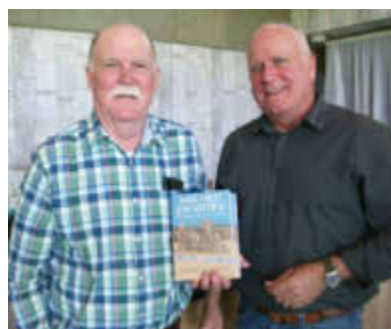
Guest speaker Scott Bakon and Chairman Ken Morris.



Vince Beutel receiving his Veteran Member Certificate from State President Greg Early on the occasion of his 100th birthday.



Past Welfare Officer John Hawkins with Vince Beutel on the occasion of his 100th birthday.



Murray Cavanough and author Stephen Donnelly.

TOWNSVILLE

The Branch's annual trip to Ingham occurred on 5 June 2024. A bus was organised by President Merv Johnston and driven by Dave Finlay. As usual, morning tea was supplied by local Barbara Zupp and the meeting and lunch were held at the Royal Hotel (Organised by local Fred Angus). A special welcome was given by Merv to Ingham members Fred and Laural Angus, John Lone, Barbara Zupp, Roger Bow, Eric Darby and Graeme McLeish as well as Police Chaplain Rev Glenn Louttit and visitor, Life Member and retired Assistant Commissioner Laurie Pointing. Welfare: June Weston had a fall while in Charters Towers and fractured one of her vertebrae. She has had a brace made to keep her back steady and will be in hospital for a considerable time. Jill Hardy is still having trouble with her heart and her badly damaged right shoulder. Barry Lewthwaite has to have an operation to remove a melanoma from his cheek. Gordon Thomas visited Trevor Errington. He is slowly getting better after his hip replacement operation. During the meeting Roger Bow was presented with a Certificate of Appreciation for organising the venue for the Ingham meeting from 2009 to 2014 and also being the Welfare Officer for Ingham since 2021. Fred Angus was presented with a Certificate of Appreciation for organising the venue for the Ingham meeting since 2015. Guest speaker: Life Member and former Assistant Commissioner Laurie Pointing who spoke on his police service including most of the areas in which he had served, the stations he had worked at and some of the 'great' people he had worked with. **Meeting held on 3 July 2024:** Secretary John Urquhart chaired the meeting in the absence of President Merv Johnston who was still on his trip out west. A special welcome was made to Stan and Rose Goffin, Laurie Pointing and Kevin Jacobsen. Welfare: Gordon Thomas had spoken to Trevor Errington and he hoped to be at today's meeting. Unfortunately he did not feel well enough to attend. June Weston is now in rehab at the hospital and she is in for a long battle. However, Brian is hopeful she will be able to go home by Christmas. Life member Laurie Pointing was officially welcomed into the Branch and was given a round of applause. The applications to join the Association by retired Senior Sergeant Kevin John Jacobsen and his spouse Judith Ann Jacobsen were recommended for approval. **The annual general meeting was held on 7 August 2024.** The annual report by President Merv Johnston was adopted. Secretary John Urquhart conducted the election of officers with the following result: President – Merv Johnston, Vice President – Brendan White, Secretary – John Urquhart, Treasurer – John Cran, Welfare Officers – Peter Hardy and Ian Thomson, Welfare Officer (Ingham) – Roger Bow and Raffle Co-ordinator – Wendy Thomas. Welfare: John Urquhart reported that Life Member Laurie Pointing had been in and out of hospital over the last month; the first couple of times were because of heart problems and another as a result of a fall. On the day of the meeting he was back in hospital again having difficulties with his heart. Brian Weston reported on June. She is

progressing very well and originally it was thought that she would not be out of hospital until Christmas; however they are keeping their fingers crossed that she may be out and back at home early next month. Next meeting: 28 August 2024. (John Urquhart – 0407734497)



Sergeant Troy Lone, Veteran Member and retired Sergeant John Lone, new Constable Roy Blain and Inspector Nathan Blain at May Induction Parade at Townsville.



Vince Bye being presented with his 98th birthday card by President Merv Johnston.



Ian Palin receiving his certificate of appreciation from President Merv Johnston for his work as Welfare Officer for the Branch since 2009.



Norma Palin receiving her Certificate of Appreciation from President Merv Johnston for her work as Raffle co-ordinator from 2010–2017.



President Merv Johnston presenting Fred Angus with a Certificate of Appreciation for organising the venue for the Ingham meeting since 2015.



President Merv Johnston presenting Roger Bow with a Certificate of Appreciation for organising the venue for the Ingham meeting from 2009 to 2014 and also being the Welfare Officer for Ingham since 2021.



Gordon Thomas receiving his Certificate of Appreciation from President Merv Johnston for his work as Welfare Officer since 2009.

GLADSTONE

Meeting held on 5 June 2024 at the Calliope Central Bowls Club. Darryl Saw's Welfare Report: Diane Janas, who is staying with one of her sons in Brisbane, has had a rough time with chemo treatment and had a cancer operation on 6.6.2024. Glen Josefski is still doing as well as can be expected. Mike Ball advised that his recent check-up went well. Keith McCann reported John and Val Caterson are both well. **Branch Members met at the Gladstone PCYC on 3 July 2024** for the monthly meeting and the annual general meeting. Welfare by Darryl Saw. Diane Janas, is still receiving treatment for her cancer. Glen Josefski, is still doing as well as can be expected. Mike and Irene Ball had Covid at the time of the meeting. Denis Connolly advised that John Joannidis had suffered some leg injuries when his motor cycle fell on him. Keith McCann and Darryl Saw attended the funeral service of Kevin Cocks in Rockhampton. Result of elections at the AGM: President – Glenn Churchill, Senior Vice President – Denis Connolly, Junior Vice President – Neil Coleborn, Secretary – Darryl Saw, Treasurer – David Thomas and Welfare Officer – Mary McKenzie. Sergeant Dominic, Manager of the Gladstone PCYC spoke of recent improvements made to the building, facilities and programmes which cost in excess of \$4 million which were raised through various grants and donations sought by the previous Management Committee chaired by President Glenn Churchill. Members were treated to a guided tour of the new facilities. Appreciation was shown to President Glenn and Sue Churchill for hosting a delicious lunch which followed the meetings. **The Annual Luncheon was held at Chinatown Restaurant, Gladstone, on 20 July 2024.** Forty-three people, made up of Gladstone Branch Members, 3 Members from Bundaberg Branch, 6 Members from Rockhampton Branch, Foundation Members Mal

and Joanne Nichols from Logan-Beenleigh Branch, special guests, State President Greg Early, QBANK Director Andy Henderson and wife Lyn, Central Region Assistant Commissioner Chris Hodgman and spouse Kelly, Gladstone Patrol Group Inspector Darren Somerville and partner Toni, Gladstone Station Officer in Charge Senior Sergeant Glen Fletcher and partner Debra, Central Police Region Chaplain Rev. Leighton Johannesen, Councillor (and Branch President Glenn Churchill and spouse Sue, representing Mayor Matt Burnett, Gladstone Regional Council, Police Widow Jope (Josephine) Fox and her guest Daughter Mary-Anne. State President Greg presented Veteran Associate Member Christine Coleborn with her certificate, and presented Senior Member Leanne Ruge's certificate to her partner Paul Ruge as Leanne was absent. Two Lucky Door prizes (\$50 Bunnings Gift Cards) were drawn and the multi-draw raffle of 51 prizes was run. Raffle Sponsors, QBANK, Bunnings Warehouse, Feed Barn, Gladstone Branch, Gladstone members and visitors were sincerely thanked by President Glenn. The Branch will make a substantial donation from the luncheon to the Qld Police Legacy Scheme. **Meeting held at the Gladstone Police Station on 7 August 2024.** The meeting was chaired by Senior Vice President Denis Connolly. Welfare: Glen Josefski is doing well. President Glenn Churchill had flu like symptoms and he and Sue did not attend the meeting, not wishing to spread Glenn's condition. Senior Sergeant Glen Fletcher, Officer in Charge of Gladstone Station, addressed the meeting and provided an update on various aspects of policing. Senior Constable Dominic Martin presented on the recently acquired bomb disposal robot. Appreciation was shown for the sausage sizzle held at the Social Club's venue – The Crab Pot. Next meeting 4 September 2024. (Secretary – Darryl Saw – 0447417746)



State President Greg Early presenting Leanne Ruge's Senior Member Certificate to her partner Paul Ruge.



State President Greg Early presenting Christine Coleborn with her Veteran Associate Member Certificate (President Glenn Churchill officiating).



Members attending the luncheon at the Gladstone PCYC.



Assistant Commissioner Chris Hodgman addressing the luncheon gathering.

DARLING DOWNS

Meeting held on 9 May 2024. Welfare: Dave Lynch advised that a scan conducted the previous week had not revealed any further problems with the cancer. John MacKay stated that Richard Creagh was undergoing a gall bladder operation. Bob Boddington stated that Col Watson's wife had taken a fall. President John MacKay stated that the plaques for Neil Hooper and Gordon Zeidler had been mounted on the Memorial Wall. Kev Weise's was still to be done. Twenty four members undertook a tour of the Steam Train Museum on 21 May 2025. **Meeting held on 13 June 2004 at the Royal Hotel.** Welfare: President John MacKay reported that Boyd Wilson was back in hospital with a viral infection, Viv Nolan was undergoing the insertion of a stent on the day of the meeting and Malcolm Twine was dealing with some personal issues. He expressed thanks to those who attended Malcolm's daughter in laws funeral. Mike Jordan stated that Brian Willett had mentioned that he had prostate cancer. John MacKay advised that the services of Police Piper, Peter McDermott had been secured for the Re-dedication Ceremony. He asked that invitations be sent to dignitaries and police widows. He said that he was dealing with the acquisition of more seating, overcoming audio problems and catering for the day. John also mentioned the excursion to the Steam Train Museum had gone off well. President John presented Ray Laidlaw with his Veteran Member Certificate. **Annual general and monthly meetings held on 12 July 2024.** John MacKay presented an annual report outlining the Branch achievements over the past year and expressed gratitude to the Executive and volunteers for their support. He specifically mentioned the change in venues over the year, events

and guest speakers who had attended and attendance at other Branch luncheons. He stated that there were now 63 members and the branch was financially stable. Result of election of officers: President – John MacKay, Senior Vice President – Viv Nolan, Junior Vice President – Richard Creagh, Secretary – Mike Jordan and Treasurer – Dave Lynch. Monthly meeting: Welfare: John MacKay reported that Boyd Wilson was undergoing chemo but was doing OK. Viv Nolan stated that he had been given the OK from his doctor after the recent insertion of a stent. Roger Deshon stated that he was doing well on his diabetes treatment. Ian Hegarty stated that he had had a mild heart attack in June and Mike Jordan reported that Brian Willett was due to undergo Chemotherapy. Arrangements for the Memorial Wall Re-dedication are well in hand. Futures Restaurant has been booked for the annual luncheon on 17 October 2024. **Meeting held on 8 August 2024.** Terry Hickey was a guest and later his application to join the Association was recommended for approval. Welfare: Roger Deshon stated that Rick Niland was back in hospital and Judy Lehfeltd said that there was no change to John Cooper's condition but he was at home. Ian Hegarty made mention of the dangers of RSV and suggested that everyone become vaccinated. Viv Nolan said that the vaccination was soon to be on the PBS. President John MacKay introduced Sergeant Mick Gardiner who gave a very informative and entertaining talk on 100 years of bomb disposal in Queensland. President John reminded those present that the Memorial Wall Rededication Ceremony would take place from 10 am on 10 August 2024 and encouraged all to attend. Next meeting: 12 September 2024.



President John MacKay presenting Ray Laidlaw with his Veteran Member Certificate.

NEAR NORTH COAST

Meeting held on 20 May 2024. Vice President Allan Hawkins acted as President. Welfare Report: Allan Hawkins and Ray Holscher advised regarding members with whom they had had contact. Guest speaker: Terry Young MP, Federal Member for Longman, who addressed the members on many issues relating to Federal Coalition Policies and matters arising from Peter Dutton's budget reply speech. Terry answered several questions from members and was generally well received. **Meeting held on 17 June 2024.** Welfare: Allan Hawkins reported he had contacted some members but all was well with them. Secretary Merv Melling spoke about some matters which arose at the Police Union's annual conference. Guest Speaker: Mick Gardner, QPS Senior Technician with 35 years experience in the E.O.R.T. He gave

a powerpoint presentation on the history of bomb responses in Queensland and described some amazing incidents which occurred in the last 100 years. Mick gave a background of the involvement of Les Bardwell, Neil Rawarfd, Bluey O’Gorman and Brad Lingard. He offered his book titled “A Blast From The Past” for sale with 100% of the profits being donated to Police Legacy. Annual general meeting held on 22 July 2024. The election of officers resulted as follows: President – Carol Flanagan, Senior Vice President – Allan Hawkins, Treasurer – Keith Schultz, Secretary – Bill Feldman and Welfare Officer – Allan Hawkins. (Ray Holscher, previous Welfare Officer, will be asked to continue the role upon his return). (Secretary – Bill Feldman – 0419659105)



Members attending the meeting held at the D’Aguilar hotel on 15 April 2024.

REDLANDS

On Tuesday 28 May 2024 instead of a meeting they had another of their social gatherings. With quite a few away on trips including the majority of the executive team plus a few late cancellations they still managed to get 16 of their members to Fielders Tingalpa. Many thanks to Chris Gibney and especially Pat Priddle for stepping in to help and take the photos. Meeting held on 25 June 2024. Congratulations were extended to their new member Beth Chambers for achieving a Gold Award in Women Changing the World in the Social Enterprises Section in London. An application to join the Association by Evelyn Kerlin was recommended for approval. The following comprise the Christmas Lunch Planning Committee: Pat Priddle, Ann–Maree Stiles and Beth Chambers. Guest Speaker: Ray Sandford OAM, Community Engagement Section of the Naval Association of Australia, who spoke about ‘The Hidden Disabilities Sunflower’. He mentioned how this ‘Sunflower’ scheme had helped him personally and many more people with disabilities. Monthly meeting and annual general meeting held on 23 July 2024. It was resolved that the ballot for contested positions at the AGM be completed by secret ballot. Neil Pyle has resigned from the Association due to working remotely and inability to attend into the foreseeable future. Applications to join the Association by Pam Ferguson and Marion Cassidy were recommended for approval. Annual general meeting: Reports by President Paul Fitzpatrick, Treasurer Bernie Coleman and Secretary Mark Stiles were presented to the meeting. The 2024 Management Committee – President – Paul Fitzpatrick, Vice President – Mark Stewart, Secretary – Mark Stiles and Treasurer – Bernie Coleman – vacated their positions. Steve Monteath conducted the election of officers with the following result: President – Mark Stiles (majority vote), Vice President – Mark Stewart (uncontested), Secretary

– Tina Bowen (uncontested), Treasurer – Ann Maree Stiles (majority vote), Welfare – Chris Gibney (unanimous) and Raffles – Pat Priddle (unanimous). Next social meeting: 28 August 2024. Secretary – Tina Bowen, 0408199085)



Members attending the social gathering at Fielders Tingalpa.

FAR NORTH QUEENSLAND

With the absence of the McKaskills and the Dredges at the meeting held at Fullers Sports Club, Edmonton, on 24 May 2024, Joe Jackson stepped in to run the meeting and was assisted by members Sandra Thomson and Linda Sweeper. Twenty-three members attended. Welfare report by Brigitte McKaskill: This last month we had the sad passing of John Thomson. Thommo’s funeral service was attended by many of our members to farewell a great old mate. It is truly wonderful to see Sandra here today and we convey our sympathy on behalf of our members. At Sandra’s request our branch donated \$100.00 to the Atherton Branch of the Salvation Army who helped Thommo and his family back in the early days when Thommo was off work for extended periods through illness and injury. Bob Adamson broke his leg in two places some time ago now. He was released from Hospital and transferred to the BUPA nursing home where he received assistance including rehabilitation. **Annual general meeting, general meeting and annual luncheon held on 26 July 2024 at the Bungalow Hotel, Cairns.** Fifty members and guests attended. A special welcome was given by President Mal McKaskill to Ian Leavers, General President and CEO of the Queensland Police Union and Director of QBank and State President of the QRPA, Greg Early. The President’s report and the report by Treasurer Allan Dredge were adopted. Ian spoke of some of the challenges facing the Bank these days, that the Bank is very strict on compliance and a large investment has been made into IT security. Ian also said the Union is also looking at better protections for police and that domestic violence is still a major issue around the state. Greg mentioned how the Branch had flourished since he helped reform it. He made particular mention of how the Branch rotates its luncheons/meetings between Cairns and the Tablelands. He later conducted the election of officers with the following result: President – Mal McKaskill, Vice President – John Hartwell (Greg made special mention of John being Vice President on the reformation and that it was good to see that he had been elected to the vacant position of Vice President), Treasurer – Allan Dredge, Secretary – Brigitte McKaskill and Welfare Officer – Brigitte McKaskill. Welfare at the general

meeting by Brigitte: Bob Adamson has been in respite care while his leg heals. Brigitte gave an overview of the Blue Paws Association and the wonderful work they are doing in the support of retired Queensland Police Dogs throughout the State. Blue Paws stubby holders are for sale and Brigitte and Mal had donated some of them as a raffle prize. (Secretary – Brigitte McKaskill – 0408281979)



State President Greg Early presenting Ashley Snook with his Veteran Member Certificate.



Attendees at the AGM and annual luncheon: Treasurer Allan Dredge, State President Greg Early, Secretary/Welfare Officer Brigitte McKaskill, QBank Director Ian Leavers and President Mal McKaskill.

HERVEY BAY

Meeting held on 21 May 2024. Guest speaker: Crimson Williams of the Department of Fair Trading spoke on the numerous scams, electronic, postal and personal that are doing the rounds at present. Interestingly some of the old scams, such as the Nigerian Scam, are still snaring victims to this day. Welfare: President Ian Anderson mentioned the thoughts of Branch members and associates continue to be with Trevor Trost on the loss of his beautiful wife Gwen under tragic circumstances. He thanked the members who attended her funeral service. On the day of the meeting Vice President Derek Mayne took himself to hospital after suffering a fever and abdominal pains. An application to join the QRPA by Ian William Andrew was recommended for approval. The BBQ for April was cancelled due to the funeral service for Gwen Trost. **Hervey Bay held its annual luncheon on Wednesday 19 June 2024.** The function was for the second year in a row held at the Waterfront Restaurant, Hervey Bay. This restaurant features one hundred and fifty degree views of Hervey Bay which on the day was putting on its best face. Thirty guests attended this year's luncheon including local Branch members and visitors from Redland Bay, Bundaberg and Brisbane. Also in attendance was Paul Wilson, Director of QBank, Inspector Paul Dalton and Detective Senior Sergeant Melonie Geck, both of the local command. State President Greg Early also attended and gave an informative address on where the organisation as a whole stands at this time. He later presented Paul Wilson with his Senior Member

Certificate. Paul Wilson spoke of the ongoing support of QBank to the Retired Police Organisation and the financial arrangements available to all members of QBank. Paul also spoke on how the bank is performing as a whole and touched on the dangers of what he termed the 'two and six' insurance schemes that were being advertised in the media. The lunch provided by the Waterfront Restaurant was of the highest standard, being a six variety alternate drop menu including meals of chicken, beef and seafood. Two variations of dessert were on offer. Thirty plus raffle prizes were on offer due to the efforts of Pauline Anderson, Ros Jamieson and Ian and Sandra West-McInnes. Ian thanked the wonderful staff at the Waterfront, two of whom purchased raffle tickets and won prizes and the guests were enthusiastic in offering applause to the staff. **Meetings held on 16 July 2024:** Welfare: President Ian contacted Gerry Walton recently. Gerry says he is doing the 'two steps forward and one step back' routine. Still has his sense of humour. A BBQ will be held at Dayman Parak, Hervey Bay on 20 August 2024. **Annual general meeting:** President Ian Anderson and Treasurer Roz Jamieson presented their annual reports which were adopted. Ian West-McInnes conducted the election of officers with the following result: President – Ian Anderson, Vice President – Derek Mayne, Secretary – Nick Paton, Treasurer – Roz Jamieson, Social Secretaries – Ian and Sandra West-McInnes Next meeting: 17 September 2024. (Secretary – Nick Paton)



State President Greg Early presenting Paul Wilson with his Senior Member Certificate at the Hervey Bay luncheon.



Mary Waugh and June Lohse looking over the prizes they won at the Hervey Bay luncheon.



Ian Anderson, President, Inspector Paul Dalton, QBank Director Paul Wilson and State President Greg Early, State President, at the Hervey Bay luncheon.

VAN DIEMEN'S LAND

Hi to you all, from the Tasmania Branch. **We had our first meeting for the year at Bracknell on Sunday 10 March.** We had a good turnout and the weather was great. The State has been going through a very dry time and there is little green grass around. The farmers are doing it tough. As usual we were treated to a great morning tea on arrival courtesy of our host Brad Hafner. The scones with jam and cream were very popular. We then of course had a very good barbeque; no one went home hungry. We did get around to having a meeting when it was noted that we have another two former Queensland Police now in Tasmania, Craig Cutts and Tony Grundgeiger. They were not able to attend at Bracknell but we hope to catch up with them soon. Our members Dave and Carol Fitzgibbon have left the Wilderness Hotel at Derwent Bridge, where they have been hosts for over 30 years. Many members and also visitors from the big island have been guests at this establishment and were always made very welcome. We all wish Dave and Carol all the best in retirement and hope they are now able to relax and enjoy some free time. Please remember if travelling down to Tasmania from the big island to our north let us know if we can help or just get in touch so we can meet up for a drink. Until next time, stay safe. Jennifer Johnston, Editor. **The fifteenth AGM was held on 22 June 2024 at Tamar Valley Resort,** the tenth time at the Resort. President/Secretary Andy Beasant's report: We have again received the support of QBank, not only financially but again with a magnificent hamper for the raffle. Since last year we have met at the Gretna Green, Bothwell and Bracknell. All of the meetings have been well attended and we have continued the Branch tradition of having a great time with great food. I hope we can continue with at least four meetings a year but if anyone has any suggestions or offers for a good meeting place let me know and we can always fit another one in. We have a couple of prospective members we are in touch with but if anyone knows of an ex Queensland Copper in Tasmania get them to join. It seems that there are many down here that we don't know about. Thank you all once again for your friendship and support, please all stay safe and I wish you and your families all the best. A motion was passed: 'That all current office bearers be reelected' with the result being: President/Secretary – Andy Beasant, Treasurer – Jim Byrne, Vice President – Ian Johnston, Committee – Phil Sharpe, Jennifer Johnston (Newsletter Editor) and Colleen Sharpe. General meeting: Karen Beasant has again been undertaking a 'push up' as part of a national mental health fund raiser. Members insisted on a demonstration so Karen then did 20 push ups and members made contributions to the fund raiser. (\$134) (She has done over 1,800 push ups this year). The Australian Police Games 2025 will be held in Tasmania and members will be encouraged to provide support to Queensland competitors. Future meetings: 7 September 2024, Prem's Seafood Bar and Grill, Devonport and 10 November 2024 at the Bothwell Golf Club.

ADDENDUM BY VICE PRESIDENT IAN JOHNSTON – VALE ANDY BEASANT

The above newsletter was sadly to be Andy's last and it was with the greatest sadness and shock that the Van Diemen's Land Branch of the QRPA regretfully announced the very sudden passing of our President/Secretary, dear friend and colleague: Andy Charles Beasant (Andy). Andy had died unexpectedly, but peacefully, after a short illness, among family on the 8 July 2024 in Hobart, Tasmania. His funeral was held in Hobart on 19 July 2024 and was attended by his family and his many friends and colleagues from both interstate and overseas. Only 77 years old, Andy had served in the Metropolitan Police, London, UK from 1964 until 1970. Joining the Queensland Police Service in 1971, he served there until his retirement as a Sergeant in 2004, a grand total of 33 years. After retirement, he and his wife Karen, (also ex-QPS), moved to and settled in Bothwell, Tasmania. Andy was one of the founding members of the VDL branch and its continuous President/Secretary from the Branch's formation on 24 October 2009. He lived an amazing life doting on his family, his friends, his Community and the Branch that he had helped form. He was an important and vibrant member of VDL from its beginning and will be dearly missed by all of us. I would personally like to take this opportunity to thank the Executive and members of the Queensland Retired Police and Tasmania Retired Police Associations for their kind wishes, help, attendance and condolences given personally or sent to Karen and the families of both Karen and Andy leading up to and after the funeral. I would also like to sincerely thank our members Phil and Colleen Sharpe for the care and assistance they gave Karen before and immediately after the funeral.



The late Andy Beasant with his wife Karen.



Deb Fitzsimmonds with the magnificent hamper donated by QBank.



Courtesy of QPS, confidential psychological support service available to retired Queensland Police Officers – 24/7 – 1800 277 478.

IF YOU KNOW OF SOMEONE DOING IT TOUGH PLEASE URGE THEM TO USE THIS FREE COUNSELLING SERVICE OR TO TALK TO SOMEONE.

STATE PRESIDENT:

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– 3863 1180 / 0407 960 588

STATE SECRETARY:

Chris Sang – admin@qrpa.asn.au – 0497 104 061

QRPA WEBSITE: www.qrpa.asn.au

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THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family
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