

POLICE

AUTUMN 2023

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION

A close-up photograph of a person in a police uniform, seen from the side and back. They are wearing a dark blue uniform with a crest on the sleeve and a black watch on their left wrist. They are tearing a white document that features the Queensland Police Union logo and the text 'SDP' in large, bold, black letters.

SDP

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COVER STORY

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SDRP ABANDONED

Police Commissioner Katarina Carroll confirmed on Wednesday May 2, 2023 the Service Delivery Model that was championed to reform the entire process of how the QPS would respond to calls for service and log community interactions would be scuttled.

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

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General President, Industrial Manager, and
Legal Manager are ex-officio members of all
committees.



IAN LEAVERS

It takes courage from a leader to admit they got things wrong and their plan or direction is wrong and needs to be altered.

Thankfully Commissioner Katarina Carroll has taken our evidence on board and made some pretty big reversals in the last few weeks.

Firstly the Service Design Project, here was an idea to reduce pressure on our frontline, remove duplication and deliver efficiencies all admirable ideas and while police don't always embrace change many thought it was an opportunity to adjust and see if it could improve daily shift demands.

Problem is the architect of the plan commissioned by Ms Carroll, Neil Greenfield from GSA Management Consulting got it horribly wrong. The project was flawed and yet they continued to push on with it in Moreton District and then Logan.

I saw first hand the stress and anxiety SDP created in our people particularly in Moreton. The QPU put evidence forward of deficiencies that resulted in three operational pauses and delays in rollout to Ipswich and Capricornia, but yet it's obvious members of the ELT and others were not briefing the Commissioner honestly about what was really happening on the frontline.

The QPU engaged consultants to conduct a review into SDP and their evidence was conclusive and brutal. SDP should be scrapped, it does not work and the model being implemented was a failure. The recommendations included the SDP Implementation Team should be disbanded and the resources from SDP be reassigned to the Districts and returned to the frontline.

Aware the QPU was prepared to fight the further introduction of SDP Ms Carroll initiated another consultants

review by Ernst and Young. While that report has not been shared officially I know it also confirms there was not enough capacity and capability for it to continue.

Finally CoP binned SDP.

I think there should now be an intensive look at who in the organisation wasn't forthright with their briefings and continued to apply pressure for SDP targets to be reached when it was clear the capacity in our frontline wasn't there.

Mr Greenfield got this Project spectacularly wrong and yet his company has been engaged in another multimillion dollar deal to review the police discipline system. Before this undertaking goes any further it would be appropriate to reconsider if this will result in another plan being ripped up as worthless.

LVNR

Lateral Vascular Neck Restraint has been a use of force option for many years with the QPS.

The QPU were invited to be part of a review of it's use and we advocated that it should remain as a viable use of force option. As part of that working group we asked for more data to be collected because it wasn't categorised or built effectively into the reporting system.

How many times is it applied and under what circumstances and the result for the officer and offender after it was applied. Valid points to make an accurate assessment on it's tactical benefit.

Before any of that material was collected the Commissioner ruled out it's further use, that was on April 14.

Not long after we lodged an urgent application with the Queensland Industrial Relations Commission citing the Commissioner as acting unlawfully directing LVNR to no longer be used. We knew we needed to keep police safe and that LVNR was a use of force option to help police defend themselves.

Frontline police are regularly confronted by males and females who lash out without warning using techniques that would be familiar to UFC and MMA contests. We cannot sit back and allow our members to be assaulted and attacked unable to use a proven technique.

The QPU was successful in overturning this unlawful direction.

On Monday May 15, the Commissioner gave a new direction emailing all 12,500 police allowing LVNR to be used, "I revoke my direction dated 14 April, 2023 in regard to the use of the LVNR and make a new direction.

"I direct the LVNR is to cease immediately as a use of force option in the course of an officer's ordinary policing duties. To be clear this direction does not affect the application of statutory provisions concerning force that may be lawfully be used to prevent death or grievous bodily harm."

Again, it takes fortitude to admit you got a significant issue wrong and rescind it.

This only occurred because your Union stood up and took action.

The action by the CoP once more makes me question the advice being provided. What is wrong on the seventh floor at headquarters. There needs to be some accountability with the ELT.

RECRUITING

The QPS like every other jurisdiction is suffering a recruiting crisis. We raised this as a concern sometime ago coming out of COVID and unfortunately not a great deal of action was taken by the Service.

When I recently saw a preview of a QPS advertising campaign I knew instantly it was off target. Forget fast moving camera angles following SERT, POLAIR and the Dog Squad we need to get people in the door first and reach out to people who never knew the pay and benefits that come with policing in Queensland.

Through my own research I discovered the primary issues for job seekers are pay and lifestyle.

The QPU approach was embraced by the Premier and it will soon be across various media encouraging people to make policing a first choice employment option. Our Enterprise Bargaining pay and conditions are regarded as the best in Australia for a 38 hour week along with seven weeks leave.

The package went further offering a \$20,000 relocation bonus for trained police to transfer to Queensland, a one off \$20,000 payment to reduce HECS debt for 400 successful recruit graduates who hold a tertiary degree in applicable

areas including criminology, social work and psychology.

Future recruits and those already at the Academy will receive a cost of living allowance of \$183 a fortnight, accommodation costs at the Academy will be waived and application and preselection test fees will be dropped saving up to \$972.

These benefits are an indication of how competitive the labour market is at the moment. There is no scope to back date these incentives or extend them to current serving police, we are motivated to get new people joining to reinforce the frontline.

PSYCHOSOCIAL HAZARDS

A Code of Practice for dealing with psychosocial hazards in the workplace became active in early April and there is now a formalised way to deal with issues that could create harm.

This is not necessarily Post Traumatic Stress but could result from poor organisational change management, inadequate support from supervisors and sustained high levels of mental and emotional demands while at work.

When you read the risk list just about every QPS employee could identify a number of risk factors.

This type of stress could result in poor sleep, anxiety and other issues.

If you want to read more about this Code of Practice there's a more in depth article further in this edition of the QPU Journal prepared by our Workplace Health and Safety team.

I encourage you to become familiar with the common hazards and talk to our specialists when preparing a report for the Hazard Management System.

Ian LEAVERS

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SHANE PRIOR

SDRP is finally gone! SDRP and its implementation was flawed and we have demonstrated that to the Executive Leadership Team and Police Commissioner.

Sustained, effective and factual advocacy from the QPU has again achieved a significant win for our members.

I understand that the Ernst & Young Report does not make happy reading for the SDP Implementation Team, but it was the Ernst & Young Report, a report commissioned by the Commissioner, highlighted that the capability and capacity of the SDP Core Project Team and District Implementation Teams had contributed in the program's failure.

Both Ian and I were invited to a meeting at Petrie last year which I can only describe as one of the hardest meetings I have ever attended.

Our members of Moreton were hurting. Ian and I saw firsthand the damage being inflicted on a membership that was under enormous strain.

We acted, and being led by QPU President Ian Leavers, the QPU worked to deliver a result for members. Hopefully now those who felt the strain

and stress during this failed experiment can recover and return to effective community policing.

The reality is the unscrambling of the egg is going to be a monumental task, and the QPU will be there for each and every affected member.

MEMBER VS MEMBER AND THE DISCIPLINE SYSTEM

Due to the recent Court of Appeal decision in *"Assistant Commissioner Maurice Carless and Anor v Johnson; State of Queensland (Queensland Police Service) v Cousins [2023] QCA 29"* a large number of finalised disciplinary matters have now been deemed unlawful and may have to be re-determined.

In many cases this is a 'win' for Union members treated unreasonably by the Service but I fully understand that in a minority of these matters they also involve member on member situations including allegations of bullying and similar.

This has understandably caused some distress for complainant members. If you are in this situation don't hesitate to reach out to me.

You also have my absolute assurance that where applicable the Union will not support people automatically returning to certain workplaces to the detriment of other members.

I must also stress that the Union wrote to the Service a total of 17 times trying to prevent this and telling them it was illegal.

The extreme arrogance of several executive members meant this was ignored. We are now all left to deal with the aftermath while they maintain their highly paid positions or sail off into retirement with enormous superannuation.

It's a shame the strict accountability on the rank and file doesn't apply to the top end of town leaving our members once again dealing with consequences of the QPS's incompetence.



QPSRL Champions 2023 The Wide Bay Whales.



QUEENSLAND POLICE SERVICE RUGBY LEAGUE

Congratulations to the Wide Bay Whales, State QPS Rugby League Champions for 2023. All teams really played top quality football and the mateship off the field was outstanding.

What I witnessed, was good people creating lifetime memories, even the post carnival celebrations were full of teamwork.

Hosting a carnival like this in regional Queensland was brilliant, the teams all interacted away from the fields, the event gave a significant cash injection into the town and lots of locals not connected directly to the police family came to watch the games.

The Mt Isa Mongrels Police Rugby League Committee have created a great blueprint for future organisers to replicate.

Congratulations to Country Thunder, QPS Women's Rugby League champions for 2023 defeating the City Cyclones at Nundah. The final score was 14-4 to Country who continued their dominance in the annual City V Country clash.



Another successful game and training camp by QPSWRL President Liv Smith and the committee.

The QPU are proud sponsors of Queensland Police Service Rugby League and we look forward to the Queensland teams taking on NSW police and Combined States in the Australian Police Championships later this year.



The Blue Hope Team provided constant support throughout the carnival and the 'chuck wagon' became a daily pre game meeting point.



The teams all mixed socially at the Mt Isa Rec Club and the camaraderie was some of the best experienced for a QPSRL event.



Country Thunder 2023.



QPU Vice President Shane Prior presented team jerseys during a QPSWRL sponsor evening leading up to the game.



City Cyclones 2023.

MILES MEMORIAL TO MATT AND RACH

It was a pleasure for Southern Region Rep, Col Muller and I to be invited to Miles Police Station for the opening of a memorial garden to honour our murdered colleagues Constable Matthew Arnold and Constable Rachel McCrow.

Rachel worked at Miles for a few months and Matt mixed with the staff from Miles at work also socially while he was at Dalby. Our members from Miles had a key role in the extraction and recovery of Matt and Rachel.

It was pleasing to see so many community members attend the official unveiling of the garden and take part in its consecration by sprinkling water on the sandstone.

We also presented staff from Miles and Dalby stations with artwork of Rachel and Matt to hang in the foyer of their stations as a lasting reminder of our fallen colleagues for everyone who enters.

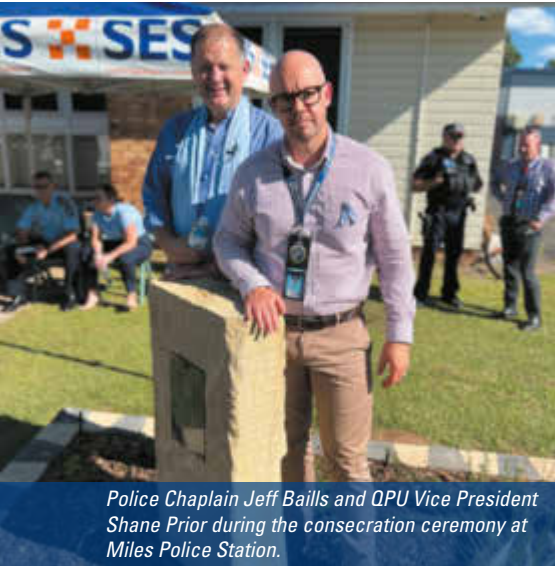
The QPU will never forget Matt and Rachel and we will always encourage the public to honour their sacrifice.



The players proudly wore the QPU logo on their training, playing and dress kit.



QPU Regional Rep Southern Col Muller accepts an appreciation certificate on behalf of the Union for providing financial support to establish the memorial in Miles.



Police Chaplain Jeff Baills and QPU Vice President Shane Prior during the consecration ceremony at Miles Police Station.

BRONZIES DAY AT COOLANGATTA SURF LIFE SAVING CLUB

It was a privilege to attend the annual Bronzies Day at Coolangatta Surf Life Saving Club on April 30, 2023.

It was standing room only honouring people who are kind and caring volunteers giving their time to patrol our beaches in their famous red and yellow uniforms and that iconic patrol cap.

Like Police, they put their lives on the line each and every time they go out on patrol.



The Bronzies day has a tradition of not only honouring their own but also all first responders for the job they do and the significant role they play in the local community.

The QPU supplied all attendees with a Police Remembrance Ribbon to acknowledge our fallen colleagues, Matt and Rachel.

The wreath laying ceremony in the gentle shore break of Coolangatta Beach is a truly emotional way to conclude the ceremony.

Shane PRIOR

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ANDY WILLIAMS

The Commissioner has confirmed via email the end of SDP. I thank her for listening to the views of the rank and file and commissioning an independent review of the program.

I also thank Ian and Shane for their efforts in the QPU review into Moreton SDP which highlighted much the same issues.

It was clear that SDP was hurting, not helping those on the front line.

It is important to note that the decision to instigate SDP came from a good place, and its intent was to make everyone's lives easier. I have no doubt most members committed to giving it a good go however the plan and its implementation was poor.

It would be easy to stack on to the Commissioner, but to be fair, it takes a fair bit of guts to try to change an organisation for the better, and even more to admit things aren't working and change them back.

I would like to thank the members in Logan who assisted me by providing information on what was going on. Your information was invaluable in building a case to end SDP.

I noticed recently the good old SELF test making an appearance on the screen saver on my computer.

We have all had the SELF test drummed into us since the academy, but it seems the higher you go up the QPS ladder, the less it seems to apply.

For example, let's run the removal of the LVNR from the use of force model.

Would it withstand scrutiny? Well sending an email at 2 pm Friday, certainly doesn't start on a good front. Nor does saying you have a committee of members who have provided a recommendation, whilst

not allowing the membership to know who they are.

Was the LVNR lawful? It definitely was and has been used effectively by police for decades. The best use I can recall is a DV respondent who was using a baby as a shield. An LVNR and the respondent is sleeping like the baby that had been taken from his arms.

Is it fair? Well here is where we have a big problem, your Union was invited to a committee to discuss the LVNR.

Our view was abundantly clear that it should remain as a valuable use of force tool.

We thought that was it. Unfortunately, unbeknown to us, there was another body of work being conducted, where a number of police were called into a secret committee and apparently four options were produced. No member of your Union was on this committee and the four options were never discussed with the Executive of this Union.

Yet in the email produced by the Commissioner, she stated that she had consulted with the QPU.

Clearly, this was an attempt to tacitly imply that the QPU had supported her proposal. Whilst the highest ranks of the QPS went into their weekends, my phone went ballistic.

It would seem to me that the fairest option for the Commissioner to take would be to stand on her decision, if she did want to say there had been discussion, it would be fair to say 'the QPU was consulted on this matter and opposed the removal of the LVNR'.

It is true that consultation does not necessarily mean agreement and where agreement does not occur, either the Commissioner (or whoever the decision maker is) should go it alone, or indicate that there was consultation but not agreement on the matter. To me that is fair.

Recommendation 15, is another case in point, your Union pointed out the impost that the reviews would pose to operational Sergeants. We said that in districts like Logan, there was no chance that these reviews could be conducted due to Sergeants already being at capacity.

We did not oppose the idea, we simply said it needed to be resourced before it was implemented. We certainly didn't want Sergeants being set an unrealistic workload, we (and Her Honour Justice Deborah Richards) wanted the exercise to be more than a tick and flick and we definitely wanted the Sergeants and those being reviewed to have time to review the BWC together, thus giving procedural fairness and the opportunity for the officer being reviewed to put some clarity to the situation.

Again, I ask would the manner in which the BWC reviews has been implemented withstand scrutiny if what has come to play was put to Her Honour? I would say not.

Is it fair on those who now have a substantial body of additional work to do with no additional Sergeants to do it? Again, I say no.

Professional Development Strategies I would have thought would be fairly simple to get right.

After all section 7.3 of the *Police Service Administration Act* contains a definition that states exactly what can be done and a maximum period of time you can do it for.

Again, your Union has had to go into bat for members who have been issued Professional Development Strategies that were downright unlawful.

It has taken the threat of lodging a dispute in the Industrial Commission for these Professional Development Strategies to be withdrawn. It is quite outrageous that it has, on a number of occasions, got to that point. Again, not lawful.

Stand by for part two of this argument, when a statute dictates 'for a period not longer than 6 months' it does not automatically mean six months.

Finally, with all the vacancies in the state, why is it you very rarely see General Duties Constable/Senior Constable positions advertised?

We all agree that the merit system is the best way of deciding who gets a position, yet the failure to advertise these vacancies means the

only realistic way to move between Regions is via lateral transfer done via the Transfer Advisory Committee (otherwise known as a 'TAC transfer').

What most members don't understand is that TAC was set up to move people in limited circumstances without the need to fill via open merit.

Taking merit off the table, as the Service has done, means you can't just transfer from one part of the state to another without meeting one of the 13 factors as the Committee does not have the industrial grounds to support an application that does not meet the criteria.

It is worthy of mention that many applications declined by the Committee are actually supported by management, however the Committee is bound by the Certified Agreement so without proper grounds the application will fail.

It is clear we have a situation where merit is being ignored on front line positions and the only people who can move are those who are either fit or are creative enough to make their circumstances fit within the TAC operational factors.

The failure to advertise vacant positions is not fair to those who have completed their tenure in a position

and desire a move elsewhere. In this cost of living crisis, it does not allow a member to apply for a position in an area where the housing is more affordable and win that position on merit.

Andy WILLIAMS

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KEV GROTH

Well after three years of the staff at Moreton complaining, twelve months from the staff at Logan, countless requests from the QPU, our own independent review into Moreton District SDP, the CoP finally called for an independent review into the SDP project. And the result was overwhelming.

The SDP project was so deeply flawed that it HAD to be Terminated.

The Question has to be asked though, if the CoP truly believes that “Her People Matter” then why did she not listen to them. There has been a chorus of staff singing but it fell on deaf ears. Was the song of discontent being muted by management and those on the implementation team?

Did the CoP not hear the drums that were beating loud and true? Why did it take so long for SDP to be killed?

It was obvious to all but those invested in the project that it was failing. And not only that, it couldn't possibly work. The decision to implement a change of this nature during a global pandemic, when thousands of police personnel were deployed to other duties defies belief.

Add on the recruiting shortage plus DV Commission of Inquiry recommendations and there is just no possible way that any change of this magnitude could possibly be enacted.

The SDP implementation team worked on a system that was so deeply flawed, it was a lost cause, doomed from the outset.

STAFFING

Now let's talk about the current retention issues the QPS is currently facing. We all knew that there would be an exodus of staff who were inducted for the '82 Commonwealth Games.

Over the past two years we have seen our resignation rate growing at record rates, and unfortunately it does not look like slowing down.

It is not just isolated to us here in Queensland but every jurisdiction in Australia. Every State is struggling to attract suitable recruits.

Policing is for the first time I can remember struggling to meet demands for suitable applicants to join academies around the country.

With unemployment at record lows and the job market as competitive as it has ever been in recent memory, we need to start thinking outside the box to attract applicants. Perhaps it's time for Police to receive the same salary sacrifice benefits the health workers do that Ian Leavers is working on to deliver.

Health workers received the benefits back when they had a staffing crisis and it was used as a way to attract and retain staff. It is clear policing in Australia is in crisis and maybe time for all State Commissioners, Police Ministers and Governments to back the Police Federation and lobby the Federal Government to give all the same concessions as the health industry.

Maybe then we will be able to compete in the job sector and maybe even retain our already qualified but disgruntled staff.

MANAGING THE RISK OF PSYCHOSOCIAL HAZARDS AT WORK

At the start of April the new Code of Practice for managing the risk of psychosocial hazards at work came into effect.

This new Code under the Workplace Health and Safety Legislation has been in the wings for the past two years and is finally now in effect.

They are only now starting to look at it. Again this is something that the QPS Senior Management should have addressed at least twelve months ago.

Staff should have been put in place and a system developed to deal with the issues that will inevitably arise. But once again they have been caught asleep at the wheel.

The current hazard management system is clunky and outdated at best and heaven forbid if a member actually reports a hazard, that reflects badly on management. The hazard management system needs a complete overhaul to make reporting hazards whether they be physical, environmental or psychosocial simpler.

Members and managers are already swamped with red tape in every aspect of their jobs. We need a genuine look at this and a real solution, not some quick fix that will no doubt fail when put under the weighty load it will soon bare.

PSAA

Over the past few years the QPU has taken the Service to court a number of times in relation to breaches of the PSAA by management, i.e. the promotion system and issues with abuse of the disciplinary system are just a couple that spring to mind.

My question is, what disciplinary sanction did anyone from the service ever receive for knowingly breaching the PSAA? I cannot remember anyone ever being disciplined for any of these breaches.

Now we all know that if any of our membership knowingly breached the PSAA they would be up on disciplinary charges, be stood down or suspended from duty and absolutely served with a Professional Development Strategy Document (PDSD). How is it that none of this happened?

My last question for this article is, at what rank does the failure to comply with the PSAA cease to be an offence?

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

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

Kev GROTH
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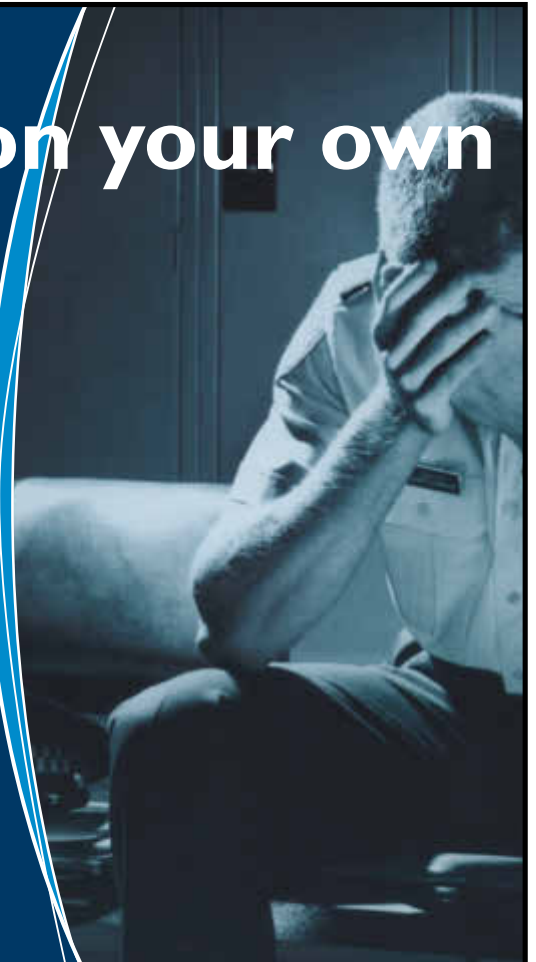
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PETER THOMAS

I CANNOT RECALL A TIME IN MY 26 YEARS IN THE QPS THAT THE 'SHIP' HAS BEEN SO RUDDERLESS.

The concept of equity and fairness is a foreign term, watch house prisoner overcrowding is an everyday issue, change management is no longer considered, the discipline system 'knee jerk' reactions to minor issues with Professional Development Strategy Documents (PDS) being served like a real estate agent handing out business cards, and DV response scrutiny leaving members anxious and disillusioned at the conclusion of shifts are some of the organisations biggest issues.

Compounding all of these matters is a QPS management focus on business optimisation which really is a euphemism for 'doing more with less'.

Insufficient resources and staffing, poor infrastructure and poor rostering practices have added to the overall stress package creating increased psychosocial pressure on our members and resulting in psychological illnesses and injury.

For more than 12 months the QPU Workplace Health and Safety Committee have been attempting to engage with the QPS and work collaboratively to ensure that the QPS was 'ready' for the implementation of the new Code of Practice in relation to managing psychosocial hazards within your workplace.

The responses, until a recent meeting, was that this would not impact the QPS.

It is beyond belief that this organisation would think that it is exempt from complying with Workplace Health and Safety obligations. The QPS; like any employer, has an obligation to provide and maintain a safe work environment both physically and psychologically.

There is not a day goes by that QPU members are not subject to violence, aggression, traumatic event exposure (all psychosocial hazards) and this is recognised by Workcover's acceptance of PTSD without evidence because of the nature of policing duties. A change the QPU fought hard to achieve.

In addition to these hazards, Worksafe Queensland identify psychosocial hazards as: High and / or low job demands, low job control, poor support, low role clarity, poor organisational justice, low reward and recognition, traumatic events, remote and / or isolated work, poor environmental conditions, violence or aggression, fatigue, bullying, harassment including sexual harassment and intimidation.

The '*Managing the risk of psychosocial hazards at work Code of Practice 2022*' was officially launched on April 1, 2022. Your QPU WHS and Executive Committee have undertaken extensive training in preparation for this launch.

Managing psychosocial hazards and risks at work is just as important as managing physical risks.

The '*Managing the risk of psychosocial hazards at work Code of Practice 2022*' is a practical guide on how to prevent harm from psychosocial hazards at

work, including psychological and physical harm.

The Code is an approved code of practice under the *Work Health and Safety Act 2011* (WHS Act). It provides information for persons conducting a business or undertaking (PCBU) on how psychosocial hazards and risks can be controlled or managed and can be used to help decide what's reasonably practicable to reduce risk.

We have raised our concerns with QPS Safety and Wellbeing relating to many areas.

Over the coming weeks I will be speaking with members in relation to submitting notifications on the Hazard Management System. It should be no surprise to some Senior Managers when notifications are lodged. Please contact the QPU WHS Team if you require assistance in creating a Hazard Management Report.



I strongly suggest that Senior Managers become conversant with their obligations under the *Workplace Health and Safety Act 2011*.

The advice provided over the past twelve months regarding communication and change management, workplace infrastructure and unrealistic work demands is very likely to be the first Hazard Notification; and disregarding our previous advice is not an option any longer.

ON A POSITIVE NOTE

Our officers are doing great work at all levels across the Districts and there is some amazing initiatives being rolled out.

In my future QPU Journal articles I'm going to place a focus on these initiatives that are providing massive benefits to our members.

KIRWAN STATION RESILIENCE ROOM

Kirwan Police Station Officer in Charge, Senior Sergeant Matt Lyons has recently re-purposed an old storage room into a Station Resilience Room.

The Kirwan resilience room was a vision Matt had to improve the well-being of staff whilst at work.

Matt said, "Over the years the demands placed upon officers has increased significantly and the need to ensure they remain healthy is something I had prioritised in my days as a DDO and it was a vision as OIC".

Matt looked at the WFQ results for Kirwan whilst preparing his application for the Officer in Charge position and saw that while the officers felt a great purpose being a QPS officer, their home life was suffering.

Matt is also an avid reader. He finds it assists his wellbeing and he's part of a great community called 'Brothers in Books' which encourages well-being strategies through reading. Matt said reading has helped him adopt strategies to be a better father, husband and colleague.

From his previous 7 years as a Sergeant at Kirwan and knowing the pressures, he felt the need to create a

room where staff could retreat to post incidents; or at any time they needed a break away from police phones, radios and other duties.

Matt made application through Our People Matter funding to create a Resilience Room for this purpose - to have a book library, couches, wireless speakers, framed prints and other positive literature. He identified the old storeroom and cleaned it out, painted it on weekends and put it together with his wife and kids.



Kirwan OIC Matt Lyons identified his staff could gain some improved mental health space by utilising a resilience room.



What has resulted is a great space for staff to retreat to and there has been a great response to the room from staff District wide. Books have been borrowed from heaps of staff (including me), and the room has been used post incident for the past two critical incidents to great benefit.



Kirwan staff are benefitting from the resilience room initiative.



QPU Northern Region Rep Peter Thomas, QPU President Ian Leavers and QPU Vice President Shane Prior congratulated Matt Lyons on his initiative. The QPU Execs saw first hand the benefits of utilising the room during a recent critical incident.

I spoke with two officers from Kirwan who have young children. Both said that this was an excellent space to utilise for taking a break from work

pressures; as well as a quiet place to use Facetime to say good morning or good night to their children when they are working.

Matt said, "It is a simple idea that needs to be replicated in every station, staff need to know that they are appreciated and our leaders put well being first over everything else. When your staff are happy and feel good in the station then it should prepare them for the chaos and trauma outside of it".

This is definitely an initiative that should be considered in all future station designs.

Remember to always take care of yourselves and each other, do not accept negative workplace behaviours, attend your next Union Branch meeting, and don't forget: no union rep = no interview.

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DION READMAN

DV GOVERNANCE GONE MAD.

No one doubts the scourge that domestic violence has on our community. The recent Commission of Inquiry (COI) spelled out the need for change not just within the QPS but society as a whole.

The recommendations of the inquiry are meant to improve the safety and well being of the victims.

The creation of dedicated DV investigative units should assist the frontline staff by sharing the ever increasing burden. Latest statistics though have shown that these units are yet to reduce the workload on the frontline with only one DV application not taken out by Cairns Metro staff over the preceding month.

According to latest dashboard statistics DV currently occupies nearly 30% of a frontline's shift response statewide.

However the risk averse approach by management is resulting in operational paralysis due to obscene layers of governance.

Credit should be given to Cairns Metro Chief Inspector Monique Ralph who followed in the footsteps of the Commissioner and completed an operational shift which included attending a DV incident resulting in a PPN being issued by the Inspector.

What surprised her but not those on the frontline was the layers of review that the DV incident was subject to.

Nine layers of governance oversaw the issuing of the PPN starting with the Comco (1) when the job first came in. Supporting the Comco are two DV Safety Officers (2 & 3) who are also watching LCAD – one based in Brisbane and one based in the Far Northern Region. All 3 are there ensuring that the job is attended to not

only in a timely manner but assessing the response.

The next reviewer is the DDO (4) who authorises the action of the PPN after the crew contacts them. Followed by the Duty Sergeant (5) who checks the PPN paperwork before it is sent to the prosecutions where it is again checked by the DV prosecutor (6).

The DFVC (7) then as part of their RBM duties also reviews the DV occurrence to ensure it is done correctly which is the same role that the Crime Manager (8) performs when ensuring the stats, referrals, crime classes are all entered correctly otherwise a task will be generated for the crew to update.

And now thanks to COI Recommendation 15, the PDA Supervisor (9) of the crew will review their BWC to ensure that there are no issues. All of this before the ultimate decision maker, the Magistrate, has the final review.

STATION SECURITY AND POLICE HOUSING

Recently the Commissioner made the surprising announcement that the QPS budget had sufficient funds to purchase housing or pay rent assistance to newly appointed District Officers and Regional Crime Co-ordinator's across the state.

Quite rightly the question has been asked by the QPU that this generous support to some of QPS's highest paid employees should be extended to all.

The challenge in finding affordable real estate is not confined to those of the Commissioned rank. Whilst we

await the outcome of this request it is timely to remind those currently living in QPS housing that their tenancies are now protected under the RTA.

The QPS as landlord has legislative obligations to ensure that their premises, your house, is maintained to an appropriate standard with regular upkeep.

If this is not the case I urge members to advise their local QPU branch official or myself so we can advocate on your behalf to ensure compliance.

Recent events in the Far North also demonstrated the need for an urgent review of station security.

Protests outside Mareeba Station involving 200 persons identified the lack of CCTV to provide those inside the station with any situational awareness.

Herberton Station was damaged by an offender who entered the station compound via the open gate of the one metre high perimeter fence. The offender then walked up the steps of the station and damaged the building before being arrested by officers who reside nearby. Again no CCTV, security lighting or other preventative measures.

In 2022 Education Queensland proudly boasted that it was spending \$34 million to improve security measures at their most vulnerable schools in an effort to protect staff and buildings primarily from vandalism.

Clearly the QPS has similar money in their coffers and upgrades to station security is long overdue.

Important if member's workplaces are not safe that they utilise the Hazard Management system to place on record their concerns. Once again if member's need assistance contact myself or your local branch official.

RECRUITMENT AND RETENTION

The recent decision to approve the Special Constable program will be welcome as long as those returning are used on the frontline and not hidden away in boutique squads or programs.

The QPU position is clear, we need more frontline operational officers and we need to reduce the burden we are placing on those who do the policing.

It is clear despite the financial rewards which the QPU secured in the latest EB, more needs to be done to not

only recruit quality applicants into the QPS but keep those members who are becoming increasingly disillusioned with the direction that QPS is headed.

Hopefully the common sense decision to abandon SDRP is the first step in restoring member's faith in the organisation.

Dion READMAN

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



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SHAYNE TREASURE

As we throw soil into the burial pit and commend SDRP to the earth it's worth a thought as to who was the real beneficiary and who suffered a real detriment from this scheme.

The whole thing was at times akin to some sort of risky investment offer where figures to make it work were malleable and if you invested in it and really believed it would come true.

Objectively the whole show was apparently about maximising resources to demand, not curbing demand, not holding to account in a real way the complete disregard of other arms of Government in dealing with the perpetual crisis cycle we suffer under.

In all of this experiment suffered the frontline GD officers in a vain attempt to make the results change to broaden the program.

You mattered unless your work-life balance was an issue, you mattered unless you had an FWA and a myriad of other issues that were soon signalled as problematic in this brave new age world of cutting edge policing that allegedly would solve all our problems with the confidence of a whiter than white smile and a lemon fresh smell and a new car feel all rolled into one.

The façade did not last long, yet in true QPS style the implementation team smashed away at the square peg with bigger hammers to make things fit in that round hole.

I felt particularly sorry for Commissioned Officers who were forced to submerge their own opinions and thoughts on the program if they valued being in the 'In' crowd for promotion or to risk being sidelined and destined to live in promotional

limbo doing PowerPoints of paperclip ergonomics.

I can see the value in changing our culture of management in the hope of better organisational outcomes in future.

Change is needed, something has to be done but there are better ways of doing things than what we saw.

And please if it is not working, value the brave souls who indicate this. Dissent should not be parked in a corner otherwise these things get a life of their own and no one wants to ruin that party as the issue tumbleweeds into some fiscal and resource Goliath that's embarrassing and complicated to unravel.

For a start lets define the basics, the real basics. Who are the frontline? Where do resources need to go and be kept?

For police its GD Police and their DDO supervisors.

In this layer of the organisation there should be no vacancies, minimum staffing, cars that work, no slow computers a priority of new equipment. In tandem are the immediate frontline support units of investigators , SOCOS, Highway Patrol and TCS who should have very similar staffing and equipment needs as the GD component and so on as you work your way up the organisational pyramid.

Why is there a widespread feeling that the initial contact layers of this organisation are undervalued, understaffed and underequipped?

I would call upon the QPS to openly publish the exact numbers of uniformed GD Police and DDO's in play at the moment and then the numbers in the immediate support front-line areas.

Let's go again slowly in some fashion, but let's start with keeping a frontline staffed and engaged with some modicum of morale with cars they can fit into, in buildings that aren't derelict, buildings that are secure with parking, staff not waiting months for uniform items, with management who are interested in modern concepts of employee relations and rostering.

Start with the most important stakeholder the baggy pants over caffeinated, dishevelled, red eyed compassion fatigued corro burdened jack of all trades and master of none GD copper.

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RICHARD JACKWAY

CONSULTATION MUST BE GENUINE

I think most Police will be relieved that the Commissioner has put a stop to SDP, with the impact it left on front line police in those areas where it was implemented being significantly negative.

The QPU's project in Moreton, aimed at quantifying the effects of SDP on Moreton officers, identified 2 very important things:

- 1) Moreton officers widely understood the need for change and were in favour of change, nominating good things that came out of SDRP (DTACC, SOLVE, CAM). Their support for change agrees with what we already know of front line officers; we have always been in favour of things that work well (Eg. Qlite, Bail App).
- 2) Overall, SDP was not a better way, having left too many Moreton officers severely fatigued, stressed, demoralised, deskilled and disillusioned with QPS Executive Management.

The findings flew directly in the face of the SDP implementation team claims that the level of complaints were a result of 'resistance to change'. They were not a result of resistance to change. I mention this not to kick a dead horse, but to highlight the need for the QPS Project people to show more respect to the front line, and to actually listen to the front line, especially when implementing any future changes.

It should be clear that consultation needs to be genuine, rather than simply dismissing anything that disagrees with your belief, as happened with Moreton SDP.

THE DISCIPLINE SYSTEM IS CAUSING UNNECESSARY STRESS

Many officers within Metro North who interact with the QPS Discipline system are experiencing entirely

avoidable stress reactions as a result of *how* the QPS handles discipline investigation.

An amount of stress is expected when being investigated. However, utterly avoidable and excessive stress occurs when:

- 1) Conducting Assessment
Inquiries: investigators providing nil explanation regarding the discipline system, complaint handling, the purpose of assessment inquiries etc.
Note: For those of you who think this is minor, I have talked to many stressed officers, who after I explained the same, I then asked 'if this had been explained to you, would you have had the stress reaction you did?' Every single one of them said 'No I wouldn't have'. ie. this level of stress is avoidable.
- 2) Serving a Professional Development Strategic Document (PDS) on an officer as their first notice that a complaint has been made about them. There is no need to introduce a complaint with a hammer blow, particularly when most officers don't know what a PDS is. This lack of knowledge of the complaint (until served), combined with lack of knowledge of the discipline system & PDS's is causing avoidable stress. Some explanation is warranted to care for the health and safety of your officers.
- 3) Failure to negotiate with officers what improvement strategies should be undertaken in LMR / PDS's. Policy says this should happen. Officers regularly feel they

have already been judged when they are not involved in negotiating what should be included in such documents. Involvement & understanding reduces stress.

- 4) Failure to fully detail the allegation being investigated (eg. missing time / date / place) to enable the officer to properly identify what the complaint is about, which information is necessary to them being able to prepare their case in an informed manner. There are few things more stressful than being investigated while not understanding what a complaint is about. There is usually zero need to be secretive about. Secrecy causes uncertainty about the investigators motive, which causes stress. This information is also essential to the QPS meeting its Natural Justice obligations.

From my perspective, this stress reaction occurs due to a combination of reasons:

1. Most officers genuinely try to do their best in very trying circumstances.
2. Many officers know they suffer significant physical & emotional fatigue due to shift work and constant exposure to vicarious trauma, but continue trying to do some good.
3. After prolonged exposure to 2, many officers realise they have become mentally damaged from their job (see the Mental Health Continuum).
4. Being utterly blunt with a person is often an indication that you

have already arrived at a negative conclusion, so when an officer receives an utterly blunt discipline direction, many are likely to interpret it in this manner. As a consequence of 1-4, many officers perceive "I'm investigating you. I direct you to" as a kick in the guts.

5. Any unknowns will exacerbate the stress reaction.

If I could change just two things about the discipline system, it would be the inclusion of explanations, and the true involvement of the subject officer. Openness should go without saying...

Explanations don't have to be complex, eg: *"A complaint has been made against you. The QPS has a discipline system aimed at maintaining the trust of the people of Queensland as well as maintaining professional standards. When a complaint is received, the QPS must objectively assess the complaint."*

In order to objectively assess the complaint, I have been assigned as the officer responsible for conducting the assessment inquiries, which means....", has resulted in a lessening of officer stress levels every time I've explained this to them.

Lastly, I would remind the QPS that providing some explanation isn't just courteous and considerate, but a Work Health & Safety issue (due to the avoidable stress the lack of explanation etc. causes). I hope we as an organisation will look closely at this, for it is an utterly avoidable workplace hazard.

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COL MULLER

I FEEL A SIGH OF RELIEF FOR THE MEMBERS OF OUR REGION WITH THE RECENT DECISION BY THE COMMISSIONER TO DISCONTINUE THE SDP.

Where there are some elements that assist the front line, lack of numbers and the inability to 'fit for purpose' to a District correctly signalled to me that this decision to walk away from SDP was a great result.

Implementation of SDP let us down. The inability to make local decisions affecting all.

Great work by Ian Leavers and Shane Prior and all involved union representatives to highlight the systemic failures implemented that followed the program.

PROFESSIONAL DEVELOPMENT STRATEGY DOCUMENTS. (PDSD'S)

For those officers who have received a PDSD they probably do not need a lot of explanation. For those who have not a PDSD is generally served upon you when you are the subject member of a complaint. A PDSD is issued generally by the District Officer and served upon you by a senior officer.

IMPORTANTLY . At this time No final determination about the accuracy of the complaint has been made at this time and an investigation will occur to establish whether sufficient evidence exists to support the allegation.

THE PURPOSE. The intended purpose is where the Queensland Police Service seeks to provide a safe and healthy working environment for all employees and mitigate the risks to the QPS and the community.

The strategies employed in a PDSD are intended to balance the QPS obligations to investigate the complaint, provide a safe and healthy working environment and enable you to remain engaged and in the workplace.

A PDSD is a direction from a senior officer made under the *Police Service*

Administration Act 1990 and Service Policy. As such you must comply with your issued PDSD. S7.9 requires the PDS to be reasonable.

It must not be excessive.

Mentoring or secondment should not automatically be the max 6 months but rather directed to the alleged conduct.

A PDSD cannot be used as a means to punish an officer or remove a perceived problem person. PDSD's must be appropriate and relate only to the alleged misconduct and is reasonable overall.

It's very name is professional development so as much as it can be used to mitigate risk to the service that mitigation should be achieved through development.

S7.10 requires CoP to consider the PDS when deciding whether to start discipline proceedings. This means any PDS must have development strategies as part of it and not just be restrictive and mitigating for QPS.

Max total period of a secondment, extra supervision or mentoring is 6 months.

I am happy to overview your PDSD and the QPU are willing to take the signatory of a PDS which is excessive to the QIRC and we are closely looking at all of them.

QPS HOUSING

While we have seen many milestones with QPS housing in the past 5 years since the inception of the State and

District Housing Committees and housing policy the QPS cannot let their guard down, there certainly appears to be a slowing of improvements.

There are some moves in place to see new and prefabricated housing moved into areas including Tara.

Some barracks in other areas are in poor condition, including the furnishings.

Some centres have vastly insufficient housing.

At Cherbourg, an area allowance is payable as an incentive for officers performing duty.

The staffing at Cherbourg is one Sgt OIC and 6 x Constable/Senior Constables.

The housing at Cherbourg consists of a three bedroom OIC residence and a small three bedroom barracks of a poor standard.

If we want to attract or retain, people to work in difficult and remote postings. We need to improve the standards.



ON CALL ALLOWANCE (KNOW YOUR ENTITLEMENTS)

Where an employee is instructed to be available on call outside ordinary or rostered working hours, an allowance shall be paid based upon the hourly rate

Incorrect payment of any entitled allowance is wage theft.

*FROM: Deputy Commissioner
(Strategy and Corporate Services)*

INCORRECT APPLICATION OF ON-CALL ALLOWANCES

- 1) *The application of on call allowances, including placing officers on "telephone divert" is governed by the provisions of the Queensland Police Service Employees Award – State 2016 (the Award).*
- 2) *In accordance with clause 18.5 (b) (i) of the Award, all officers who are rostered or expected to hold themselves ready for duty are to be paid the On Call Allowance.*
- 3) *In accordance with clause 18.5 (h) and 18.5 (i) of the Award, off duty officers may be placed on Telephone Divert, at 50% of the on call provisions, to undertake duties such as providing advice and coordinating staff attendance. These officers are not required to hold themselves ready for duty, and should only be recalled to duty in rare circumstances.*
- 4) *Officers in Charge and Senior Management should ensure that officers are correctly paid On Call Allowances if rostered or expected to hold themselves ready for duty.*

Essentially in many areas Police were required to be on call and not being paid. If two people are ready for call out, then two people are paid. Previously in many areas only one was paid even though two were actually on call.

If you have any concerns about this entitlement contact myself or the QPU industrial team.

SOCIAL MEDIA POLICY

Of recent times I have seen a resurgence of complaints around Police not complying with the QPS social media policy.

Members must ensure all use of social media, whether official, professional, or personal, is consistent with respective codes of conduct, standards of practice, and procedural guidelines. The social media policy document can be located on the QPS Intranet.

An action as simple as liking an inappropriate post or photograph can lead to disciplinary action. Common sense applies here.

JACKS LAW WANDING OPERATIONS IN GOODNA.

Over the past month staff from Goodna station have staffed the new mobile police beat conducting wandering operations in support of the new Jack's Law.

The high visibility operation was warmly received by the community.

It has been extremely successful in recovering weapons and other potentially dangerous items. Local police were surprised with the amount of weapons that were being carried along the rail corridor, all of which had the potential to harm officers or the community.

This has again shown the professionalism that the frontline staff in the District have with over forty arrests in the month and substantial property and weapons seized.



AROUND THE REGION

MILES RED BENCH



9:14 5G

Red Bench
DOMESTIC VIOLENCE - CHANGE THE ENDING
Project of the Red Bench Foundation

**TAKE A SEAT
TO TAKE A
STAND**

The presence of a Red Bench in a public location aims to raise awareness of domestic violence and provide an opportunity for this important issue to remain visible.

redrosefoundation.com.au



IPSWICH LUNCH WITH THE FIRES



RETIREMENT OF SGT JACQUELINE MUNN



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QUEENSLAND POLICE UNION

CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER:

TITLE: Mr/Mrs/Ms/Miss:

FULL NAME:

HOME ADDRESS:

POSTCODE:

POSTAL ADDRESS:

POSTCODE:

PHONE NUMBERS: [H] [MB]

[W] [F]

WORK EMAIL:

HOME EMAIL:

RANK:

STATION:

STATION ADDRESS:

.....

.....

SDRP Abandoned

Police Commissioner Katarina Carroll confirmed on Wednesday May 2, 2023 the Service Delivery Model that was championed to reform the entire process of how the QPS would respond to calls for service and log community interactions would be scuttled.

Not long after the initial model was implemented in Moreton District the QPU responded to members concerns that the project was flawed and the reality of the problems the system was creating were not

accurately being passed up the chain of command.

Strong advocacy and factual insights from the QPU achieved what members of the ELT could not deliver. SDP needed to not only be halted but scrapped.

The QPU Journal has included in full the email sent to staff just after 6pm on May 2 from the Police Commissioner.

OFFICIAL

Dear colleagues

As you know in 2019 we set about designing and implementing a new service delivery model to improve how we meet policing demands now and into the future. The model was chosen because it offered an end-to-end system-wide approach to policing that could improve outcomes for our community, the organisation and for our people.

As a result of concerns raised by staff and the QPUE's Ian Leavers and Shane Prior, combined with the QPUE's own independent review, I brought forward an intended review and placed Ipswich and Capricornia Districts on hold, pending the outcome. Ernst & Young (EY) were commissioned to conduct an independent review into the Service Delivery Program to understand if the model was achieving its intended objectives. The EY review found that the model is delivering many of the important benefits I set out to achieve. EY found that the model's design and structure has enabled:

- greater capability for QPS to keep victims and the community informed by improving processes to facilitate 'closing the loop';
- implementation of an ecosystem view of service delivery with a connected end-to-end approach that optimises processes and provides evidence-based management of our resources and risks;
- increased visibility and transparency across the service delivery ecosystem including consistency of practices, risk, resourcing and workforce capability;
- better oversight of risk and an ability to shift risk from an individual to the organisation;
- ability to recognise true frontline demand, and identify previously unrecorded demand pressures (e.g., hospital guards); and
- improvements in the visibility of how demand is managed within districts.

Despite these benefits, the EY review also found the impact of other external factors outside of the program's control that are impacting the model's success. This includes strain on our recruiting pipeline, and implementing multiple transformation projects, including more than 600 recommendations from multiple reviews and the DFV Commission of Inquiry. The change required from those recommendations alone is taking its toll on our workforce. To continue all of our current reform and change is unsustainable and in fact in my four decades I have not seen demand and reform on such a scale. Additionally, the requirement to deliver the recommendations is within such an extraordinarily tight time frame, which must be met.

Currently I have concerns that if we do not 'stop' doing some things we will have an even more fatigued workforce and will not meet these mandated and challenging time frames. Therefore, I have decided to cease implementation of the Service Delivery Model. This decision was not made lightly, particularly given the benefits that are being realised by the model.

Having said that there are benefits, I acknowledge the implementation has taken its toll on the members of Moreton and Logan districts. It is evident that the organisation does not have a sophisticated rostering scheduling system, impacting heavily on people's work-life balance. We know that work-life balance is further inhibited if there is not an abundance of staff to provide greater flexibility, thus having more people having to work during difficult demand periods. I want to thank the Moreton and Logan districts for their commitment to integrating and operating the model. I thank Ian Leavers, Shane Prior and the entire QPUE for undertaking their own review of SDP and for ensuring I had another channel to be informed of the concerns of their members in Moreton, Logan and across Queensland.

Transformational change is extraordinarily difficult and the SDP was the first real attempt to significantly change how we deliver front line services in our over 150-year history. When we commenced in Moreton there were aspects of demand that had never been measured before and accordingly 'hidden demand' was unable to be measured at that time, which further impacted the service delivery model.

I am of the firm view that organisational change management fell short in Moreton District. As such these learnings were adapted for Logan, however whichever way you look at it, the environment has to be optimal for the implementation to be truly successful.

EY's independent review showed that the people working in the model are feeling the negative impacts of changes on our frontline. Immediate remediation assistance will be provided to the Moreton and Logan Districts. For those working in Ipswich and Capricornia, you will no longer be going live with the model.

I do want to offer my sincere and heartfelt thank you to the SDP team who have put heart and soul into my vision of creating a sustainable and future-focused organisation. The team working on SDP have a unique insight into the holistic QPS system, and have gained considerable problem solving, leadership and strategic skills relevant to our frontline work. I am proud of the work they have done and what they have achieved regardless of this decision. The SDP implementation team both centrally and regionally will be disbanded and returned to other positions where these members can support the QPS in delivering policing services and programs.

The QPS will work with all individuals impacted by this decision to achieve the best possible outcome. Outside the Service Delivery Model, there is still plenty of work to be achieved in the reform and transformation space across the organisation.

I am committed to supporting you by improving service delivery for our frontline and communities but in a way that is sustainable and empowers each Region and District. While the SDP Model is finished, the application of SOLVE in our communication centres and closing the loop with our victims and reporters of crime will continue. Additionally, there are components such as the Crime Assessment Manager (CAM) and the Tasking Allocations Coordination Centre (TACC) which can be decoupled and implemented separately where requested by the Region or District.

EY's review also showed that the SDP unearthed some important, systemic issues which the QPS needs to solve. Of particular note, EY's review highlighted our lack of a consistent organisation-wide rostering capability. I have already established a working group including union representation to address this issue at an organisational level. We will keep you informed of this work.

Thank you to the people who participated in EY's independent review. The survey received 3400 responses from across the organisation. Next steps for the impacted districts and people working on the program will be communicated at a local level.

Thank you to all of you for your continued hard work and your unwavering commitment to the safety of our communities. I am incredibly proud of you.

Kind Regards

KATARINA CARROLL APM
COMMISSIONER



Our values are at the core of who we are and what we do each day

Remember the dead, fight for the living

By Darren Curtis

Queensland Police Union members joined with fellow unionists from across all industries to honour International Workers Memorial Day on April 28, 2023.

Hundreds of workers gathered at the amphitheatre in Emma Miller Place on Roma Street in Brisbane to acknowledge all workers killed, disabled, injured or made unwell by their work. The memorial service highlighted the loss of thirty Queensland workers who died in workplace accidents over the past year.

The names and occupations of those lost were printed on boards surrounding the centre stage, including Constable Matthew Arnold and Constable Rachel McCrow murdered while on duty at Wieambilla in December 2022. The list of names was a harsh reality of workplace dangers.



Queensland Council of Unions Acting General Secretary Jacqueline King said, "We honour today Matthew Arnold and Rachel McCrow two police officers who were killed on the Darling Downs late last year performing their duties as police. That's appalling what happened and we need to recognise them. It's great to see the Police Union here today to represent all of their members."



QPU President Ian Leavers said the life of every worker is the most important asset.

QPU President Ian Leavers was applauded as he was invited to speak to the crowd many of them still dressed in hi-vis uniforms after leaving dozens of city work sites.

Mr Leavers said, "Thank you to the QCU for the opportunity to be here today. It is important to acknowledge all my fellow workers which is each and every one of you but more importantly to the families who have lost loved ones. May we always be with them and



as Unionists never forget those who are left behind. That is our strength and something we should all be committed to do.

"International Workers Memorial Day is just as important to us as it is to each of you, it is something we should continue and ensure we never forget those who have died as a result of their job.

when they go to work you get to go home at the end of your shift.

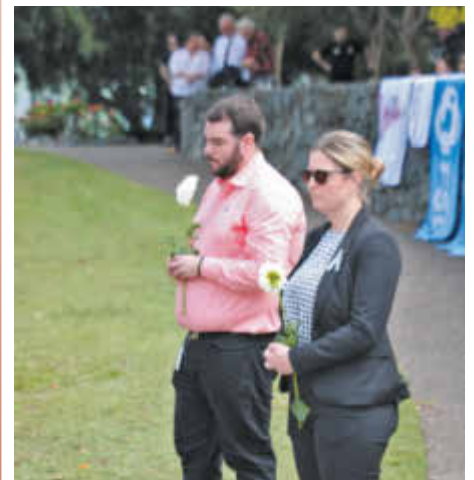
"It's important to remember all of our fallen colleagues in every industry regardless of where we come from or what we do in society.

"Today we come together to remember those that we have lost, to grieve as a Union movement and continue to fight

responders are now a beneficiary of that legislation and I hope that keeps them safe and well because in my experience when our frontline officers suffer, their families also suffer and they pay a very heavy price for their loved ones service.



QPU President Ian Leavers said there's a shared commitment to make all workplaces safe, secure and free from risk of injury or death.



"I wish we didn't lose two members last year. On the 12th of December Matthew Arnold and Rachel McCrow attended an address for what seemed like a routine call. They were only doing their job, they were murdered and executed in a fashion we have never seen in Queensland before.

"Their families could not be here today they are still hurting and unable to gather the strength to be here but knowing that not only police are behind them but the rest of the community and all other workers is very supportive and we thank you for that, it means a great deal. Police are the same as you doing a job in a very difficult environment.

"Sadly in policing it is a risk we take each and every day when we go to work. We know there is a chance we may never come home. Every occupation should feel confident that



QPU President Ian Leavers said every step must be taken to preserve the lives of our members.

for safer workplaces and a world where everyone comes home at the end of the shift.

"I must thank and acknowledge Police Minister Mark Ryan, just under two years ago he honoured an election commitment to introduce presumptive legislation for PTSD not only for police but for first response workers. That legislation is vitally important and although I represent Police all first



"As unionists, one thing we always do that is not what the bosses do, is we look after the loved ones of our fallen colleagues that's what brings us here together today and unites us and I believe that is vitally important we never let that go and we need to continue to stick together. Our unity is our strength and we should be extremely proud of that."



Before the memorial service was complete a minute's silence was observed for those lost in Queensland and a further acknowledgement was given for a New South Wales first responder who died only days earlier.



QCU Acting General Secretary Jacqueline King honoured first responders for their service to the community and the hope their workplaces can be made as safe as possible despite the hazards.



QPU President Ian Leavers and Brisbane City Bike Squad member Senior Constable Gabby Tesch laid wreaths to honour Constable Matthew Arnold and Constable Rachel McCrow.



Jacqueline King said, "We also want to acknowledge the United Workers Union Ambulance Division to recognise Steven Tougher, an ambulance paramedic in New South Wales, a 29 year old father who was stabbed and murdered doing his job in a carpark at a fast food restaurant in Campbelltown South of Sydney just over a week ago.

This is why as workers unions collectively we stand together and fight for and maintain our work health and safety laws but also to fight for improvements. Clearly much more needs to be done and we will not rest."



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Cairns City remodel

By Darren Curtis

The latest stage of the Cairns Police Establishment redevelopment was opened on May 10, 2023 and the section occupied by the General Duties crews was also renamed as Cairns City Station.

The QPU conducted a Workplace Health and Safety inspection in 2019 and found the property was seriously impacted with mould, water damage, structural issues and pest infestations. The problems were so extensive the QPU submitted a 31 page report identifying hazards requiring urgent attention.

After being appointed Commissioner in 2019 Katarina Carroll signed off on a multi-million dollar plan to rectify the problems and make the complex water tight.

improving staff amenities, isolating the day-room from custody areas, charging facilities, breath analysis and a scenes of crime photo studio.



Day-room area.



Desk space for officers to complete work during shift.



Disaster management facility.



Cairns City Police Station.

The Commissioner earlier in her career was stationed in Cairns during 2003, 2008 and as Assistant Commissioner in 2010 she vividly recalls the bad days when it rained, "We were putting buckets all over the place so this refurb was long, long overdue."

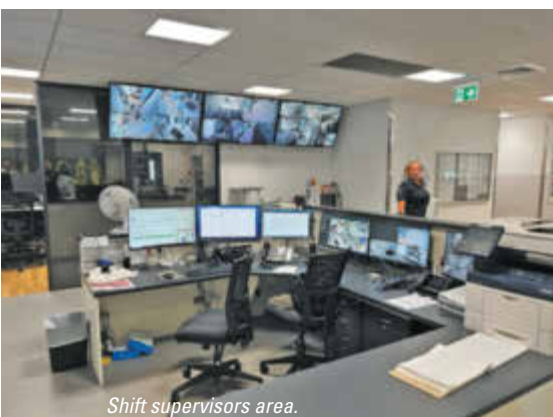
There are 170 General Duties staff in Cairns City and the works centred on



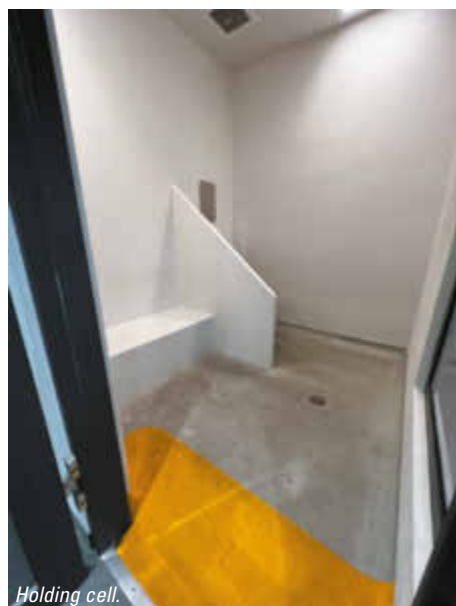
Breath analysis room.



Fingerprint station.



Shift supervisors area.



Holding cell.

A holding cell was also constructed replacing a concrete bench seat that had been the prisoner holding area in the day-room for more than two decades.

Interview rooms incorporating recording technology and computer terminals to allow for efficient processing of offenders.

Senior Sergeant Jamie Horn is the first OIC of Cairns City Station and he's pretty proud to be at the helm of the station he walked into as a second year in 1992, "My previous office was an actual cupboard so to have such good facilities now for our crews is a pretty proud moment.

"There's room for every member of a shift and that could be up to about 18 officers working now with adequate space. Every desk is also capable of becoming a standing platform. We have the ability to take statements in



Cairns City Station OIC Jamie Horn happy two years of construction has resulted in a fit for purpose working area for general duties staff.

the front area interview rooms and the separation between custody area and day-room is a game changer."

The first floor was also gutted and refurbished providing CIB work stations, incident room, kitchen facilities along with modern interview and holding areas for CPIU clients and their families.



Reception area.

Cairns provides disaster management co-ordination from around Innisfail to Saibi Island and across the Cape. The major incident room has been fitted with multiple CCTV monitors, technology, communications links and space to expand and contract pending on the response required.



Scenes of Crime photographic suite.



Interview room.



QPU President Ian Leavers discusses the rebuild with Sgt Tony Williams and S/C Nicola Williams.



Cairns ground floor media conference room.



QPU President Ian Leavers spoke at the opening and told how Cairns was once arguably the worst police facility in Queensland but is now a safe and secure work environment.

QPU President Ian Leavers said, "Successive senior managers failed in their duty to provide a safe and healthy work environment for police in Cairns. This was arguably the worst police facility in Queensland and the mould created health issues for our members.

"The QPU has been working to assist with WorkCover claims for those affected but it should never have come to this. It took the Union to get action underway and I remind our members to speak up about issues that could compromise your health and safety.

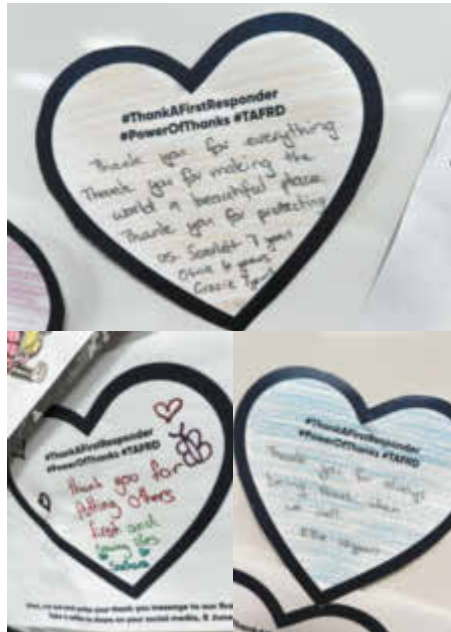
"Even on the day of the official opening after millions of dollars have been spent, the Union spoke up about issues in the rebuild with the holding cell and plumbing under the flooring on the first floor that created a dangerous hazard. Our advocacy resulted in immediate commitments for urgent action to be taken to correct these faults," Mr Leavers said.

"Cairns City Station is progressively becoming a fit for purpose facility providing a modern and secure workplace. I will be keeping an eye on the remainder of the works to be completed."

Mr Leavers continued, "Far North Regional Rep Dion Readman is liaising with the current District Officer ensuring the schedule of works remain on track and attempting to



The General Duties notice board covered in messages of appreciation from local school children.



have ongoing construction minimise disruption to the operational capability of General Duties and the CIB."

Police Minister Mark Ryan attended the opening and admitted during his

speech that some QPS facilities have not been 'up to scratch' and in need of work.

"The work here at Cairns was long overdue. I thank Ian Leavers for your advocacy around this and I know the Union fought very strongly around this project. This is a big investment of about \$17 million but it's money well spent.

"It's money invested in policing, community safety and an investment in people who wear the blue uniform and those who work to support sworn officers."



The next phase of the project is underway to relocate the exhibits storage facility, finish the first and second floor refurbishment including new staff meal rooms and enhancing the air conditioning system.



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Remembrance Garden

By Darren Curtis

A commemorative garden honouring the lives of Constable Matthew Arnold and Constable Rachel McCrow was consecrated in March after the community combined with the QPU to construct a lasting memorial to honour the two murdered police.

Union representative at Miles Station Scott Pogan was particularly motivated to establish the garden in memory of Constable McCrow who worked at Miles for a few months and made a significant impact with her workmates and local residents.

Scott Pogan said, "We wanted to create a beautiful garden that every person who enters Miles station will see. We want them to never forget about two officers who gave their lives serving our community. The Union funded the plaques for the memorial stones and



The team at Miles also knew Constable Arnold quite well, he hadn't worked at the station but would often interact with officers from Miles on jobs while he was at Dalby and Tara. The likeable 26 year old also spent time socially with the officers from Miles.

Police from Miles had a significant role in the recovery team at Wieambilla. The bonds are emotional and will last for the rest of their service.

within a few days we had businesses right across the area offering services and materials. "The stonemasons in Toowoomba were brilliant, and local nurseries also helped out. There's electrical work incorporated as well and we needed help to place these large sandstone slabs in place. I think this exercise confirms that Rachel made a huge impact in the short time she was here and that people do value the work police do."



S/C Scott Pogan said the garden is a beautiful tribute but it's development was also therapeutic.

At the centre of the garden is an Illawarra flame tree that each December will burst into bright foliage and flowers.

Scott said it's also symbolic, "I also like to think that Matt and Rach would have grown just like our tree, maybe reaching illustrious heights, or maybe settling into a quiet country station and setting down roots there."

For the Miles Station team the garden project proved a valuable distraction and didn't give them the opportunity to dwell on the events of December. Scott said "Green therapy is a recognized

psychological healer and brings a great source of enjoyment.”

At the ceremony on March 30, 2023 QPU Vice President Shane Prior and QPU Southern Region Rep Col Muller presented specially commissioned art work of Matthew and Rachel to Miles OIC Snr Sgt Werner Crous and S/C Matt Minz to be hung in prominent positions in their stations.

some water over the garden and stones from their own water bottles as a symbol that Matt and Rachel were and will forever remain a part of their community.

Mr Baills commented, “Queensland Police have never had such brutality inflicted on it’s members in modern times like this. We are all still grieving from this horrendous evil and none of us are really following a rule book.

“I think the perfect consecration of this memorial should be done by all of us joining hands, saying a prayer in the name of Matt and Rachel and sharing our own water with them. It’s a powerful message.”

The Arnold family attended the dedication and were thankful so many people contributed to the memorial. It will remain a special place for them. A long time after the



Miles OIC Snr Sgt Werner Crous became emotional with the presentation of the artwork of Matt and Rachel.



S/C Matt Minz was the Acting OIC at Tara the time of the Wieambilla incident and accepted the artwork on behalf of Dalby Station.



Emergency Service members combined to sprinkle the memorial.

Mr Prior said, “At the heart of the QPU is an obligation to never forget those who have paid the ultimate sacrifice in the line of duty. It’s obvious Matt and Rachel were deeply respected by their colleagues and we will ensure we forever remember their dedication and vitality. We hope this garden becomes a beautiful place of reflection and peace.”

Police Chaplain Jeff Baills conducted the service and instead of sprinkling holy water on the memorial stones he asked each person there to drizzle





The QPU is currently working with the QPS, the Arnold and McCrow families along with the staff at Dalby, Chinchilla and Tara stations to develop and construct further appropriate memorials at each facility.



The Staff of Miles Police Station.

ceremony was concluded Matthew's parents, his siblings and their partners stood by Matt's memorial stone, each in their own thoughts. The moment was clearly emotional, it's not a legacy they ever wished for but are honoured their Matt meant so much to others as well.

In the months after the ceremony bunches of flowers are still being left at the memorial stones. Each fresh tribute lovingly placed, without a card or acknowledgement. Just a kind and generous gesture from community members still feeling the sorrow.



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Managing Psychosocial Hazards in the Workplace

By The QPU Workplace Health & Safety Team

Queensland's first ever legally enforceable Code of Practice on addressing psychological health risks at work took effect on the 1st of April 2023.

Queensland's new *Managing the Risk of Psychosocial Hazards at Work Code of Practice* is a 67-page document containing practical examples on managing psychosocial hazards in the workplace, industry-specific case studies, as well as helpful templates that businesses can tailor.

The Code defines a psychosocial hazard as a hazard that arises from, or relates to, the design or management of work, a work environment, plant at a workplace, or workplace interactions and behaviours and may cause psychological harm, whether or not the hazard may also cause physical harm.

Psychosocial hazards can create harm through a worker's experience of a frequent, prolonged and/or severe stress response, where stress is defined as a person's psychological response and physiological response to work demands or threats. Psychological harm may include anxiety, depression, post-traumatic stress disorder, sleep disorders. Physical harm may include release of stress hormones, cardiovascular response musculoskeletal injuries, chronic disease or fatigue related injuries.

Psychosocial hazards may interact or combine to create new, changed or higher risks.

It is important to consider all the psychosocial hazards workers may be exposed to when managing psychosocial risks. Some hazards may not create psychosocial risks on their

own but may do so if combined with other hazards.

For example, when workloads are high the risk may increase if workers cannot take breaks, or there is no one around to help.



What does that mean for the Queensland Police Service?

The QLD Workplace Health and Safety Act and the new code of practice states that the employer (QPS) must ensure, so far as is reasonably practicable, the health and safety including psychological health of workers.

The QPS is not required to manage personal health issues or stressors that are not work-related (e.g. family or personal finance issues). The QPS must manage psychosocial hazards as per WHS Regulation including eliminating

psychosocial risks or minimise psychosocial risk, so far as is reasonably practicable.

QPS employees of all ranks must take reasonable care for their own health and safety, including psychological health. They must take reasonable care their acts or omissions do not adversely affect the health including psychological health and safety of other persons. They must also comply with reasonable instructions and cooperate with health and safety policies issued by the employer.

QPS employees should notify their supervisor/OIC if they identify a psychosocial hazard in the workplace. They should record any type of hazard including a psychosocial hazard in the QPS HAZARD Management System.

If employees are concerned about risk to their health and safety from exposure to psychosocial hazards, they should raise these issues with the employer, their elected Health and Safety Representative or a member of the health and safety committee (OPM Committees). Additionally, they can raise these issues with their Union.

The QPS recently released an "Overview of Psychosocial Risk in the QPS". In that document they identified five key organisational level psychosocial hazards in the QPS based on existing employee survey and organisational data. They are identified as trauma exposure, role overload, poor leadership support, poor organisational justice and bullying.

The Code of Practice identifies fourteen common psychosocial hazards and acknowledges that additional psychosocial hazards may be present or new types of psychosocial hazards may emerge from contemporary research. They include:

High and/or low job demands	Sustained or intense high levels of physical, mental or emotional job demands which are excessive, unreasonable or chronically exceed workers' capacity; or sustained very low levels of mental demands from the job. (i.e. time pressure, role overload)
Low job control	Workers having little or no control over what happens in their work environment, how or when their work is done or the objectives they work towards (i.e. little or no involvement or input into decisions that affect workers).
Poor Support	Tasks or jobs where workers have inadequate emotional and/or practical support from supervisors and/or co-workers, inadequate training or information to support job performance or inadequate resources to do the job. (i.e. inadequate access to supervisory support, poorly maintained equipment/tools).
Low role clarity	Jobs where there is uncertainty about, or frequent changes to tasks and work standards; where important task information is not available or where there are conflicting job roles (i.e. being given multiple priority tasks from different managers).
Poor organisational change management	Organisational change management that is poorly planned, communicated, supported or managed (i.e. not communication/consulting with workers about the change or genuinely considering their views, lack of practical support for workers during the implementation of workplace changes).
Low reward and recognition	Jobs where there is an imbalance between workers effort or and recognition or rewards, both formal and informal. (i.e. not being recognised for extra effort or commitment, no reasonable opportunities for career development)
Poor organisational justice	A lack of procedural fairness (fair processes to reach decisions), informational fairness (keeping relevant people informed) or interpersonal fairness (treating people with dignity and respect (i.e. inconsistent, unfair, discriminatory or inequitable decisions and application of policies or procedures).
Poor workplace relationships including interpersonal conflict	Poor relationships or conflict between workers, managers, supervisors, co-workers or others with whom workers are required to interact. Frequent or excessive disagreements, disparaging or rude comments either from one person or multiple people.
Remote or isolated work	Work that is isolated from the assistance of other persons because of location, time or the nature of work. This may include locations where access to resources and communications is difficult and travel times are lengthy. (i.e. rural/remote officers in 1 or 2 person stations).
Poor environmental conditions	Exposure to hazardous work environments that create a stress response. (i.e. work environments that involve poor air quality, high or nuisance noise levels, extreme temperatures or uncontrolled biological hazards (blood & body fluids).
Traumatic events	Investigating, witnessing or being exposed to traumatic events. This may include reading, hearing, or seeing accounts of traumatic events. (i.e. fatalities, serious injuries, abuse, neglect, child protection cases, natural disaster effects).
Violence and aggression	Any incident where a person is abused, threatened or assaulted at work or while they are carrying out work (i.e. biting, spitting, using/threatening with a weapon, verbal abuse, aggressive behaviour, physical intimidation).
Bullying	Repeated and unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety. (i.e. repeated incidents of practical jokes, belittling or humiliating comments, being verbally denigrated or threatened).
Harassment including sexual harassment	Harassment in relation to personal characters such as age, disability, race, sex, relationship status, family responsibilities, sexual orientation, gender identity or intersex status. (i.e. telling insulting jokes about particular racial groups, making derogatory or taunting comments about someone's disability, staring, leering or unwelcome touching, sexual or suggestive comments, jokes or innuendo).

Unsurprisingly, almost every QPS employee would be able to provide examples or interactions within their own workplace that would identify as a psychosocial hazard.

The code of practice and the subsequent changes to workplace health and safety legislation did not come as a surprise.

The QPU was aware for more than two years that this type of legislation would be introduced in Queensland and the staff and the executive have been actively discussing and planning a strategy to assist QPU members in addressing psychosocial hazards.

It is sad to say that some members of the QPS did not think the legislated changes would have a great effect on the organisation.

The QPS, coming a little late to the party and without thorough resourcing and development consultation produced a document or "guide" to the Code of Practice.

The QPU raised concerns that a 'guide' should actually advise how to manage psychosocial hazards as there were elements missing including consultation with the workers, recording the psychosocial hazard and reporting psychosocial illnesses/injury.

After our initial consultation, the title was changed from guide to overview and agreement was that there would be a joint collaboration between the QPS and unions to produce appropriate responses that may include policy, procedures and a guide for management and staff to utilise. This is a work in progress and requires further resourcing by the QPS.

The QPU WHS team and QPU Executive WHS Committee are ready to assist any member or group of members being exposed to any psychosocial hazards or combined hazards that may be resulting in a psychosocial or physical response.

The QPU encourages you to identify any psychosocial or physical hazards in the QPS Hazard management system and we can assist in that lodgement and in particular assist in identifying where there are multiple psychosocial hazards contributing to an unhealthy work environment.

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Mt Isa Muster 2023



By Darren Curtis

The 2023 QPS Rugby League Championship Carnival was held in Mt Isa during April for the first time in nearly twenty years and the event had all the ingredients of a country song, men working hard to achieve their own gold, heartbreaking loss and good times with mates.

1,800 kilometres from Brisbane and no budget flights to choose from many teams opted for the bonding bus trip. The days and long hours on the road generated a number of new myths, legends and tales that will only remain with those on 'tour'.

The Wide Bay Whales won the grand final against the South East Muddies 24 to 10. The game could only be described as brutal with both teams ensuring they left nothing behind and were totally exhausted by the end of the game. Whales captain Riley Kajewski said, "It's been seven years since our last finals, so it's been a long wait and we will really enjoy this victory."

Whales coach Mick Duff said, "It's been a long time coming, we've had a nucleus of a good side for a few years

and we were disappointed with the result last year so we are elated to go one better this year. We fine tuned our game plan and it's paid dividends."

"This is the pinnacle of police rugby league and until you win one of these you don't know that special feeling that comes with winning this title. This





result doesn't come around too often so we will enjoy this for sure," coach Duff said.

Finals day included the Southern Boars/Barbarians against the Brisbane Bulldogs in the playoff for third and fourth position, with the Brisbane side finishing their campaign with an 18 to 13 win. The Bulldogs finished with a record of two wins and a draw. (The draw was against South East Muddies to determine who made it to the Grand Final and under carnival rules it was determined by first try scored in the game and that was the muddies).



The Brisbane Bulldogs and Southern Boars/Barbarians ready for the coin toss in preparation for their third place playoff.



Both teams contributed beyond the footy, with the Brisbane Bulldogs joining Mt Isa Junior team Town Rugby League Club for a burger night to raise money for the young players. The Boars generously donated \$500 from their team fishing shirt sales to assist Blue Hope.



Referee Robert Grogan wording up the Marlins and Mongrels captains before their finals game.



The Southern Boars fishing shirts were one of the most popular pieces of 2023 merchandise. The team donated the profits to Blue Hope.

The Plate final to determine fifth and sixth place was a crowd favourite with the hometown heroes Mt Isa Mongrels against The Far North Queensland Marlins.

The game was also the final swan song for long standing players Anthony 'crash' Moynihan for the Far North Marlins and Paul Van Den Bos for the Mt Isa Mongrels. Both officers work together on Thursday Island and

both played club football against each other in Cairns before joining the QPS.

Anthony said, "To finish alongside a mate like Paul is emotional. I'm holding back tears. I love the culture around this sport, I love the police and I'm a huge supporter of police rugby league.

"However I'm definitely done. Two knee surgeries a back injury and I've



Pre game Anthony and Paul were sledging right up to the whistle blast but they vowed their friendship and commitment to QPSRL will continue long after they retire from playing.



It was an emotional end to the game for Anthony after years of dedication to the Marlins.



Clutching the plate final trophy was a blissful way for Paul to finish his playing career.



'Crash' had a surprise sent to the ground special delivery from his family on his birthday.

done a shoulder. I was only supposed to be running water this week but we were short of numbers in the end and I ended up playing every game."

As a measure of his commitment, Anthony celebrated a birthday while on tour and also missed his daughter's ninth birthday, "It did sting a bit to miss Tilly's birthday but I really needed this week away.

"Being the boss in TI is a high pressure job and I needed to be around some mates because this event is more about mental health than just games of footy. That pressure valve release and mateship is just so important."

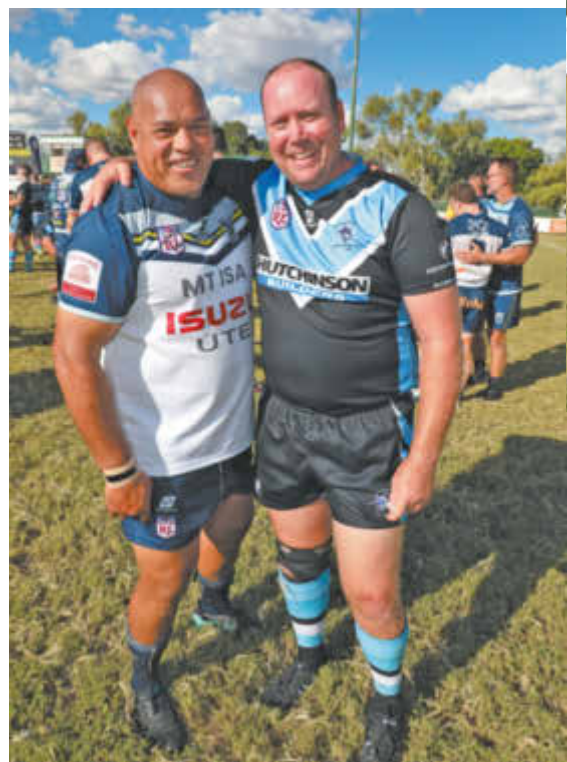
For Paul the final game didn't go to plan at all. One minute into the first half and the big power forward injured a hamstring. Although disappointed Paul said the injury is just part of the game, "I'm proud to say the jersey I've worn for many years can now be handed to a young bloke who is coming up and needs to have a go.

"I was a recruit in 2007 and went to my first carnival in 2008 and played for just about every team as a fill in. That year I was selected to play for Queensland Police and to be part of that was really special."



Farewell anti climax for Paul Van Den Bos after injuring his hamstring in the opening minute.

Although retiring from playing Paul won't be walking away from the game, "I hope to become a life member of the QPSRL. I've attended 13 carnivals but I still have so much to give and I'm aiming high. Next year I will be a water runner and strapper, there's a role for everyone you don't have to be a number on the field."



Playing opponents, workmates and now buddies in retirement.

The Mongrels delighted their home crowd with a 26 to 10 victory over the Marlins to claim the plate.



Happy Mongrels celebrate their plate win.



By grand final time the grandstands were full of players families and a significant number of local residents who had heard about the carnival through radio and word of mouth.

Carnival organisers Jake Lacy and Brad Rix set up multiple discussions on ABC radio highlighting the benefits of holding the event in Mt Isa and before long the 'coppers going hard at each other on the footy field' was a hot topic in the bars and café's around town.



The Mongrels took their trophy to the grandstand to celebrate with family, friends and team supporters.

Jake Lacy said, "It's been two years of work and for the past twelve months it's been really intense. All the local businesses have come on board to support us and we've given back to the community at a time before tourism season kicks off they've loved the extra cash injection from over 300 cops in town."

Among the crowd were a number of retired police who are now enjoying the grey nomad existence and scheduled their tour to arrive in Mt Isa for the carnival. Jake said, "Having the retired police here has been good it also reminds them that they are still part of the family."

On grand final day one of the Mongrels sponsors offered sideline haircuts for \$20 with all the proceeds going to Blue Hope. Tamara from Mirrored Edge Barbers was busy for over five hours, clipping, snipping and we can only guess shining some of the heads that dropped down in her chair.



The atmosphere around the entire carnival was positive, when players weren't on the field they socialised together and exchanged stories about working in their particular part of the state, something that doesn't always happen at a carnival.

Jake said, "300 cops have now experienced life in Mt Isa. We don't expect them to all want to work here but when a first or second year is considering a move here those blokes who were here for the carnival can give them an honest idea of what it's like and talk about the good time they've had here. We want them to



Robbie Katter MP shows he still has some of the form that had him shortlisted with the Cowboys NRL team as a young man.



Mt Isa Mongrels carnival organiser Jake Lacy believes the carnival would be judged a success if everyone left town having had a good time.

take back to other stations all over Queensland how liveable Mt Isa is."

"You don't have to host a carnival this size in Brisbane, Gold Coast, Townsville or Cairns. For example in those places you don't see another team for the four days the games are on because everyone goes to different hotels and eats out in their own bubble.

"Mt Isa proved it's all about mateship having genuine conversations away from footy at the Rec Club, having a coffee with the Blue Hope crew, no one is going out on their own" Jake said.

Mt Isa State Politician Robbie Katter had a swipe at the ball conducting a ceremonial kickoff in the grand final between the Wide Bay Whales and the South East Muddies.

Muddies coach Danny Hess said the round games took a significant toll on his side through injuries and the qualifier game against the Bulldogs although a massive adrenaline surge achieving the last grand final spot the game really sapped his teams energy, "Our bench looked more like a casualty ward against the Whales but we never gave up."

The QPSRL also acknowledged those who have committed ten years or more to the sport presenting certificates to Jason Klimis, Will Scanlan, Hayden Lea and Danny Hess. Andrew Ayers did fill in for the Bulldogs in one game during the carnival but the committee had already decided to present him with his 20 year mug.



Jason Klimis presented with his decade certificate.



Danny Hess presented with his 10 year certificate.



Will Scanlan accepts his 10 year certificate.



Hayden Lea presented with his 10 year certificate.



Andrew Ayers honoured with his twenty year mug and the tradition continued the pewter was never empty that night.

Guy Harvey was also honoured with QPSRL Life Membership.



Guy Harvey presented with his QPSRL Life Membership.

QPU President Ian Leavers said, "This carnival has set a true blueprint for how these events can be run economically, efficiently and deliver a quality time for everyone involved. The Mount Isa Muster will be a treasured memory for many years to come for everyone who played, supported the teams or just came along to appreciate the time together.

"The organising committee brought the entire community into the event. Every sponsor I spoke to felt they received value for money and felt positive they were doing something that helps those who protect and care for their community.

"After some pretty awful months following the tragic events at Wieambilla it was great to see police laughing and feeling the burden of grief had been lifted. We will never forget Rachel and Matt and many of the teams incorporated their names and service numbers on their jerseys as a tribute."



"The QPU believes sport is a brilliant tool for our members to alleviate stress and clear their focus. The presence of Blue Hope has been really beneficial and it's a reason the QPU provides significant funding so the help is available right across Queensland.

"We will continue to provide support where we can and I look forward to our Queensland Team playing New South Wales and Combined States during the Australian Championships later this year on the Gold Coast," Mr Leavers said.

"If you can organise some time in the roster to be on the Gold Coast for the event in the second week of July you wont be disappointed."

Player of the carnival was Ryley Kajewski captain of the Wide Bay Whales, Best Defensive Player was Troy O'Sullivan from the South East Queensland Muddies and the Queensland selection team voted Alex Williams from the Wide Bay Whales as Player of the Grand Final.

Each award recipient also received a cash prize from sponsor Calvin Gnech from Gnech and Associates lawyers.



Best Defensive Player Troy O'Sullivan is presented with his award.



Awarded Player of the Grand Final Alex Williams.



Player of the 2023 Carnival Ryley Kajewski.



Bob Katter was one of the first to take a sip from the winners cup at the official presentation ceremony.



Each member of the winning team instead of a medallion received a handmade Mt Isa Commemorative Belt Buckle made from 100% Australian pewter by Buckingham Pewter.



2023 QPSRL Winners The Wide Bay Whales were presented with the winners cup by Federal Member for Kennedy Bob Katter.

THE 2023 QUEENSLAND POLICE STATE TEAM

Logan Bower	Jack Hargreaves	Kieran Melville	Will Scanlan
Jake Carl	Al Heldsinger	Matt Munckton	Cam Squires
Angelo Cuevas	Ryley Kajewski	Troy O'Sullivan	Alex Willaims
Dave Cutler	Jarod Knox	Carter Ozane	Sam Yip
James Conroy	Jacob Lindsey	Sam Pierce	
Andrew Dunkley	Richie Lowder	Luke Polson	







Mt Isa Muster 2023















Mt Isa Muster 2023







A bail refresher 'must knows' for members

By Sarah Ford, Senior Associate Gilshenan & Luton Lawyers

Members of the Queensland Police Service are conferred with far-reaching powers insofar as a person's liberty, and the issue of bail, is concerned. With those powers, comes significant responsibility, because early decisions about bail can have widespread consequences – not only for the accused, but also for prosecuting agencies, and the courts.

As such, it is incumbent upon members to understand their responsibilities and the options available to them, and in turn, to exercise their powers sensibly and appropriately.

This article serves as a refresher to members about the governing principles, legislation, and procedures relating to the granting and refusal of bail to persons charged with criminal offences.

THE OVERARCHING PRINCIPLES

First and foremost, there is a presumption in favour of an accused person being granted bail. Underlying this presumption, is the long-standing notion that, until a person has been convicted by a court, they are presumed to be innocent. With that in mind, allowing an accused to 'go free' pending conviction, respects a person's right to liberty.

Balanced against this, of course, is a need to protect the community (including the victim), and to acknowledge, and denounce, serious offences.

Ultimately, the bail process is 'designed to ensure that a balance between the rights of the individual

and the efficacy of the criminal justice system is achieved.'¹

QPS POWERS, RESPONSIBILITIES, AND DUTIES

The bail powers, responsibilities, and duties of members are (predominantly) prescribed by the *Bail Act 1980* and Chapter 16.20 of the Operational Procedures Manual ('the OPM').²

The Bail Act

The *Bail Act* provisions which members should be particularly familiar with, include:

- (i) Section 7: Power of police officer to grant bail;
- (ii) Section 11: Conditions of release on bail; and
- (iii) Section 16: Refusal of bail.

There are also important provisions concerning the release of persons with an impairment of the mind,³ and members must have regard to the *Youth Justice Act 1992* when dealing with juvenile offenders.

THE OPERATIONAL PROCEDURES MANUAL

Chapter 16.20 of the OPM prescribes the responsibilities of arresting officers, officers-in-charge, and watch-house managers when dealing



with the issue of bail.

Importantly, in chapter 16.20, members' duties are said to include the following:

- (i) Assess the accused, as soon as practicable, having regard to the applicable legislation;
- (ii) Undertake checks to establish if the prisoner is wanted in another jurisdiction;
- (iii) Ensure the arresting officer and also the accused, both have an opportunity to submit why bail should be granted or refused;
- (iv) Furnish an objection to bail affidavit (by the arresting officer, if bail is refused); and
- (v) Take reasonable action to facilitate bailing the accused from custody, including by issuing a Notice to Appear, or, in appropriate cases, an infringement notice.

GRANTING BAIL

If, upon arrest, a decision is made not to issue the accused with a Notice to Appear (or an infringement notice),

but to nonetheless release the accused from custody, members will need to consider (1) the types of bail options available to them and (2) any appropriate bail conditions.

TYPES OF BAIL

Members would be most familiar with the concept of 'watch-house bail', where the arrested person is transferred to a watch-house, and the bail discretion rests with the watch-house manager.

Interestingly though, s7 of the *Bail Act* allows an arrested person to be delivered into the custody of the officer-in-charge of a police station (or 'police establishment') or a watch-house manager. Importantly, this means that a person under arrest does not have to be processed through, and bailed by, the watch-house. Indeed, it allows for a person to receive what is commonly referred to as 'station bail'.

Procedurally, station bail and watch-house bail have the same effect. However, station bail negates the need to transfer an arrested person to the watch-house, and rather than a watch-house manager determining the question of bail, the station's officer-in-charge can.

In addition to station bail and watch-house bail, members have the discretion to release a person on 'cash bail'.⁴ This involves the arrested person making a deposit for money as security for appearing in court on a later date. A failure to appear can result in the forfeiture of the deposit.

BAIL CONDITIONS

Where a decision is made to release a person on bail on their own undertaking, regardless of whether it was watch-house bail or station bail, consideration will need to be given to any appropriate bail conditions.

Importantly, bail conditions cannot be more onerous than necessary having

regard to the nature of the offence, the defendant's circumstances, and the public interest.⁵ With that in mind, practical things to consider include:

- (i) The nature and purpose of the conditions, and the need to impose special conditions. It is not appropriate, or indeed reasonable, to impose conditions without properly assessing the utility or need for conditions.

For example, a common assault charge should not automatically attract reporting, curfew, or residential conditions. Special conditions should only be imposed where they are necessary to secure that a person appears in court, or, while on bail, does not commit an offence, or endanger safety, or interfere with witnesses.

- (ii) Ensuring that the conditions are consistent with existing court orders, such as domestic violence orders and family court orders.
- (iii) The impact of any special conditions on a defendant's personal circumstances. For example, conditions that would unreasonably interfere with the defendant's work or family commitments.
- (iv) The ability for conditions to be varied by consent by prosecuting agencies. A common example is a residential condition. It is unreasonably onerous to require a defendant to apply to court to vary their bail each time they need to relocate to a new address. As such, residential conditions, and even reporting conditions, should allow for variation with the consent of Police Prosecutions or the Director of Public Prosecutions.⁶

REFUSING BAIL

In our experience, members sometimes forget about the presumption of bail, and in turn,

refuse bail when it is unreasonable to do so.

The primary test that must be applied, pursuant to s16 of the *Bail Act*, is whether there is an *unacceptable risk* that if released on bail, the defendant *would*:

- (i) Fail to appear in court;
- (ii) Commit an offence;
- (iii) Endanger the safety or welfare of a person; or
- (iv) Interfere with witnesses or otherwise obstruct the course of justice.

The onus of proof in this sense, rests with the QPS.

In applying the unacceptable risk test, members must have regard to all relevant matters, including: the nature and seriousness of the offence, the defendant's character, antecedents, and employment, the strength of the evidence, and the history of any previous grants of bail.

A different situation arises when the defendant is in a 'show cause' position for the purposes of s16(3) of the *Bail Act*. A defendant can be in a show cause position if, for example, they have committed certain domestic violence offences, or where the offending is alleged to have involved a weapon, or where they have been arrested for breaching their bail.

In such situations, the onus rests with the defendant to show cause as to why their continued detention is not justified. In fact, the *Bail Act* states that members 'shall' refuse bail unless the defendant can show cause.

CONCLUSION

Decisions about bail are made at the earliest stage of a criminal proceeding. If those decisions are made poorly, and without proper regard for the circumstances of each case, the consequences can be

far-reaching. Members of the QPS are given extraordinary powers and responsibilities in this regard, so it is imperative that they are used correctly and appropriately.



Sarah Ford is a Senior Associate Lawyer at Gilshenan & Luton and has been with the firm since 2013.

Sarah has extensive experience acting for Police Officers facing disciplinary allegations and charges relating to their employment.

Sarah is Vice President of the Women's Lawyers Association of Queensland and was nominated as a Rising Star in Criminal Law with Doyles Law Guide in 2020.

- 1 'Queensland Bail Laws', Queensland Parliamentary Library, Research Bulletin No 1/100, March 2000, at page 3.
- 2 Though regard should also be had to the relevant provisions within the *Police Powers and Responsibilities Act 2000*.
- 3 Section 11A.
- 4 See the OPM, Chapter 16, page 64.
- 5 See s11, *Bail Act*.
- 6 Indictable matters should always allow for variations by both prosecuting agencies, as carriage of the matter may change from time to time.

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Gold Coast Honours and Awards

By Darren Curtis

Police on the Gold Coast were honoured recently for extraordinary acts of bravery, their resourcefulness, leadership and outstanding honourable service to the community during an awards ceremony at Southport.

Held on March 1, 2023 the recipients were acknowledged for their actions during incidents dating back as far as 2018. Medals and clasps were also presented for distinguished and ethical service over ten years.

QPU Vice President Shane Prior and QPU South East Regional Rep Andy Williams congratulated the recipients on their enduring service and selflessness in responding to incidents that saved lives.

Mr Prior said, "Everyone in the room here today is deserving of recognition. The QPS should hold these ceremonies more regularly because when you watch the family members of our officers beam with pride at what their loved one has achieved it's a really good feeling.

"Far too often the whingers and fools with an axe to grind against police are given a disproportionate voice in the community. Everyday our members are doing heroic things, leading the way in times of crisis or providing constant support to others. These facets of our job should be celebrated."

Senior Constable Siantelle McNatty and Constable Bodie Smith were presented with Assistant Commissioner's Certificates and Senior Constable Jane Murray was



Sen Const Sarah Burgess congratulated by QPU Vice President Shane Prior on her Assistant Commissioner's Certificate for her leadership while off duty rendering first aid and directing the response at a four person fatal smash at Arundel in 2021.

honoured with a District Officer's Certificate for an incident in a Southport high rise in 2021.

Police had responded to calls of a person threatening self harm on a balcony on the thirtieth floor.

On arrival they found the apartment door had been jammed shut with a chair, after clearing the obstacle Senior Constable McNatty entered the room to see a female straddling the balcony and indicating she was going to jump. Senior Constable McNatty instinctively leapt forward and grabbed the woman.



QPU South East Regional Rep Andy Williams, Const Bodie Smith, Sen Const Siantelle McNatty, Sen Const Jane Murray and QPU Vice President Shane Prior.

Senior Constable McNatty said, "Rather than stand back knowing what would've happened I just lunged forward and grabbed her. Her weight shifted and she was right over the rail, I could feel myself going over with her so I tried to drop my whole body weight onto the verandah floor, that's when I could still feel myself being lifted."

"Luckily Bodie joined in and we brought her back in safely. Jane helped us further restrain her and apply handcuffs before we transported her to hospital for treatment."



Sen Const Siantelle McNatty is proud teamwork helped save the life of a woman threatening to topple from a high rise verandah.

The incident has had a lasting impact on Siantelle who never previously had a fear of heights but is now uncomfortable in high rise buildings as it brings back memories of that job. She said, "I was exhausted afterwards and thought if that had gone bad it could've been the last day that I saw my two children and family. Its left me rattled actually."

"It's like Ian Leavers says, you go to a simple job and I came close to not going home. I'm so proud of everyone and the job we did that day."

QPU South East Regional Rep Andy Williams said, "Those receiving the

National Police Medal, Queensland Police Service Medal and National Medal also need to be commended. There are criteria to meet to achieve these awards most importantly longevity of service, constantly reporting for duty despite the stress that can come with frontline policing.

"I really hope these medals are worn with pride and on every occasion possible because I know many of those new in the service look at our policing veterans with a bit of awe and understanding the people they are working with have seen a lot and probably experienced everything they are going through."



QPU South East Regional Rep Andy Williams congratulates Sen Const Adam Stanford on his Assistant Commissioner's Certificate awarded for his initiative at a motor vehicle accident at Gaven while off duty in 2021 rescuing three people as the car was on fire.



QPU South East Regional Rep and QPU Vice President Shane Prior congratulate Katherine Peereboom from the Crisis Intervention Team for her work helping train operational police dealing with community members who have autism.

The Police Federation of Australia National Police Bravery Awards are now open for nominations. If you believe a colleague deserves recognition for their actions fill in an online nomination form at policeweek.org.au/bravery-awards entries close June 30, 2023.



Sgt Gordon Drage celebrates with wife Lyn receiving his 25yr clasp to the Queensland Police Service Medal.



Chief Insp Les Bulluss, along with Smokey Dawson and Donna Dawson celebrate Cindy Bulluss from DV Prosecutions receiving the 20yr clasp to the Queensland Police Service Medal.



Sen Const Matt Redmond with Sen Const Bec Jacks after she was presented with her Queensland Police Service Medal for 10yrs service.



The Hayden family celebrate Sgt Ian Hayden receiving his 35yr clasp to the Queensland Police Service Medal.



Sen Const Adam Stanford and wife Maria celebrate his Assistant Commissioner's Certificate.



QPU South East Regional Rep Andy Williams and QPU Vice President Shane Prior congratulate Sen Const Jez Stuart for his dedication and humanity performing CPR on a 16yr old traumatically injured in a workplace accident in 2022.



QPU Vice President Shane Prior and QPU South East Regional Rep Andy Williams congratulate Sen Const Daniel Zahid on his dedication to duty after performing CPR for more than 20 minutes on a man who collapsed by the roadside in 2018. His efforts lead to the man making a full recovery.



Sen Const Sarah Burgess with proud parents Dallas and Gail Collins after Sarah was presented with her National Police Service Medal, National Medal and Assistant Commissioner's Certificate.



Recipients of the National Police Service Medal for 15yrs service and the National Medal including Sgt Ben Hunt, Sgt Anthony Steers, Det Sen Const Craig Andrew, Det Sen Const Katrina Young, Sen Const Sarah Burgess, Sen Const Michael Crawford, Sen Const Richard Ellis, Sen Const Tim McCormack, Sen Const Shayne Milligan, Sen Const Brett Morton, Sen Const Christopher Russell.



Det Sen Const Katrina Young proudly shows her National Police Service Medal and National Medal awarded in the same ceremony.



Sen Const Emily Greenbury was presented with her 20yr clasp for the National Medal.



Former Constable Adam Carpenter was presented with the National Emergency Medal for his service in North Queensland in 2019.



Sen Sgt Vanessa Wiseman was presented with the 30yr clasp to the Queensland Police Service Medal.



QPU South East Regional Rep Andy Williams and QPU Vice President Shane Prior congratulate Constable Nick Ede who successfully negotiated with a woman who was on the outside edge of a bridge threatening self harm to return to safety and receive medical care in 2021.



Robina AO Dianne Hoogendoorn celebrates 15yrs of service with mum Patricia and sister Sue.



Recipients of the Queensland Police Service Medal for 10yrs service including Sen Const Anthony Lyons, Sen Const Glenn MacDonald, Sen Const William McAteer, Sen Const Gavin Moore, Sen Const Michael O'Halloran, Sen Const Andrew Parker, Sen Const Stewart Schnitzerling, Sen Const Joshua Tamme, Sen Const Jesse Wilks, Sen Const Greg Young, AO Anne Chapman.



Recipients of the 15yr clasp to the Queensland Police Service Medal including Sgt Andrew Lardner, Sen Const Adam Stanford, Det Sen Const Stephen Batchelor, Sen Const Jorja Lambourn, AO Dianne Hoogendoorn, Sen Const Michael Crawford, Sgt Nick Wang.



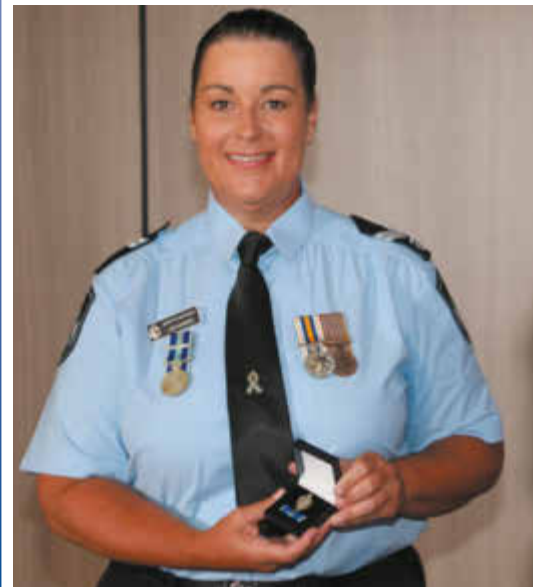
QPU Vice President Shane Prior and QPU South East Regional Rep Shane Prior congratulate Det Sgt Nathan Boddy on his work investigating a child kidnapping at Mudgeeraba in 2018 and successfully returning the boy to his family.



Sgt Ian Hayden from Gold Coast Highway Patrol was presented with his 35yr clasp to the Queensland Police Service Medal.



Det Sen Const Jeff Donoghue and Sgt Gordon Drage were presented with their clasp acknowledging 35yrs for the National Medal.



Sen Const Lisa Harmer was presented with the 25yr clasp to the Queensland Police Service Medal.



Recipients of the Queensland Police Service Medal for 10yrs service including Sen Const Philip Abrahall, Sen Const Marc Barrow, Sen Const Scott Bell, Sen Const Kayne Cooper, Sen Const Mark Donald, Sen Const Jason Durant, Sen Const David Hyssett, Sen Const Bec Jacks, Sen Const Jamie Bellert, Sen Const Melissa King.



Thunderstruck 2023

By Darren Curtis

Country Thunder have continued their dominance in the annual City V Country QPSWRL challenge claiming victory with a decisive 14-4 win on April 29, 2023.

The game was played at the Norths Devils rugby league home ground of Bishop Park in the Brisbane suburb of Nundah in front a crowd cheering the police teams and staying on to watch the BMD Women's Premiership and the Devils top grade side against the Northern Pride.

The game was played in the week of ANZAC commemorations and the teams both incorporated themes in their jerseys honouring veterans. Before the start of the game both teams lined up in the middle of the field for a minutes sacred silence for the fallen.

Scores were locked at four all at half time however Country dominated the second half through a strong platform established by their forwards. Country Thunder captain Sam Bliss said, "When you have size particularly with ladies that are fit they are hard to stop. Our forwards got us over the line for



Country Thunder 2023.



City Cyclones 2023.



Uniting to honour Australia's Military Veterans.

multiple tries. We played simple footy and that was good enough to win today."

City Cyclones captain Teresa Anderson admitted they were outplayed, "We had a lot of new players from all sorts of sports. It was their first game of rugby league and I was trying to get them to focus on tackling low but considering the size of the Country forwards we just couldn't compete against that."



City Captain Teresa Anderson was impressed her players kept defending despite the challenges they faced learning to tackle for rugby league.

QPSRL President Danny Hess also took on the role of selector to assess the players for a place in the Queensland State of Origin team. He said, "This game was played at an incredible intensity. We are all police officers and all on the same team at work but

once it's a football game these officers really throw their bodies on the line at each other.

"The collisions proved they were aiming up for selection to wear that maroon jersey. The skill work and timing was the best I've seen since the QPSWRL started their competition, it's obvious Origin has really invigorated them."

Last year in the first Origin series against New South Wales police the final result didn't go Queensland's way but State Coach Karyn Murphy said, "New South Wales last year was an athletic, strong side. It's obvious they were playing a lot more regularly. If we are going to match them we are going to need to be fit. I will be reinforcing the pride in the Queensland jersey and what it means to the players and every other copper in this state."

Before the side was even announced the team received a significant boost with Principal Lawyer at Gnech and Associates Calvin Gnech offering to cover the \$500 sponsorship for each of the 23 State QPSWRL players selected. Ian Leavers also added a further level committing the QPU to providing the team with Origin gear bags.

The State of Origin will be determined during the Australian Police Rugby League Tri-Series Carnival to be held on the Gold Coast from July 13 to 15, 2023.

Prior to kickoff there was speculation the two captains could be on the verge of wrapping up their rugby league careers. Through some friendly jibes Teresa Anderson and Sam Bliss even posed for a finale photo. By the end of



Country Captain Sam Bliss and City Captain Teresa Anderson contemplate their sporting futures.

the game however it was clear neither had lost their competitive edge and will to win.

Sam Bliss fired off in the change rooms, "I'm approaching 49 now, I think I will smash on to 50 and I will make an assessment after that because I feel young playing alongside my country sisters. However I am willing to take a back seat for young talent and that will prompt me to shift to coaching."

Captain Anderson withdrew any notion of stepping away, in fact she spoke loud enough for Sam Bliss to hear, "I'm not retiring. I'm going to keep playing until City wins. The body can still handle it so I will keep going, I reckon I will certainly outlast Bliss! I enjoy this game so much."



QPU Vice President Shane Prior accepts the QPSWRL Sponsors Appreciation medal from State Coach Karyn Murphy.



Jorgia Gray was awarded player of the grand final and received \$500 from sponsors Gnech & Associates.







Country Thunder player Syndee Storey was voted players player for her side and collected \$250 from sponsors Gnech & Associates.







City Cyclones player Belinda Patrick was voted players player for her team and collected \$250 from sponsors Gnech & Associates.







2023 QPS State Representative Side

April Albury

Mekilah Acworth

Nikki Agglio

Teresa Anderson

Sam Bliss

Ayden Bain

Donna Davis

Rachel Elsmore

Shaye Easton

Kirsten Everett

Tahnee Guinea

Jorgia Gray

Lottie Johnstone

Brooke Kingdom

Steph McConnell

Belinda Patrick

Sav Pratten

Emma Pericic

Gracie Ryder

Kerri Smith

Syndee Storey

Kirsten Taylor-Hansson

Fran Wilson

Coach: Karyn Murphy

Assistant Coaches: Tracy Bailey

Kerry Johnson



Psychiatric Injury Claims

By Ryan Heath, Special Counsel Sciacca's Lawyers.

Sciaccas Lawyers continue to provide advice to members of the Queensland Police Union (QPU) regarding workplace psychological injuries and the WorkCover process.

Psychological injuries can develop through a one-off traumatic event, repeated exposure to trauma or workplace stressors including unreasonable management action.

Once a member has a WorkCover claim accepted for a psychological injury, we continue to provide advice regarding prospects of success in a civil or common law claim for damages.

Generally speaking, if a member is to be successful in a claim for common law damages they would need to establish that the QPS knew or should have known of their psychological vulnerability prior to the decompensation.

It is well established case law that an employer has a duty of care to ensure a safe system and a safe place of work. However, what constitutes a safe system of work and a safe place of work will depend on the circumstances of the particular case.

The case law surrounding psychological injuries continues to develop, given the decision of the High Court last year in the matter of *Kozarov v State of Victoria (2022) HCA12*.

Prior to the Kozarov decision a member's prospects of success were dictated to a large extent by the High

Court's findings of *Koehler v Cerebos (Australia) Limited (2005) HCA15*.

In Koehler, the injured worker was unsuccessful in establishing negligence against their employer because she had failed to bring to her employer's attention the fact that she was suffering from a mental illness and indeed continued performing her duties under her employment contract.

In this matter, although the injured worker had complained to her employer about her excessive workload, she did not expressly warn the employer that she was potentially suffering a psychiatric illness. Indeed the High Court noted:-

"The employer engaging an employee to perform stated duties is entitled to assume, in the absence of evident signs or warning of the possibility of psychiatric injury, that the employee considers that he or she is able to do the job".

Given the findings in Koehler, in advising members regarding potential claims against the QPS, it was important to establish that the QPS knew or should have known that the member was at risk of sustaining psychiatric injury due to the ordinary performance of their work.

It is now arguable however that the landscape with respect to being on notice has shifted given the Kozarov

decision. Ms Kozarov was employed as a solicitor in the Specialised Sexual Offences Unit (SSOU) of the Office of Public Prosecutions in Victoria.



As a result Ms Kozarov routinely interacted with survivors of trauma, both adults and children and through the prosecution of these claims was exposed to their traumatic experiences.

The High Court, in ultimately finding for Ms Kozarov stated that there was no question as to whether the employer was duty bound to be alert to the risk of psychological injury given the nature of Ms Kozarov's work. In this regard their Honours Keifel and Keen stated as follows:-

"In light of the undisputed facts, it is clear that officers of the respondent who were responsible for the management of the SSOU were duty bound to exercise reasonable care to protect Ms Kozarov against risk to her mental health that were actually known to the respondent.

"This is so readily apparent from the terms of the vicarious trauma policy (the VT Policy) adopted by the respondent for the protection of the psychiatric health of employees within the SSOU before Ms Kozarov's employment commenced. No further warning signs were necessary to establish that the content of the duty

of care owed by the respondent to Ms Kozarov included active steps for the care of her psychiatric health”.

The Court went further commenting on particular types of employment which may put employees at risk. They stated as follows:-

“The circumstances of a particular type of employment may be such that the work to be performed by the employee is inherently and obviously dangerous to the psychiatric health of the employee (just as other kinds of work are inherently and obviously dangerous to the physical health of the employee). In any such case, the employer is duty bound to be proactive in the provision of measures to enable the work to be performed safely by the employee”.

The effect of the Kozarov decision is that arguably less importance is placed on whether a member has displayed signs or symptoms of psychological vulnerability and more emphasis is placed upon the nature of the work and what policies or procedures that the QPS have in place to mitigate the risk of psychiatric harm.

In this regard the Kozarov decision confirms that employers are duty bound to be proactive in the provision of measures to control risk to the health and safety of employees. In circumstances where the employer has introduced policies to mitigate the risk of injury, this will be extremely relevant in assessing whether an employer is on notice of the foreseeable risk of psychiatric injury.

There are some general observations that can be made regarding the attitude of the High Court in the Kozarov decision as follows:-

- (a) The duty of care owed by an employer to an employee in certain workplaces can include active steps for the care of psychiatric health of the employee.

- (b) There may be features of a particular employer which will mean that the work is inherently and obviously dangerous to the psychiatric health of an employee. In those circumstances the employer has a duty to be proactive and to provide measures which enable the work to be performed safely.

- (c) An employer’s internal policies or procedures may indicate that the employer has a lively appreciation of the serious risk to the mental health of employees posed by the work. In those circumstances the employer does not need any warning sign to take reasonable steps to safe guard an employees mental health.

Prior to the Kozarov decision in advising members we would need to stress the importance of the member showing obvious signs of psychological distress or symptomology prior to their decompensation.

Generally speaking in the absence such notice of the officers wellbeing, the QPS would argue that the provision of HSOs, PSOs and police chaplains was sufficient to discharge their duty of care.

However, given the nature of first response policing and the fact that members are regularly exposed to trauma, we believe it can now be argued that the QPS has a duty to be proactive and to provide measures which enable work to be performed safely.

In particular in circumstances where the QPS have internal policies and procedures regarding psychological wellbeing, it can now be argued that the failure to comply with those policies and procedures may lead to a finding of fault or negligence on behalf of the QPS.

Members are strongly encouraged to contact Sciaccas Lawyers to obtain advice regarding any workplace injuries, in particular psychological injuries, at the earliest available opportunity.

Sciacca’s can be contacted on 3867 8888 or connection can be made through the QPU administration team in Brisbane on 3259 1900.



Ryan Heath is special counsel at Sciaccas lawyers he has over 25 years of legal experience in accident compensation law with a special interest in psychological injuries. Ryan is often called upon to advise police and other first responders on potential common law and total and permanent disability claims.

Journal Salute

The QPU Arnold and McCrow Commemorative edition Journal has been awarded as the best Union Journal produced in 2022-2023 by the Queensland Council of Unions.



The judging panel announced the winning entries on Friday April 21 during a ceremony at the Brisbane Convention Centre.

The QPU Commemorative Journal contained 218 pages including tributes from the Arnold and McCrow families, work colleagues, the Police Minister Mark Ryan, Police Commissioner Katarina Carroll and the Queensland Retired Police Association.

QPU President Ian Leavers said, "The intention was to create an edition that accurately documented the lives of these two young officers, the

incredible community response to their loss and dozens of tributes made in Federal Parliament along with many heartfelt letters of condolence from across Australia and the international community.

"The QCU also acknowledged the role our Union provided in welfare support for the families, the colleagues of Matt and Rachel along with the extended police family.

"This incident also highlighted the value of body worn cameras advocated by the QPU and the need for a lasting legacy to come from this tragedy in urgently needed firearms database reform."

Mr Leavers said, "If you read this edition you cannot help but be affected emotionally by the terrible loss of our two police officers who were making a difference in their community.

"This will be a wonderful lasting tribute to their lives and service. I truly wish we never had to produce a Journal like this. We will forever remember Matt and Rachel and ensure their names and deeds are never forgotten."



Kapyong Mateship

By Shayne Treasure, QPU Rep Metro South.

When I received an invite to drive up the mountain to Toowoomba to watch a game the 'rugby tragic' in me couldn't resist. Particularly when a lot of the background organising work had been done by my old Prison Academy Squad mate Sgt Trevour O'Neil of the Toowoomba Dog Squad and his better half and bride Jo from the Toowoomba TCS.

Toowoomba didn't fail to tun on the sudden weather changes for the annual Kapyong Cup Match between the Toowoomba Rangers and the Royal Australian Signals Rugby Union Football Club (RASRUFC) with sun, wind and varied temperatures all in a small time frame of an afternoon up on the mountain.

Signallers to play a charity rugby match against the Toowoomba Rangers with all fundraising proceeds from the day going to the QPU arranged Arnold and McCrow benefit fund.

The match turned up some good quality rugby with some bone jarring defence on the line and cracking tackles that defied gravity as well as

a little bit of biffo along the way for good measure.

Unfortunately for the Toowoomba Rangers the QPS/SIG team carried the day with a 38 to 14 win.

The camaraderie of the game did not stop with our hosts the Rangers providing an excellent venue for an



QPS Spartan/Sig team.



Line out up for grabs.

Traditionally the friendly game is played between the SIGS and the Rangers to commemorate the famous Korean War battle that involved Australian troops mainly from 3rd Battalion Royal Australian Regiment and other Commonwealth Forces against an overwhelming Chinese and North Korean offensive between 22nd to 27th of April 1951.

The difference in this years event was that the QPS Spartan Team joined the





QPS/Sigs player with QPU Metro South Rep Shayne Treasure and Kapyong organiser Sgt Trevour O'Neil.



auction of players match jerseys with the lubrication of a few beverages a good sum was raised with some garments peaking at over \$500 the average being between \$100-300 per jersey. A few punters left the clubhouse with multiple jumpers over their arm.

In all over \$10,000 was raised in this mighty effort and the hospitality shown by the Toowoomba Rangers and the fraternity by the SIGS to our players was outstanding.

It's great the camaraderie of frontline first responders can spread across Services to benefit those who have fallen in the line of duty.



QPS Spartan Members and Reds Jersey that raffled well.



Ride gathers momentum

By Darren Curtis



The annual Wall to Wall Ride of Remembrance to Canberra is aiming to deliver the largest contingent of Queensland riders to the event since it began.

Following the murders of Constable Matthew Arnold and Constable Rachel McCrow many people who may not traditionally attend are considering taking on the challenging ride to the National Memorial this year.

Queensland organiser Andrew Frick said, "Officially entries opened on April 1 and already 112 riders have committed to take part, early on that sets us up for a Queensland group of around 300 but I would encourage anyone thinking of going to sign up early. The added advantage is if circumstances do change for whatever reason the entry fee can still be gifted to Queensland Police Legacy."

Early notification will also help with planning for merchandise, catering functions and route planning. For example New South Wales Police are organising a function for all those who wear maroon at Armidale Bowls Club on the first night after leaving Brisbane.

There's also a function for all Queensland participants after the memorial service in Canberra at the Realm Hotel. Access and courtesy beverage will only be granted to those wearing the official 2023 Wall to Wall riders pack cap.

Sponsors have again been very generous this year offering a Yamaha motorcycle, with other raffles for Karcher Equipment, Total Tools and



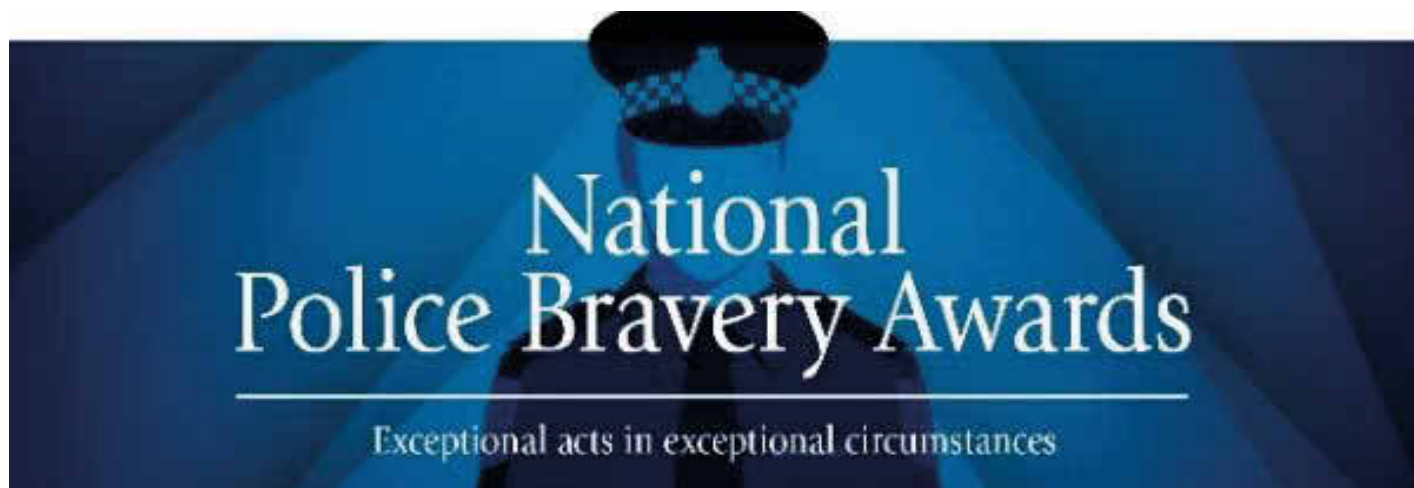
the commemorative helmet. Tickets will go on sale from July 1, 2023.

The event is not just open to motorcycle riders and pillion passengers. A growing number of participants are driving personal cars to Canberra keen to be part of the National Commemorative Service on Saturday September 16, 2023.

With a significant number of Queenslander's expected to honour Matt and Rachel we are considering a number of ideas to make the Queensland contingent really stand out in numbers both en route and at the ceremony. If you have any suggestions send an email to journal@qpu.asn.au

To enter and keep up with updates click on www.walltowallride.com





The Police Federation of Australia's National Police Bravery Awards **are now open.**

This award has been developed for police by police and nominations are sought from officers across the country.

While police work is inherently dangerous...some actions stand out.

Do you know someone who has performed an exceptional act in exceptional circumstances?

SELECTION CRITERIA

1. The nominee must be a sworn police officer from an Australian police jurisdiction.
2. Nominees must have undertaken an outstanding act of courage or bravery, by selflessly putting themselves in harms way to protect others, going well beyond the call of duty.
3. Where feasible, the incident should have occurred in the past twelve months, however exceptions could include if the matter is subjudice or if other unavoidable delays have occurred.

The online nomination form is available at policeweek.org.au/bravery-awards and close on **30 June 2023**.

The National Police Bravery Awards will be presented in Canberra on 12 September 2023.

Book Review Tiger! Tiger! Tiger! The Lindt Café Siege

Submitted by Senior Sergeant Matt Lyons

**The incredible inside story of two days that traumatised a nation.
And one man's journey of resilience and hope.**



Ben, ('Officer A') was a member of the New South Wales (NSW) Police Force for nearly 20 years serving in various roles before joining the NSW Tactical Operations Unit (TOU). The TOU provide extraordinary responses for the resolution of high-risk policing situations at both a domestic and counter terrorism level.

Through his time in the TOU, Ben trained hard with partner agencies in preparation for whatever situation they were called to confront. Ben deployed as part of a TOU team to resolve many critical incidents where the safety of police officers, the community and the lives of subjects were at risk, the crescendo being the Lindt Café siege.

This brought Australia to a virtual standstill as the actions of one man

forever changed the course of many lives. Ben was part of the team that enacted the Emergency Action (EA) on the café requiring him to use lethal force.



Squad mates of the author from the NSW Tactical Operations Unit.

The resulting coronial inquiry shone a light on a number of areas both inside and outside the NSW Police Force. This is well covered in the book. Blame was apportioned, police officer integrities were called into question, policies, procedures and processes were challenged and changed: all in the name of finding answers to the question: 'Why?'

Ben subsequently left the Force, never to be the same officer, husband, father or man again. Being diagnosed with Post Traumatic Stress Disorder (PTSD) resulted in Ben seeking professional help to deal with the traumas associated with his career.

Part of Ben's healing process was found in writing about his memories

and emotions. What eventuated was *Tiger! Tiger! Tiger!* This has brought closure to Ben but, in reading the book, many others who have gone through the same mental challenges associated with a life of service have found a way forward too.

The book features stories from Ben's life growing up on an acreage in the Hawkesbury up until his induction into the NSW Police Force. Family was, and still is, important to Ben, where life's lessons were passed on from both his parents and grandparents.

He then tells some revealing stories from his four years in General Duties at the Bankstown Local Area Command where he experienced many dark and challenging policing situations. Ben needed a new challenge and bounced between units.

On one shift, he was forced to shoot a dangerous dog which led to his senior suggesting that he seek selection for the TOU.

Ben charts his experiences of selection ultimately being one of the few that possessed the physical and mental strength to overcome the gruelling process. What follows are stories of TOU deployments, to training with other specialist units, to ensuring readiness for any necessary incident that the NSW Police Force confronted.

And confront he did. On 15 and 16 December 2014, a lone wolf terrorist held a group of innocent patrons hostage inside the Lindt Café, Martin

Place Sydney. Ben describes the moment he and the TOU team become aware of the situation culminating in their deployment as they were tasked with resolving the incident in manner safe to both police and the public.

Ben explains in detail the challenges he confronted, shifting strategies, frustrations, confusion, anger, and the emptiness felt by the many professionals who were, and are, burdened with this heavy responsibility.

The conclusion was an EA that successfully took out the target but left two innocent people dead (as well as the terrorist) and several others, including a brother officer, injured. Ben writes about the days that followed, the outpouring of grief, the emotions he experienced, the shock, the reliving of events and the eventual search for answers in the coronial inquest.

Post Lindt, in *Tiger! Tiger! Tiger!* Ben discusses the toll the operation took on him. This resulted in his medical retirement from the NSW Police Force: a once proud, strong man, broken by a high-risk career that deliberately put aside self-preservation.

The book will resonate with all first responders. For those of us who have

served in a team of high-risk operators and experienced front-line trauma, you can just insert your name for Ben's.

The book tells of the psychological toll policing takes and the price we all pay.

The lessons from this book are many, especially the importance of looking after yourself. A healthy body can only carry you so far, what you also need is a healthy mind and that means care and support.

The other lesson is, that there is a great gulf between what first responders experience in the line of duty and what others know of it. This book will go a long way to addressing that.

Police officers see the best and the worst, but we do what we do because we love our jobs. It's just sometimes the job just doesn't love us back.

"Against what standard does one judge a man demanded to stare down death to save strangers. Who will dare say they could have done better," NSW Coroner Michael Barnes.

Tiger Tiger Tiger was published in October 2022 and can be purchased online at www.tigertigertigerbook.com for \$32.75 (ISBN 978-0-473-65599-0)



The author during a TOU training exercise.

**MT ISA ISUZU UTE
ARE PROUD TO SPONSOR**



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Removing the stink

A project currently underway at Hervey Bay Police station is another example of the QPU improving conditions for members.

Working areas in the station were almost uninhabitable at times due to foul odours escaping from the stations sewer pipes and backed up toilets.

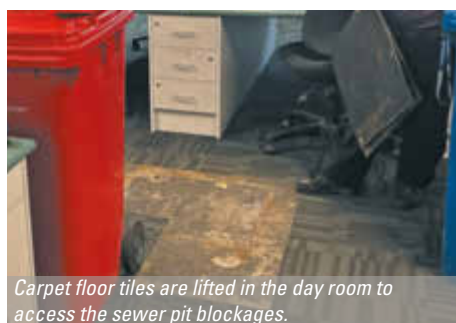
The problem is a result of the forty year old plumbing system not designed to cope with the increased numbers of staff (now 115) and paper clogging a crucial pipe junction underneath the day room.

There have been over thirty incidents in the past few years and the problem is becoming more frequent.

Plumbers were clearing the blockage by entering access pits under the floor of the day room and using high pressure hoses. The smell during this emergency work was horrendous and there was concern the action dispersed faecal matter throughout the day room and potentially settling on furniture.

During these 'blast outs' access to toilet facilities at the station were shutdown for hours at a time.

This issue had been raised with the former District Officer who indicated it wasn't his problem and said 'it didn't concern him' and managers should not be forced by the QPU into taking action.



Carpet floor tiles are lifted in the day room to access the sewer pit blockages.



Staff say when the under floor access pits are opened the smell permeates every room in the station.

Over a period of approximately ten years no investigation, no action and no relief for the teams of General Duties staff working in this environment.

QPU Workplace Health and Safety Officers along with our Industrial Team became involved and after a site inspection delivered a report advising urgent rectification work was required as the QPU considered the QPS had violated its duty of care. This report was delivered to newly appointed District Officer, Superintendent Anne Vogler, which resulted in management being forced by the QPU into taking action to engage a local plumber to fix the issue.

The Commissioner of Police, to her credit, said it was a disgrace that our Police were working in these conditions and issues like this should be rectified as a matter of urgency.

Some in senior management positions need to remember it is the rank and file who look after the people of Queensland. All senior police in Queensland should be looking after

their staff and dealing with WPH&S issues in a timely manner.

Following the QPU intervention additional demountable toilets have been installed in the interim, connected to separate pipelines and a local plumber engaged who has found exterior access pits that can be used to clear blockages.

A deep clean disinfection of the day room was also arranged.



Temporary demountable toilets have been installed for staff.

Hervey Bay station is nominated for a \$14 million rebuild but construction work may not start until at least 2025.



Hervey Bay police station is scheduled for a \$14M rebuild.

If your station or workplace has safety and wellbeing issues contact the WHS staff at the QPU and they can guide you through initiating a Hazard Management Report or an inspection.

Contact our Brisbane office on 3259 1900.

Police Health



PREVENTATIVE CARE PAYS OFF, WHY PRIVATE HEALTH COVER IS WORTH ITS WEIGHT



With increasing pressure on hip pockets, scaling down your private health cover may have crossed your mind – but buyer be warned, that approach may only erode your value for money and return on investment. No one wants to be paying good money (even if it's a bit less money) for cover that doesn't give back in benefits when you need it.

So, consider this instead...

As a QPU Member you're eligible to join a health fund with a unique structure. Police Health has been designed with only 3 top-level product options tailored to the needs of first responders and their families.

By only offering a choice of top-tier Extras, Hospital or Combined (and being the only fund in Australia to limit their offering in this way) they're able to maintain a more balanced claiming profile – resulting in comprehensive cover at extremely competitive prices for members. And that's where true value is found.

When you hold cover with such generous and comprehensive benefits, it's not hard to recoup the cost of your premiums over the course of a year, whether through an ambulance call-out, or through family visits to the dentist, optometrist, psychologist, or physio – so you're able to make your health a priority while benefiting your hip pocket long term.

Plus, they're the only fund with a permanent Rollover Benefit as part of their Extras cover, giving you the ability to roll over unclaimed annual maximums from one calendar year to the next – so you don't lose benefits if you don't use them within 12 months*.

You also get the peace of mind of knowing you're covered for the unforeseen, with ultimate choice around who treats you and where*. As public hospital waiting lists continue to blow-out, that's got to be a weight off anyone's mind.

While the not-for-profit fund is relatively unknown to the average consumer, it's been around for nearly 90 years and consistently puts some of the big players to shame in industry research. For instance, it currently holds the title as the #1 Health Fund for 'Quality', 'Rebates', 'Service', and 'Trust' according to the most recent 'Healthcare & Insurance Australia' report by IPSOS¹.

The fund has maintained a member satisfaction rating of 98% or above for the past 18 years running².

And, as the only health fund guaranteeing a 0% premium increase this year against an industry average increase of 2.9%³, that member satisfaction score is likely to keep.

Of course, there's a catch, or two....

1. It's a restricted access fund, meaning you need to meet eligibility criteria to join – whether through their Police Health brand, or their Emergency Services Health brand. Specifically, you need to be a past or present worker or volunteer within Police, Fire, State Emergency, Water Response & Recovery, or Medical Response & Recovery (including anyone registered with the Australian Health Practitioners Regulation Agency (AHPRA).

Close relations of anyone matching that criteria are also able to take out their own policies, and this extends to parents, siblings, adult children, and adult grandchildren.

2. If you currently hold a basic or mid-level of health insurance, it's going to seem expensive on the surface because you'll be comparing low level cover to top level. But don't let that put you off. Do the maths. Unless you hold cover purely for the tax benefits, the value of the benefits may well outweigh the cost for you and your family in the long term.

As a final piece of good news, the process of switching insurers is easier than you might think, and any waiting periods already served through your current cover will switch with you.

If you're new to health insurance the process is still easy but waiting periods will apply - so the sooner you act the better.

The right health cover really can be worth its weight in gold. Just ask Police colleagues Ash Huth and David Winter, who recently won Police Health's annual referral competition:

- *"I first became a Police Health member around 18 years ago, and I've always been happy with the cover. Health insurance is a real priority for many police officers and their families — and it is for me. The quality of the cover and the service are particularly vital — and it's also got to be good value for money." – Ash Huth, QLD Police*
- *"I'd been with Medibank for over 30 years, most recently with their Silver combined cover, but I'd heard good things from a number of colleagues about the quality and value of Police Health's insurance. Encouraged by Ash — who I worked with last year at the Police Service Academy — my wife Belinda and I decided to find out more. We were really impressed, not only by the value of Police Health's Gold Combined cover, but also by the prompt, professional and friendly way in which the customer call centre handled our application. We're delighted to be Police Health members." – David Winter, QLD Police*

For your own peace of mind, visit policehealth.com.au



COVER LIKE NO OTHER

* Waiting periods and other terms and conditions apply

- 1 IPSOS Healthcare & Insurance Australia Survey 2021; research conducted every 2 years
- 2 Discovery Research, Member Satisfaction
- 3 Department of Health & Aged Care

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

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – AUTUMN 2023



MESSAGE FROM GREG EARLY, STATE PRESIDENT

Many things have happened since Constables Matt Arnold and Rachel McCrow were murdered at Wieambilla on 12 December 2022.

The Queensland Police Union has released a commemorative issue of its Journal. It runs for 217 pages and is the largest Journal ever produced. It is a must read and is readily available on the Union's website www.qpu.asn.au.

Another happening I have picked up on is a memorial garden to commemorate the lives of Matt and Rachel which has been consecrated outside the Miles Police Station. The project was funded by the Queensland Police Union and local businesses. It's hoped the garden will be a place of peace and reflection for police and the community. Both officers had strong connections to Miles through their work and colleagues from Miles had significant roles in the events at Wieambilla. This memorial garden will ensure their names and memory are never forgotten.

ANNUAL LUNCHESES/DINNER

23.05.2023 Sunshine Coast @ Headlands Golf Club,
Steve Maney, 0415 587 912

21.06.2023 Hervey Bay @ Waterfront Restaurant,
Dayman Park, off Pulgul Street, Ian Anderson, 0457 686 108

14.07.2023 Southern Downs Granite Belt, Condamine
Social Club, Warwick, Brian Cannon, 0476 156 968

19.07.2023 Gold Coast @ Twin Towns,
Denise Sullivan, 0407 341 596

22.07.2023 Gladstone @ Chinatown Restaurant,
Darryl Saw, 0447 417 746

27.07.2023 Logan Beenleigh @ Club Beenleigh,
Col Thorne, 0407 905 017

28.07.2023 Far North Queensland,
Brigitte McKaskill, 0408 281 979 (venue TBA)

11.09.2023 State @ Geebung RSL, Bob Pease, 0401 399 839

19.10.2023 Darling Downs @ Futures Restaurant,
Tafe College, David Lynch, 0419 177 935

26.10.2023 Near North Coast @ Sports Central, Caboolture,
Merv Melling, 0408 587 624

20.11.2023 Rockhampton @ Frenchville Sports Club,
Dennis Smith, 0408 321 416 (TBC)(Dinner)

06.12.2023 Bundaberg @ Bundaberg RSL,
Rowan Bond, 0408 286 483

06.12.2023 Townsville @ Tom's Tavern,
John Urquhart, 0407 734 497

14.12.2023 Ipswich @ Brothers Leagues Club,
Ken Martin, 3288 9782

NEW MEMBERS

Former Constable in Victoria Police Suzanne Margaret White, Far North Queensland; former Sergeant Richard John Creagh, Darling Downs; former Senior Sergeant (NSW Police) Brian Thomas Willett, Darling Downs; former Sergeant Raymond George Riethmuller, State; former Inspector Gregory Mason Strohfeldt, Bundaberg; former Senior Sergeant Brian Matthew Sheridan, Mackay-Whitsunday; former Senior Constable David Negus, Townsville; former Sergeant 1/C Robert Lawrence Frazer, Far North Queensland; former Senior Constable Robert David Butler, Sunshine Coast; former Sergeant William Timothy Wilkinson, Ipswich; former Sergeant James Edward Scanlon, Logan-Beenleigh; former Inspector Peter Thomas Owens, Redlands; former Detective Sergeant Neil Douglas Pyle, Redlands; former Inspector Russell John Rhodes, Far North Queensland and former Constable 1st Class Helen Lindorff, Bundaberg.

NEW ASSOCIATE MEMBERS

Anne Maree Sheridan, spouse of new member Brian Matthew Sheridan, Mackay-Whitsunday; Marian Aileen Strohfeldt, spouse of new member Gregory Mason Strohfeldt, Bundaberg; Vonella Joy Frazer, spouse of new member Robert Lawrence Frazer, Far North Queensland; Lindsay David White, spouse of member Suzanne White, Far North Queensland; Leanne Wendy Higgins, spouse of member Paddy Higgins, Near North Coast; Theresa Kathleen Owens, wife of new member Peter Thomas Owens, Redlands; and Kevin Landles, fit and proper person, Redlands.

OBITUARIES - May they Rest in Peace Members

Veteran Member and former Detective Senior Sergeant Lionel Thomas Arthur (Tom) Whitbread, 13.02.2023, aged 82 years; Veteran Associate Member Jeffrey (Jeff) Walter Collins, 17.02.2023, aged 78 years; Associate Member Colleen Margaret Cecilia Chalk, 19.02.2023, aged 87 years; member and former Constable Arthur Thomas Brookes, 01.03.2023, aged 82 years; member and former Sergeant 1/C Shaun Terence Molloy, 12.03.2023, aged 76 years; Associate Member Margaret Terese Martin, 28.03.2023, aged 86 years; Member and former Chief Superintendent Robert Willem Retrot, 28.03.2023, aged 77 years; Veteran Member, former Inspector Evan (Nev) Arthur Reason, 07.04.2023, aged 93 years; Senior Member and former

Sergeant Gregory Ernest Edie, 17.04.2023, aged 75 years; and Life Member and former NSW Detective Sergeant 2C Robert Lawrance (Bob) Scarff, 24.04.2023, aged 82 years.

Former Member

Former Senior Sergeant Brian John (John) Knapp, 26.02.2023, aged 85 years.

Non Members

Former Sergeant 1/C Keith Reginald Brazier, 02.03.2023, aged 89 years; former Senior Constable John Robert Foster, 13.03.2023; former QPS officer and AFP Commander Charles McPherson Kemp, 15.03.2023, aged 84 years; former QPS officer Thomas William McGuire, 28.03.2023, aged 68 years; former Retired Sergeant Francis (Frank) William Marriott, 06.04.2023, aged 69 years; former Sergeant 1/C Alan David Suhr, 06.04.2023, aged 78 years; and former Commissioner Terrence Murray Lewis, 5 May 2023, 95 years.

Family

Jocelyn Anne Codrington King, Daughter of Veteran Member and former Chief Superintendent Wayne King, 14.04.2023, aged 52 years.

Serving Members

Plain Clothes Senior Constable Michael Carr, 05.04.2023, aged 30 years; and Senior Constable Justin Terrence Darney, 30.01.2023, aged 41 years.

QRPA Certificates

Veteran Member

(75 years & 10 years continuous financial membership)

David Barrowcliffe, Hervey Bay; Barry Wayne Cross, State; Martyn Howard George, Hervey Bay; Richard Francis Nikola, Gold Coast; Terrence Stuart Connolly, Rockhampton; John Douglas Fox, Sunshine Coast; Rodney John Millward, Darling Downs; Bernard William Purvey, State; Michael Daniel Rockett, Ipswich; Alan Keigh Edgerton, Bundaberg; Ian George Fischer, State; John Ernest Lone, Townsville; Donald John McKean, State; Leonard Norman Roe, State; Brian Desjardins, Near North Coast; Allan Honor, Sunshine Coast; David Manfield, Gold Coast; Obbe (Aub) Nieborg, Gympie; and Bruce Raymond, Ipswich.

Senior Member

(65 years & 10 years continuous financial membership)

Bradley Lingard, State; Deborah Smart, State; Stevan Twiner, Gladstone; Tony Goddard, Townsville; Neil Kidd, Mackay-Whitsunday; Bob McLeod, State; Kerry George Dunn, Redlands; and Ronald George Nankervis, State.

Veteran Associate Member

(75 years & 10 years continuous financial membership)

Christine Barrowcliffe, Hervey Bay; Dennis Herbert Doring, Mackay-Whitsunday; and Denise Hansen, Mackay-Whitsunday.

Senior Associate Member

(65 years & 10 years continuous financial membership)

Josephine Fox, Gladstone; Janette McKenzie, Gladstone; Catherine Orchard, Redlands; and John Lovi, Mackay-Whitsunday.

90 and Over

Frederick Harold Collins, Bundaberg, 93 on 14 January 2023; Cynthia Florence Guteridge, Hervey Bay, 90 on 11 January 2023; William George Hayden AC, Ipswich, 90 on 23 January 2023; Cecil Arthur Horne, 97 on 6 January 2023; Gerald Morgan, Near North Coast, 90 on 21 January 2023; Eva Joyce Orford, 92 on 21 January 2023; Robert Valentine Ensinger, Sunshine Coast, 94 on 28 February 2023; Douglas William Jones, Gladstone, 92 on 6 February 2023; Charles Grant Lumsden, State, 92 on 21 February 2023; Rex Lawrence McCall, State, 92 on 5 February 2023; George Raymond Paff, Logan-Beenleigh, 91 on 16 February 2023; Thomas Graham Burgess, State, 92 on 15 March 2023; Robert Dunkinson, State, 91 on 7 March 2023; Spencer Moray Hale, State, 97 on 31 March 2023; Robert John Taylor, Logan-Beenleigh, 90 on 7 March 2023; Kevin Thomas Weise, Darling Downs, 96 on 30 March 2023; Vince Beutel, Ipswich, 99 on 5 April 2023; Colin George Chant, State, 90 on 12 April 2023; Alma Cecilia Edwards, Redlands, 101 on 14 April 2023; Dulcie Green, Townsville, 91 on 11 April 2023; Patrick Desmond Kelly, Near North Coast, 91 on 27 April 2023; Norah Spreadborough, Mackay-Whitsunday, 91 on 3 April 2023; Colin McKenzie Guy, Near North Coast, 90 on 9 May 2023; Stanley Albert Hanke, State, 97 on 2 May 2023; Allan John Hilker, State, 91 on 5 May 2023; Arthur James Jamieson, Gympie, 99 on 17 May 2023; John William Pearson, Townsville, 90 on 6 May 2023; and Beryl Pocock, Far North Queensland, 92 on 14 May 2023.



Len Rowe receiving his Veteran Member Certificate from State President Greg Early.



Don McKean receiving his Veteran Member Certificate from State President Greg Early.

AROUND THE BRANCHES BUNDABERG

Meeting held on 24 February 2023. Visitors to the meeting: Wayne Wood and Bruce Shillington from the Sunshine Coast. Applications to join the Association by Greg and Marian Strohfeldt were recommended for approval. Meeting held on 24 March 2023. Welfare: Mary Waugh reported she saw Bob and Cheryl Hayes while she was in Brisbane. John and Marie

Reid are going OK. Jenny Mergard is still being treated but still has some issues. Fred Collins is going OK. Rowan Bond and Rod Dunham provided a briefing regarding the welfare checks and action for Barry Wittingham who is a former NSWPF member. President Grannie provided an update re the Bowls Day to be held on 1 May 2023. New members Greg Strohfeldt and Tony Hart introduced themselves to the meeting and were welcomed by the members. Meeting held on 28 April 2023. Welfare: Mary Waugh reported that Chris Sidey is having some health issues. Jenny Mergard was in St Andrews Hospital in Brisbane at the time of the meeting. Mary was able to visit Bob and Cherrol Hayes who were well at the time but since then Cherrol had been admitted to hospital. Charity Bowls Day held on 1 May 2023. The day went very well with some 106 people playing and some 140 people attending. They had 53 raffle prizes with the major one being a portable fridge donated by Road Tech Marine which was won by Dan Hess, an acting Senior Sergeant from Bundaberg Station. Next meeting: 26 May 2023, when the amount of money raised (probably upwards of \$4,000) will be distributed. Another great day for all concerned. *(Secretary – Rowan Bond – 0409 286 483)*



President Grannie Pearce presenting Alan Edgerton with his Veteran Member Certificate.



Bargara Bowls Club President Greg Gallagher handing the day's green fees to President Grannie Pearce.

GOLD COAST

Meeting held at the Currumbin RSL Club on 7 February 2023. The application to join the Association by former New South Wales Police Officer Detective Paul Edward Simmons was recommended for approval. Guest speaker: New member Paul Simmons, a former Detective Sergeant in charge of the Victoria Police Armed Robbery Squad, who said he had travelled to Queensland on numerous occasions to brief the Queensland Major Crime Group Armed Robbery Squad on various operations and investigations. He runs his own Private

Security Business in Victoria and New South Wales and is an active member of the Red Cross. Retired QPS Assistant Commissioner Don Braithwaite gave a sincere and very honest presentation of his service in the Queensland Police Force/Service. He advised he has been a member of the Gold Coast RPA for many years. He joined the Queensland Police Force in 1951 as a Probationary, served as a uniform Police Officer, spent some 10 years with the Criminal Investigation Branch and later became a member of the Juvenile Aid Bureau under Terry Lewis. He later became involved in the education of police and was the driving force behind the Police Arts and Science Course which he put in place under Commissioner Ray Whitrod. Don left the Queensland Police Force for some eight years before he was enticed back to become Officer in Charge of the Queensland Police Academy. Meeting held at the Southport SOPO on 7 March 2023. A celebration of the life of Veteran Member and former Detective Senior Sergeant Tom Whitbread was held at the Currumbin RSL Club on 20 March 2023. Guest Speakers at the meeting: The CEO of The Australian Institute of Ultrasound (AIU), David Yeates and his assistant, Helena Jann, gave a very interesting and thought provoking presentation on how the AIU helps train medical specialists on the proper use of ultrasound facilities. The AIU has been in operation for the past 27 years and provides ultrasound training to approximately 1,000 medical specialists annually and has a list of approximately 6,500 volunteers. The tests are cost free and the results are sent to the volunteer's medical practitioner. Many lives have been saved due to early diagnosis and intervention resulting from volunteer ultrasound checks. Meeting held at the Currumbin RSL Club on 4 April 2023. Guest Speaker: Charles Wright AM, Secretary/Treasurer of the Surfers Paradise RSL Club, former Chairman of the RSPCA, former Chairman of the Finance Committee of the Australian War Memorial, former Board Member for 12 years of the Australian War Memorial and the former National President of Legacy. Charles is a former member of the Australian Regular Army and was a member of the First Intake of National Service and served in South Vietnam with the 6th Royal Australian Regiment as an infantryman. Charles gave great insight into the workings of the Australian War Memorial. There are approximately 3.5 kilometres of diaries from servicemen and servicewomen dating back to WW1 stored there and the Australian War Memorial has the largest and most valuable artwork collection in Australia. Charles also gave great insight to the workings of the RSPCA of which he was a foundation member. Meeting held on 2 May 2023 at Southport SOPO. Welfare: Roger Collins was undergoing shoulder surgery. Guest Speaker: Gold Coast Police Chaplain Leah Kahika. Leah is a member of the Glow Anglican Church and is sub-contracted to the Queensland Police Service. She has been a Police Chaplain for the past 5 years working part time 3 days a week. Leah is also a qualified counsellor. She is available on a 24-hour basis and visits police stations, attends ceremonies and attends to welfare issues. She also assists police officers and retired police officers and their families to deal with PTSD and morale injury. Next Branch Meeting: Currumbin RSL on Tuesday 6 June 2023. *(Secretary – David Manfield – 0413 957 610)*



President Russell Robertson with Guest Speaker Charles Wright AM.

GYMPIE

Meeting held on 5 April 2023. Detective Appointment Certificates were presented to Annabell Andrews, Keith Bunkum and George Moczynski by the oldest former Detective in the Branch – Laurie Pointing. Treasurer George Moczynski encouraged members to compile their profiles. George and Laurie will deliver their profiles at the next meeting and they will be printed in the bi-monthly newsletter. Welfare: Peter Eiby's condition has not changed. Next meeting: Tin Can Bay Country Club on 7 June 2023. (Secretary – Veronica Kane – 0408 827 433)



President Keith Bunkum receiving his Detective Appointment Certificate from Laurie Pointing.



Annabell Andrews receiving her Detective Appointment Certificate from Laurie Pointing.



George Moczynski receiving his Detective Appointment Certificate from Laurie Pointing.

LOGAN-BEENLEIGH

Meeting held on 23 February 2022. Guest speaker: Isobel Ryan – Fortem Australia, who gave a brief summary on how Fortem started as a 'not for profit' organisation to support all first responders within Australia. She outlined that Fortem started in 2019 and has gradually expanded to accommodate officers throughout Australia with more planned and supporting over 2000 first responders/families. Fortem supports both serving and non-serving members and primarily focuses on the mental health of those that have been involved in or merely associated with those that have been exposed to first responder incidents during their experiences. Isobel also highlighted the need to engage ex-first responders as volunteers so that the individuals attending various activities planned by Fortem have an immediate association point of talking with someone who has experienced similarly. The primary focus that Fortem provides is allowing the connection between individuals who need to talk and relate in various circumstances even down to the transition between work and not. Isobel provided a very interesting and informative presentation. The Branch later resolved to donate \$250 to Fortem. Chief Superintendent Mel Adams, Logan District, has agreed to email members regarding the QRPA and distribute posters, which were designed by Kay Halford, to stations. Vice President Gerry Stevens has been collecting recyclable containers from members and taking them to the recycling centre. He presented the Treasurer with a further donation of \$650 which will go to the Queensland Police Legacy Scheme. Welfare by Eileen Riley: Most of our sick members are well on the road to recovery including Ken Foreman. Others continue their various treatments. As most of you know, Darryl Murtha has been on the transplant waiting list for many years and sadly, Darryl was recently informed that he no longer fits the criteria and he has been permanently removed from the list. This means Darryl will continue his twice weekly dialysis. As you would appreciate, this has been a huge blow to Darryl. Darryl is now looking at moving into hostel type accommodation when it becomes available. I encourage those who know Darryl to reach out and show him our support. Meeting held on 23 March 2023. Guest speakers: From Crestmead PCYC – Joanne Bartolo and Karen Maven. The ladies provided a very informative presentation about both the PCYC at Crestmead and the 'Breaking the Cycle' program they conduct at the Centre. This program involves volunteers assisting younger members of the community to gain their licences which in turn assists these individuals gain independence and ultimately gain employment, engage in further education or training. An application to join the Association by Jim Scanlon was recommended for approval. Welfare by Eileen Riley. At the time of the meeting, Carolyn Martin was in hospital recovering from her recent back surgery. Darryl Murtha is settling into his new accommodation and would love a call from members sometime. A huge thank you to Ken Fitzjohn for helping Darryl with his move. Meeting held on 27 April 2023. Special guests: Lisa Jones, Curator, QPS Museum, and new member Jim Scanlon. Guest speaker: Lisa Jones who spoke about the murder of Fredrika and Gottlieb Klump in August 1857 which occurred between Brisbane and Beaudesert. The focus of Lisa's presentation was the problems

associated with conducting such an investigation particularly with the staffing that existed and the facilities that were used. The murder involved the killing of 2 individuals – a mother and her son who had left their property just outside Beaudesert and walked into Brisbane to do some banking and shopping and had started to walk back to the property. The bodies were discovered brutally slain and one disposed of in the river and the other in scrubland approximately 100m away with the woman's purse missing. The suspect was later located based on the fact that a purse belonging to the woman was allegedly left by him in a store where he made a purchase. The suspect was arrested and taken back to Brisbane in handcuffs and a rope around his midriff walking behind the Constables' horses. Unfortunately the land to be traversed was flooded due to recent heavy rains. The group of 2 constables and the suspect stopped in Browns Plains to have a cup of tea and the suspect saw his opportunity, so spooked the horses, broke the rope and fled. The Constables gave evidence later that they were too tired and exhausted to pursue the suspect. The suspect was never brought to justice. Lisa's presentation was very interesting particularly trying to relate the era of that time and the policing problems that existed. Overall a very informative presentation. It was resolved to approach the Logan West Newspapers and local radio FM101.1 to promote QRPA membership. \$1,400 has been donated to the Queensland Police Legacy Scheme as a result of Gerry Stevens' recycling efforts. Welfare by Eileen Riley. Carolyn Martin is still recovering from her recent back surgery. Next meeting: 25 June 2023. *(President – Col Thorne - 0407 905 017)*

SUNSHINE COAST

Meeting held on 28 February 2023. Welfare Report: The President reported on the welfare of members/partners who are suffering various forms of illnesses. The Branch resolved to donate \$500 to the Queensland Police Legacy Scheme and \$500 to BlueHope. Guest speakers: Sue Gregson of Gregson and Weight, Funeral Directors, spoke of the importance of family members being fully aware of all essential information required when a family member passes away. (She provided a booklet to act as a guide to record the essential information). Sue also spoke of the various costs associated with funerals, whether burial or cremation services, burial plot costs, ashes, internment etc and also spoke of the benefits of investing in a Funeral Bond to accumulate money to be put towards funeral expenses. Superintendent Craig Hawkins spoke on policing issues impacting on the Sunshine Coast District, including problems/safety issues/breaches of the law by drivers of electric scooters, a new police station at Cooroy and a 7/24 police station being built at the new suburb of Aura south of Caloundra with an estimated future population of 50,000 people. He also mentioned the Sunshine Coast District was one of the safest districts in the state. An application to join the Association by Robert (Bob) David Butler was recommended for approval. Meeting held on 28 March 2023. New member Bob Butler donated \$200 to go with the \$1,000 donated to the Queensland Police Legacy Scheme and Blue Hope (\$500 each). As usual, President Dick Turpin gave an extensive welfare report on several members and partners who are suffering

various forms of ill health. State President Greg Early spoke about problems associated with encouraging members to stand for QRPA executive positions. Meeting held on 18 April 2023. President Dick Turpin reported on the welfare of individual members/partners who are suffering various forms of ill health and of those members who were unable to attend the meeting because of illness. Discussion ensued about the forthcoming luncheon on 23 May 2023. The Branch will subsidise the cost of attendance and as usual Police Widows will not be charged. State President Greg Early again spoke of the importance of Funeral Planning Request Forms being completed by members for keeping with their personal effects as well as a copy being retained with the Branch and the State Management Committee which greatly assists family members and the QRPA with funeral arrangements and welfare issues following the passing of a member. Luncheon on 23 May 2023. *(Secretary – David Betts – 5445 3919)*

SOUTHERN DOWNS AND GRANITE BELT

Meeting held on 3 March 2023 at the Tenterfield Bowls Club. Welfare: Maureen Love is still suffering following a foot injury and has spent time in St Vincent's Hospital, Toowoomba. She remains an out-patient and still requires specialist intervention. Greg Chie (NSW) – Following an operation 19 weeks ago to his foot, Greg remains in a 'moon boot'. Meeting held on 28 April 2023 at the Stanthorpe RSL Club. Welfare: The return of Maureen Love to the meeting, following illness and hospitalisation, was welcomed and acknowledged. The AGM/annual luncheon on 14 July 2023 will be held at the Condamine Social Club. *(Secretary – Brian Cannon – 0476 156968)*

ROCKHAMPTON

Meeting held on 1 February 2023. It was resolved that a certificate of appreciation be presented to Sergeant Jon Cookson, District Office, Rockhampton, for his continued support of the Branch. Details of a suitable time and place to be announced later. Meeting held on 1 March 2023. Members were welcomed by Vice President Bob Moore. Welfare: President Barry Self was on his way back from Brisbane after having had ophthalmological treatment. Meeting held on 5 April 2023. Members who attended were welcomed by temporary acting Vice President and acting Assistant Treasurer and Secretary Carolyn Uhr. The function at Cockscomb Retreat on 19 March 2023 went off well with 20 members attending. It was resolved that future meetings will commence at 11.00 am instead of 10.30 am. The next barbecue at Cockscomb Retreat will be held on 17 September 2023. Welfare: President Barry Self was absent re an urgent doctor's appointment. Meeting held on 3 May 2023. A minutes silence was held in honour of QFES firefighter Isabella Nash. Anzac Day was observed by the following members: Yeppoon – Tom and June Young; Gracemere – John Trenaman and Rockhampton: Barry Self, Bruce Sanders, Terry Connolly and Rose Swadling. The annual luncheon will be held at the Frenchville Club on 20 November 2023 (TBC). Next meeting: 7 June 2023. *(Secretary/Treasurer – Dennis Smith – 0408 321 416)*

MACKAY-WHITSUNDAY

Meeting held on 18 February 2023. Welfare by Acting Welfare Officer Peter Howard: Norah Spreadborough has been spoken to and visited by Peter. She was looking well and is recovering well from her broken leg. He has had regular contact with Barry Downs. He has been steadily improving since his release from hospital. He is now getting around aided by a walking stick or walker and even the use of these is reducing steadily. Peter and Gale Howard and Barry's wife Thele sprung a surprise Australia Day lunch on Barry while he was in the Mater Hospital. The lunch comprised of bbq lamb chops, prawns and a beer. Barry could not attend the meeting but Thele did and thanked Peter and Gale for their ongoing support for Barry. Members also showed their appreciation by a round of applause. Fifteen members attended the night out at Goosies. Applications to join the QRPA by Matt and Anne Sheridan were recommended for approval. Vice president Doug Sologinkin presented President Bob Maher with his Senior Member Certificate. Meeting held on 18 March 2023. President Bob Maher spoke about the passing on 1 March 2023 of member Arthur Thomas Brookes. While he grew up around Kuttatubul, he spent about ten years in the New Zealand Police Force and that is how he became to be a member of the QRPA. Welfare: Peter Howard advised that he had been in touch with Norah Spreadborough who was in good spirits, although her impaired mobility had resulted in her having to give away her beloved potted plants. Norah has a new toy that she can just speak into and it selects and plays her chosen songs and music. Barry Downs seems to be on the improve, although he has good and not so good days. President Bob Maher presented a Veteran Associate Member Certificate certificate to Dennis Doring and a Senior Associate Member Certificate to John Lovi. New member Matt Sheridan gave a short talk on his prior service and various postings. Meeting held on 15 April 2023 at the Sarina Sporting and Services Club. In future, Andre Wijtenburg and Dianne Day will take care of the Branch's exhibit in the Mackay Museum. Report by Acting Welfare Officer Peter Howard: I have had regular contact with Barry and Thele Downs by phone while away. Barry seems to be improving but he has good days and some really crook days. Norah Spreadborough is also as well as can be expected. On Anzac Day Veteran Associate Member Dennis Doring (Vietnam Veteran and former Depositions Clerk) placed a wreath on behalf of the Branch. The Branch donated \$100 to the local Italian Community Festival Committee. Next meeting: 20 May 2023. (*Secretary – Dennis Hansen – 4957 2699*)



John Lovi and Dennis Doring receiving Senior Associate and Veteran Associate Member Certificates from President Bob Maher.

IPSWICH

Meeting held on 9 February 2023. An application by Paul Raymond Gardiner to join the Association was recommended for approval. Di McCrae reported that all is well with the widows. Welfare by Bruce Raymond and John Hawkins: Bruce and Bob Latter attended the funeral of Beth Dilger, wife of the late former officer Bill Dilger. Several females who were at the funeral were from the CWA where Beth had been a prominent member. Barry Cannon is having an extremely hard time with sun cancers and at the time of the meeting was in the Mater Private Hospital undergoing treatment. Matt Dale is suffering from a bad back and was unable to attend the meeting. Guest speaker: Acting Sergeant Courtney Briggs provided a well-received presentation on the history of the Queensland Police Mounted Unit and of current operations. She also detailed the background of current police mounts. A short sharp auction resulted in Len Yarrow purchasing a desert rose donated by Fred Maynard while Bob Latter successfully bid for a bottle of port donated by Margie Kussrow. Meeting held on 9 March 2023. President Ken Morris and Secretary-Treasurer Ken Martin attended the fourth presentation of the Noleyne Milne Award at Yamanto Police Station on 8 March 2023. Detective Senior Constable Georgie Yarrow was the winner this year. An application for membership received from Bill Wilkinson was recommended for approval. Welfare by Bruce Raymond and John Hawkins: Elaine Dale had a fall and broke her wrist and ribs. Matt is still suffering from a bad back and is to see a specialist. Barry Cannon is home from hospital after a long stint where he received skin grafts. Bruce had been in touch with Dallas Hayden and it appears that Bill is not travelling too well. Guest speaker: Senior Constable Tony Unicomb Tony joined the QPS in May 1996. He joined Project Booyah as a Police Co-ordinator in 2016. In 2019 he joined the RESPECT Team within Booyah, which involved attending high schools and instructing small groups of disengaged young people within the education system. In 2020 he gained a gazetted position within Project Booyah. His strength within Booyah has been assisting young people gain training, employment or re-attending school. Raffles: Di McCrae and Margie Kussrow stepped in and filled the big shoes of Matt and Elaine Dale who were absent from the meeting. Appreciation was shown to Fred Maynard and John Korner for prize donations. Meeting held on 13 April 2023. Di McCrae phoned all police widows at Easter and informed them of the Christmas in July luncheon. Welfare by Bruce Raymond and John Hawkins. Graham Burgemeister was recovering from a minor stroke and at the time of the meeting was in Ipswich Hospital undergoing tests. Dan Brown pulled a sciatic nerve and was having trouble walking. Matt and Elaine Dale were unable to attend the meeting. Elaine was unable to drive after breaking her wrist and Matt still has a back problem. Vince Beutel turned 99 years on the 5 April 2023. He was visited by John Hawkins in Villa Maria. He has some good and some days not. John Raatz is suffering at home from muscular dystrophy while Joy is being treated for an adverse reaction to medicine. Christmas in July is going ahead as planned with the key note speaker being author Peter Watt. Guest speaker: Former Inspector Bob Burns, President of the Friends of the Queensland Police Museum since 2009. (Bob spent 40 years in the QPF/QPS in

the Photographic Section, Scenes of Crime Co-ordination and lastly as the Inspector in charge of the Scientific Section). He was supported by retired Officer Wayne Coyne. They gave an interesting oversight of the work being undertaken by their organisation in the restoration of the graves of Police Officers who had been killed in the execution of their duty – sometime in very remote locations. Di and Margie Kussrow were thanked for assisting with the raffles in the absence of Matt and Elaine; also Fred Maynard was thanked for his endless supply of desert roses. Next meeting: 11 May 2023. (*Secretary/Treasurer – Ken Martin – 0407 345 500*)

TOWNSVILLE

Meeting held on 1 March 2023. President Merv Johnston welcomed all to the meeting and gave a special welcome to member Dave Trelour, visitor Dave Ne-gus and guest speaker retired Inspector Brian Richardson. (Later in the meeting Dave Negus' application to join the Association was recommended for approval). Welfare: Gordon Thomas said they had visited Brian and Margaret Hooper and they are reason-ably well. Brian Bensley could not attend the meeting because he had to go back to the hospital for a check up. Laural and Fred Angus could not attend because Laural had the flu. Eileen Kassulke was back in hospital but expected to be out very soon. Peter Hardy is still having problems as a result of the treatment he had undertaken. Vince Bye was in the Townsville Hospital. The Branch donated \$400 to the Queensland Police Legacy Scheme. Guest speaker, retired Inspector Brian Richardson, who spoke of the *Red Socks Campaign* run by the Rotary Clubs in Townsville. A very informative and thought-provoking talk which is of interest to everyone (male and female). All males over the age of 50 should undertake all the tests necessary to ascertain if they have this disease and how to (hopefully) get rid of it or learn to live with it. Meeting held on 5 April 2023. A special welcome was given by President Merv Johnston to Howard Connors of the Darling Downs Branch and guest speaker Graham Morgan who gave an interesting talk on how the Allies in WW2 managed to break the German's secret code. (Comment by Newsletter Editor: It is unbelievable that approximately 10,000 people were involved in this AND NOT ONE PERSON revealed any information). Graham's father was involved and many years later when asked about what happened he still said that he could not as he had signed the Official Secrets Act and he was still covered by it. Trip to Ingham on 7 June 2023. Fred Angus has organised lunch at the Royal Hotel. Morning tea will again be supplied by Barbara Zupp. The welfare Officer, Gordon Thomas, in-formed the meeting that he and Ian had visited Brian and Margaret Hooper but there had been no change in their condition. John Urquhart reported that Peter Hardy was still having problems with his walking as a continuing result of his cancer treatment. The Branch's most senior member, Vince Bye, has moved into a care facility as his wife, Beryl, who is also not very well, cannot look after him. Meeting held on 3 May 2023. President Merv Johnston gave a special welcome to retired QPS Chaplain Horst Sauer and guest speaker Senior Sergeant Dave Miles from the Townsville Child Protection Investigation Unit. Welfare: John Urquhart reported Peter Hardy has been in the Mater Hospital for at least 2 weeks

while they try to fix his back pain. Peter Pascoe has a cancer on one of his ears. Barry Lewthwaite spent a couple of days in the Mater Hospital suffering from Atrial Fibrillation. A special "Good onya" card (to celebrate his 90th birthday) was made for John Pearson and signed by all in attendance. John Cran and John Urquhart travelled to Ingham to present the card to John. Brian Weston attended the Anzac Day dawn service at Ravenswood where he again laid a wreath on behalf of the Branch. The local officer, Senior Constable Tristan Furphy, laid one on behalf of the QPS. Guest speaker: Senior Sergeant Dave Miles gave a very interesting talk on the workings of the Townsville Branch of the CPIU. Most members were astounded with the number of potential child abusers within the district but were presently surprised in the advances in technology to assist police in the pursuit of offenders. Wayne Lord gave some interesting information about locking letter boxes. Next meeting: 7 June 2023 at Ingham. (*Secretary – John Urquhart – 0407 734 497*)

GLADSTONE

Meeting held at Flavours Marina Restaurant at the Gladstone Marina on 1 March 2023. Welfare: Neil Coleborn advised that he is due to have more skin cancers removed from his head and scalp. Sue Churchill cut her birthday cake which was shared by all present. Guest speaker: Alison Murdoch, General Manager of Gladstone Seafarers Centre addressed members on the purpose and operation of the centre which provides support for visiting seamen from the many bulk carrying ships berthing in Gladstone Harbour. President Glenn Churchill reported on the Centenarian Totem Pole at Tondoon Gardens, Gladstone, to honour Centenarians in the Gladstone region. The meeting planned for 5 April 2023 was cancelled due to illness of executive members. Meeting held at Flavours Marina on 3 May 2023. Prior to the meeting several members visited the Water Police mooring and inspected the new police boat. Welfare report: Val Caterson's condition is unchanged, Graham Cousins is going well, Peter Vale is feeling poorly in himself at present, Marlene Archer is still having trouble with Shingles from time to time, Dena Wisnewski-Cousins is doing well. Neil Coleborn has had more skin cancers removed followed by skin grafts which are healing well and Glen Josefski also is going well. Attendance at Anzac Day services: Gladstone – Neil Coleborn and Denis Connolly; Glenn Churchill drumming with Gladstone Thistle Pipe Band at Gladstone and Calliope; and Darryl Saw – Gladstone and Calliope. Next meeting: 7 June 2023 at Harvey Road Tavern, Gladstone. (*Secretary – Darryl Saw – 0447 417 746*)



President Glenn Churchill with guest speaker Alison Murdoch and Secretary Darryl Saw.



Members attending the 1 March 2023 meeting.



Neil Coleborn wearing his Grandfather's WW1 medals and his father's WW2 medals. (His father David Coleborn became a POW on the fall of Singapore).

DARLING DOWNS

Meeting held on 9 February 2022: President John MacKay welcomed prospective new members Richard Creagh and Brian Willett. He also welcomed member Steve Kenny who has transferred from the State Branch. Welfare: John MacKay welcomed back John Cooper and Alan Lane after their recent illnesses. Ray Laidlaw said that Tom Tilbrook was showing signs of improvement. John Mackay reported that Boyd Wilson had been particularly unwell. Later in the meeting Brian Willett, Steve Kenny and Richard Creagh gave run-downs on their police service. Applications by Brian and Richard to join the Association were recommended for approval. John MacKay gave an update on the Memorial Wall and mentioned the inclusion of a plaque for Sandy Burns. He stated that the Rededication Ceremony would take place on 26 August at 10.30 am. A tentative date of 19 October 2023 has been set for the annual luncheon to be held at the TAFE College. Meeting held on 9 March 2023. President John MacKay welcomed guest speaker Karen Coogan from Home Guardian. Welfare: John MacKay said that Boyd Wilson was still having heart problems. Malcolm Twine reported on a recent illness. John MacKay stated that he would require microsurgery on his wrist. John Sullivan stated that he had recently had stints put in his heart. John introduced Karen Coogan from Home Guardian who gave a very informative talk on fall prevention and devices that could be used in connection with them. Meeting held on 13 April 2023. Junior Vice President Viv Nolan acted as President and presented Rod Millward with his Veteran Member Certificate. Peter Cole advised that he had recently been in St Vincents Hospital Toowoomba to have a pacemaker fitted. He is also suffering from shingles. Alan Lane, at the time of the meeting, was in St Vincents recovering from surgery to correct two blockages in his bowel. President John MacKay advised the meeting that the plaque for Brian John Knapp has been

approved for placement on the Wall of Remembrance; also the plaque for Ken Strohfeldt was being progressed. Meeting held on 11 May 2023. Welfare: Malcolm Twine and President John MacKay advised on the arrangements made for the funeral service of member Bob Scarff on 15 May 2023. John MacKay advised that Boyd Wilson's surgery in St Vincents Hospital in Brisbane had been successful. John also mentioned he had been in touch with the widows of John Knapp and Barry Nugent and they appeared to be doing OK. Secretary Mike Jordan mentioned that Rick Niland had been in St Andrews Hospital for 46 days following his spine surgery. Ray Briese advised the meeting that he was to commence cancer treatment the following week. The next meeting will be a partners meeting with lunch being arranged at the Toowoomba Hockey Club. Alan Lane advised he was moving to the Sunshine Coast and would no longer be able to hold an executive position. Louis Geist stated that his wife had finally arrived in Australia from Vietnam and he thanked those present for their support while he was endeavouring to bring her to Australia. Next meeting: 8 June 2023. (Secretary – Mike Jordan – 0438 111 423)



Acting President Viv Nolan presenting Rod Millward with his Veteran Member Certificate.

NEAR NORTH COAST

Meeting held on 20 February 2023 at the Bribie Island RSL Club. Acting President Allan Hawkins welcomed new member Steve Turner and his wife Lynell to the meeting. Steve is Acting Chairman of the Brisbane and Northern Suburbs Branch of the NSW RFPFA. Later in the meeting Steve gave an outline of his service in the NSW Police Force. Welfare: Allan Hawkins spoke regarding some welfare matters regarding members. There was discussion about the need to follow up any notable absences from meetings by members to ensure they are well. Meeting held on 20 March 2023 at Redcliffe Leagues Club. Welfare: Welfare Officer Ray reported on members he had contacted and Welfare Officer Allan also spoke regarding some welfare matters regarding members. An issue was raised by the Secretary regarding a request by a member to circulate information regarding matters he raised in correspondence to some members of the Branch. After discussion it was generally resolved that the Secretary forward a reply to this member outlining that the role of the Association was to provide a social venue for members to meet and be an avenue to provide any assistance we could offer in relation to welfare issues and assisting in funeral arrangements if necessary. What the member proposed to raise was not considered to be appropriate within our role. Meeting held at Caboolture Sports Central Club on 17 April 2023. Welfare Office Allan reported

on members including Life Member Col Guy who is not going so well. He reported on other members Gerry Morgan and Des Kelly who have minor ailments. An application to join the QRPA by Ian John Rice was recommended for approval. President John Warner raised the possibility of an Ode for spouses of Police Officers in recognition of assistance given to their husbands during their policing career. (Will be referred to the State Management Committee for consideration). Next meeting: 15 May 2023 at Bribie Island RSL Club. (*Secretary – Merv Melling – 0408 587 624*)



Glenys Huddlestone receiving her Senior Associate Member Certificate from President John Warner.

REDLANDS

The Branch's annual luncheon was held on 28 February 2023 at the Redlands Sporting Club. Sixty-three guests attended including Assistant Commissioner Cameron Harsley representing the Police Commissioner, State President Greg Early, Senior State Vice President Bob Pease, Dan Keating, from QBank, Henry Pike, Federal Member for Bowman, Steve Dabinett QPCOEU, Redlands Councillors Tracey Hughes, Wendy Boglary, Julie Talty and Paul Bishop, Chris Ryan Redlands RSL as well as QRPA members from Southern Downs and Granite Belt, Gold Coast and Van Diemen's Land Branches. Greg Early, Dan Keating and Assistant Commissioner Harsley each addressed the luncheon. There were two door prizes donated for the day: a portable Webber BBQ (donated by State Member Mark Robinson who was unable to attend) which was won by Branch member Vic Tollenaere and presented by Redlands Chair Marty Fitzpatrick; and a money tree (donated by Peter and Lisa of Sell Reality) which was won by Celia Buckley, from SDGB Branch and presented by Elton Mitchelson (currently the oldest member of the Branch). Additionally, there were a number of other prizes won by guests. Meeting held on 18 April 2023. Discussion ensued on possible rotation of meeting locations. It was resolved to obtain an in writing option from the Redlands RSL Club outlining costs and benefits on offer to the Branch for consideration. A Senior Member Certificate was presented to Allan Nicol. Ken Luskie was presented with his Detective Appointment Certificate. Discussion ensued about the impact of changes to QSuper and a motion was directed to the SMC. An application for associate membership by Kevin Landles was recommended for approval. Next meeting: Cleveland RSL Club on 23 May 2023.



Branch President Marty Fitzpatrick presenting Vic Tollenaere with his lucky door prize.



Celia Buckley being presented with the money tree door prize by Elton Mitchelson.



Elton Mitchelson receiving his Detective Appointment Certificate from Detective Superintendent David Briese in the presence of his grandson Senior Constable Ben Mitchelson.

FAR NORTH QUEENSLAND

Meeting held on 24 February 2023 at the Carrington Hotel, Atherton. President Mal McKaskill gave a special welcome to Superintendent Chris Hodgman, Inspector Jason Smith, Senior Sergeant Kyell Palmer and former Inspector Russell Rhodes. He also welcomed new members who were present for the first time: Bob Frazer, Ray Loader and Suzanne White who all gave a pen picture of their careers. Welfare by Brigitte McKaskill: Murray Simpkins had two valves replaced in his heart. Quite a number of members have visited Ken Willimott, both in Cairns and at home on the Tablelands. Doctors have told Ken that he will need some future surgery but at the moment he is very happy to be at home. Great to see Dell joining us today as she has had some complications since her knee surgery but is doing well. Reg Perkins is a lucky man and he will tell you the story about his run in with a mango tree while wielding an axe. Graham Jonsen and Al Pearson were undergoing medical treatment. Superintendent and Assistant District Officer, Chris Hodgman, said the demands on the police service have risen by 47% in the last five years and there is a big

push with recruiting. Tablelands Patrol Group Inspector Jason Smith said that only police understand what the job entails from day to day and what everyone has been through; domestic violence and youth crime are still the biggest call on police resources and it is very good that other agencies are now coming on board to try to help the QPS tackle the issues. Youth Justice is now open 24 hours per day in Cairns and hopefully this will help to turn things around slowly. Meeting/luncheon held on 24 March 2023 at Parkview Hotel, Gordonvale. Welfare by Brigitte McKaskill: It was wonderful to see Murray Simkins at the gathering after undergoing major heart surgery. Al Pearson has had major surgery as well and was resting at home. Guest speaker: Acting Chief Superintendent Rhys Newton who spoke of the extra police positions promised, the majority of them for Cairns and Edmonton. 'We are really under the pump when you look at youth crime and domestic violence. A high percentage of calls for service are domestic violence related and 60% of our time is in domestic violence. Recommendations flowing from the recent Commission of Inquiry into Domestic Violence are being addressed. We still enjoy great support across the community generally and do get recognition for doing things right but on the few occasions we do not there are always the incidents where we under deliver and we need to get that right'. Passing of former Inspector and Veteran Member Nev Reason which occurred on 7 April 2023 (Good Friday). He turned 93 on 31 March 2023 and had been a member of the QRPA since 1987. At his funeral service, which was attended by several QRPA members and serving officers, his service history was read by Acting Superintendent Kevin Goan while the Ode to a Police Officer was read by President Mal McKaskill. Meeting held on 28 April 2023 at the Mareeba Gateway Hotel. Welfare by Brigitte McKaskill: It was wonderful to see Al Pearson at the April meeting after undergoing major surgery. Ken Willimott has undergone surgery. Graham Jonsen has had several stints in hospital. The guest speaker was acting Superintendent Kevin Goan. (Secretary Brigitte – McKaskill – 0408 281 979)



Inspector Russell Rhodes and Superintendent Chris Hodgman attending the 24 February 2023 meeting.



Inspectors Jason Smith and Kyell Palmer attending the 24 February 2023 meeting.



Acting Superintendent Rhys Newton addressing the 24 March 2023 gathering.

HERVEY BAY

Meeting held on 21 March 2023 at the Homewares from Everywhere Store and Café, Maryborough. Traveller: Greg Morrow was caravanning around southern Queensland. Guest speaker: Supt Anne Vogler, Officer in Charge of Hervey Bay, Maryborough and surrounds, attended in company of Inspector Paul Algie. Anne gave the group some insight into her career and a discussion was then held with the group on the local situation. Members raised with her some of the problems in relation to communication between the public and police establishments. The members appreciated a well delivered address by Anne. Welfare: Roger Barlow took another fall a few weeks ago and re-bruised his old injuries. Gerry Walton is still suffering from deep vein thrombosis and this is being monitored. Ray Duryea, formerly of the Gympie Branch, attended the meeting and has transferred to Hervey Bay Branch. David and Chris Barrowcliffe were each presented with their Veteran Associate Member Certificates. A BBQ was held on 18 April 2023, at the Hervey Bay Botanic Gardens. Next meeting: 16 May 2023. (Secretary – Gerry Walton – 0410 440 274)



Members attending the 21 March 2023 meeting.



David Barrowcliffe receiving his Veteran Associate Member Certificate from President Ian Anderson.



Chris Barrowcliffe receiving her Veteran Associate Member Certificate from President Ian Anderson.

VAN DIEMEN'S LAND

They had a lunch at Oatlands on 23 April to say hi to Greg and Maggie McPherson who were in the state for a few days. Sunday 7 May saw members meet at the home of Col and Sarah Boreham at Lewisham. The day turned out nice and clear after a very cold morning. Those in the Highlands had a 7 degree frost to start the day. Members enjoyed a Thai buffet lunch provided by Sarah and two of her friends. As usual everyone was enjoying themselves and the gathering did not start to disperse until after 3 pm. Our Annual General Meeting date has been confirmed as Saturday 24th June, again at the Tamar Valley Resort. This will be our ninth year at this location. The new Tasmania Police Commissioner Donna Adams has accepted our offer to become an Honorary Member of the Association. We hope that she is able to attend one of our meetings in the near future. It is great that our Branch has always been able to maintain contact with and support the Tasmania Police. Until next time, please stay safe and remember if you are travelling down this way, please let us know if we can help you in any way.

(Jennifer Johnston and Andy Beasant)

(President/Secretary – Andy Beasant – 0409 030 142)

State President:

Greg Early, early.gregory1@gmail.com,
3863 1180 / 0407 960 588

State Secretary:

Patricia Holden, admin@qrpa.asn.au,
3378 8714 / 0428 455 406

QRPA Website: www.qrpa.asn.au

Email: qldretiredpolice@gmail.com

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

IF YOU KNOW SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THE FREE SERVICE OR TALK TO YOU OR SOMEONE.

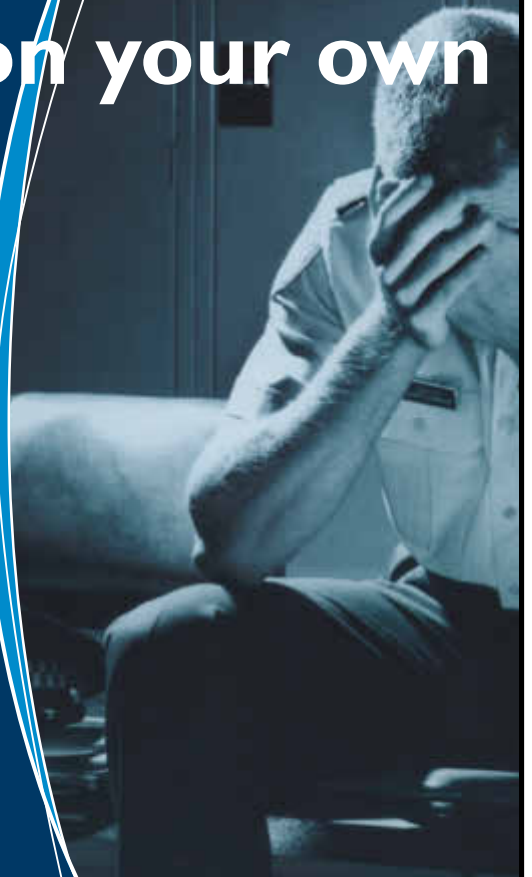
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Statewide Novated Leasing Pty Ltd

Australian Financial Services Licence 439732, Australian Credit Licence 387111, Tax Practitioners Board Registration 26182319

APPROVED SUPPLIER Statewide Novated Leasing Pty Ltd ("Statewide") is an approved supplier under the Queensland Government panel arrangement Novated Leasing Services QGP0026-16. From 7 November 2016, all Employees who wish to access a motor vehicle using a novated lease must use one of the approved Salary Packaging Novated Leasing Panel Suppliers to arrange, organise and manage the lease. The novated lease will continue to be administered through the Salary Packaging Administrator.

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