

POLICE

REMEMBRANCE DAY EDITION 2017

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



NATIONAL POLICE
REMEMBRANCE DAY

Don't break the safety chain

Report all health
and safety hazards



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



Safety & Wellbeing



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Cover photograph from Toowoomba's National Police Remembrance Day service courtesy of Senior Constable Rachel Doljanin.

COVER STORY

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NATIONAL POLICE REMEMBRANCE DAY

National Police Remembrance Day is one of the most important days in the annual police calendar. Its inception stemmed from a desire to remember, honour, and pay tribute to those police officers who have paid the ultimate sacrifice.

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

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IAN LEAVERS

SHOOTING INQUEST RESULTS

The Coroner recently released his recommendations from the various shootings inquests that have been held over recent years.

The Coroner has previously released individual findings in each matter, where it was determined police acted appropriately in each shooting.

The most recent recommendations were in relation to how critical incidents can be better undertaken and managed by the QPS and other government departments: both specifically those critical incidents that involve the use of a firearm by police, and more broadly, critical incidents in general.

The issues raised included the adequacy of a number of proactive and reactive responses in relation to critical incidents, such as the adequacy of support for police by the QPS, the adequacy of welfare for police, the adequacy of technology and interagency collaboration, and the adequacy of police training.

also made the point that these initiatives should go together with extra staff and resources to enable them to be implemented.

The Coroner has agreed with the QPU about what most of us already know, and that is that more can be done by the QPS to provide welfare for police, that more can be done to roll out technology such as QLITES and body worn cameras, and that more can be done regarding firearms training in general, and also in different conditions such as low light.

The Coroner has also recommended that the regulation of replica firearms be evaluated.

On the whole, the QPU is very happy with the Coroner's recommendations.

Obviously there are massive cost and resourcing implications to consider, and

officer is interviewed by the ESC. The evidence suggested that, during that period after each of the shootings,..., there was little or no process in place to provide support to the officers other than by the (QPU)'.

Accordingly, in this particular area, the Coroner recommended:

RECOMMENDATIONS

I recommend that the QPS conduct a review of the standing orders governing the conduct of ESC investigations of critical incidents involving a fatality. The review should include the following matters for the consideration of investigators:

- a. *Where it is desirable to defer an interview with the ESC investigator (including for the welfare of involved officers), or impractical for that interview to occur close to the time of the incident, an initial account of events should be taken in a short interview recorded by a suitably independent, but readily available, investigator. The officer conducting this initial interview should be someone whose involvement is approved by the person directing the ESC investigation, but need not be that officer or an ESC officer;*
- b. *A restatement of the advantages of walk-through interviews as the primary means of obtaining the account of involved police officers, while leaving the means of the primary interview to the discretion of the investigator;*
- c. *Provision for officers to be given the opportunity to view relevant video or other recordings, including body*

"I argued for better, consistent, and fair treatment of police at critical incidents, and for more resources and training such as more options for police for more firearms training."

I gave evidence at the Inquest and made many points about how the QPS can do things better, and these points have subsequently been adopted in recommendations by the Coroner.

For example, I argued for better, consistent, and fair treatment of police at critical incidents, and for more resources and training such as more options for police for more firearms training, including under varying conditions such as low light training. I

one estimate puts it at \$200 million a year to implement all of the Coroner's recommendations.

Further, where more training is recommended, more staff for these roles is of course also paramount.

The findings noted the Inquest heard evidence about, '...the waiting period between when a critical incident involving a shooting finishes and the officers are separated to when the

worn camera footage, of an incident at a time considered appropriate by the investigator but not before the primary interview; and an opportunity for officers to provide addendum statements or take part in addendum interviews where either officers or investigators consider that desirable;

- d. All forensic testing of involved officers should be conducted within two hours of the incident occurring; and
- e. A separate senior ESC officer should be given oversight of actions concerning involved officers, including officer separation; initial interviews; forensic testing; issuing instructions; sending officers home if appropriate; transporting and accommodating officers; providing a change of clothes etc.

I recommend that the QPS consider adopting service-wide an approach analogous to the system employed by SERT for post incident support of officers, subject to appropriate adaptations having regard to local circumstances and officers being trained as to the limits of their role.

I recommend that officers involved in a critical incident involving a fatality be mandated to attend at least one session with a psychologist or psychiatrist independent of the QPS and that this issue be the subject of a separate review by the QPS. The review should consider:

- *the most effective ways of supporting police officers after a critical incident involving a fatality in the medium to long term;*
- *the training of officers in supervisory positions to ensure that they can appropriately monitor officers under their supervision who have been involved in critical incidents involving a fatality; including an awareness of warning signs that an officer is experiencing difficulties; and of steps that can be taken to ensure that such officers receive timely support;*
- *how appropriate support mechanisms can be established*

and how the adequacy of existing mechanisms is monitored.

I recommend that the Queensland Government develop appropriate referral pathways, through an agency such as Victim Assist Queensland, to enable the families of those shot by police and witnesses to such events to be provided with counselling and support.

I acknowledge that police officers may suffer trauma in ways other than shooting incidents, for example, a

serious assault on an officer by an offender. Accordingly, the reviews referred to above may have application beyond the types of incidents which have been the subject of this inquest.

In relation to the aftermath of a critical incident, it is also important to note that during our last enterprise bargaining with the Government, the Union achieved three days critical incident leave for those officers involved.

Because costings and scope for a lot of the Coroner's recommendations are unknown, many of the recommendations contain an element of reviewing procedures and policies.

As such, the QPU will be there every step of the way during these reviews to ensure they are not prolonged, ignored, or simply forgotten. We will ensure that real change occurs to protect you as police while you are keeping the community safe.

NEW DISCIPLINE SYSTEM

At long last, we have an agreement in principle for our new discipline system. This agreement is the culmination of almost 18 months' work with representatives from the QPS, the CCC, The Commissioned Officers' Union, and both sides of politics.

We are hopeful this new system will be what we have all been waiting for: a fair, timely, educative process based on the rehabilitation of officers, rather than the oppressive, unmanageable, punitive system our members have suffered for years.

The new system will impose timelines to ensure the timely resolution of discipline issues, will empower supervisors and OICs to manage their own staff, and remove the loss of paypoints as a sanction. Community

"The new discipline system will impose timelines to ensure the timely resolution of discipline issues, will empower supervisors and OICs to manage their own staff, and remove the loss of paypoints as a sanction."

service will become an outright sanction. There will also be policy changes and abbreviated processes, all with a view to the quick resolution of complaints and discipline measures.

There is an article in this Journal that fleshes out the new approach to the discipline system, and I encourage you all to read it. We will keep you updated as the committee continues to work through the finalisation of legislative changes and policy, but it is anticipated the new system will be in operation in the second half of next year.

CRIME STATS

As we all know, official crime statistics are an important way of measuring what's actually going on in the way of law and order throughout our state. As much as we may begrudge the time it takes to record what we've been doing throughout our shift, the end result of solid crime figures does provide a very important snapshot of trends, fluctuations, and success and failures of particular policies and decisions.

These figures are helpful for us at the Union, especially if we are lobbying the Government for more officers on the street, better equipment, or more training. It is essential we are able to provide official figures to prove our

point as to what resources are required in different areas.

The use of crime stats and work performance is also important for officers seeking career advancement or movement to specialist squads. The Union is adamant 'kill sheets' be resisted at every step.

Police are not revenue raisers for the Government. They must possess discretion as to whether or not to prosecute an individual. Kill sheets removes that discretion.

Equally important, however, is that supervisors and OICs be in a position to assess the actual work performance of their staff, and it is through accurate recording of occurrences, and the actions taken (including decisions not to charge), that allows this to happen.

ELECTION

We have been working hard to get law and order commitments from both sides of politics in the lead-up to the election. As always, we here at the Union remain apolitical; we aim to work to the best of our ability with whoever winds up in power, and as such we always seek commitments from all sides of politics prior to every election.

Before the election we received the responses from both the Government

and the Opposition and we published them to all police.

I am sure you will agree that we received some great commitments from both major parties.

We at the Police Union are 'apolitical', which means we do not support any political party or take sides, however we will always call out politicians when they do something that negatively affects police.

We are just as equal in our praise of political parties when they announce something positive for policing, too. However, unlike other employer and employee associations we do not donate to political parties and we will never tell you how to vote.

How you vote is entirely up to you. All we can do is arm you with the facts and let you make up your own mind.

See the following pages for the commitments we received.

Ian LEAVERS

General President & CEO
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THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family
by immediately contacting the QPU office
Ph 3259 1900 (24 hours)
or your regional representative.
They will steer you in the right direction.



QUEENSLAND POLICE UNION

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Ian Leavers
General President & CEO
Queensland Police Union
217 North Quay
BRISBANE 4003

Dear Ian,

Thank you for your letter seeking commitments from a re-elected Palaszczuk Labor Government.

Firstly, let me point out that the Palaszczuk Labor Government has fulfilled all previous commitments to you during this term, which I believe is unprecedented, so we stand by our track record of delivering for police.

I can confirm a re-elected Palaszczuk Government commits to the following and I also point out what we have delivered both in this term.

Since the Palaszczuk Labor Government was elected, we have:

- Sent back to the frontline police officers assigned by the LNP to deskbound jobs in the Public Safety Business Agency
- Maintained the current levels of police recruiting in the QPS
- Maintained the two Academies in their current form
- Introduced a more efficient system for dealing with domestic violence
- Confronted the alcohol industry on the issue of trading hours
- Repealed EVERY element of the industrial relations policy brought in by the LNP
- Delivered the best enterprise bargaining agreement the QPS have ever had
- Gave two days leave to every police officer due to the Commonwealth Games
- Increased – not cut – the QPS Budget every year in government
 - The QPS total state budget for 2015-16 was \$2.117 billion
 - The QPS total state budget for 2016-17 was \$2.283 billion
 - The QPS total state budget for 2017-18 is \$2.394 billion
- Allocated \$33 million for an extra 30 police to join the counter-terrorism team and 20 extra frontline officers
- Rejected LNP plans to privatise or 'civilianise' policing operations
- Committed \$5 million a year for four years to fund extra police overtime and travel allowances to target crime hotspots throughout the state, and issues such as organised crime, alcohol-fueled violence and/or the drug ice
- Provided 5,400 mobile (QLiTE) devices to frontline officers around the State to ensure frontline efficiencies, assist police to solve more crimes, and improve officer and community safety
- Rolled out 2,700 body worn cameras to frontline officers as part of the Palaszczuk Government's \$6 million commitment to improve safety equipment for police Eventually 5,100 cameras will be available for police.



The commitments the QPU seek, and our response are listed below:

- i. The QPU seeks "No privatising, civilianising or outsourcing of any police function whatsoever or any watch-house roles."**

A re-elected Palaszczuk Labor Government commits to this in full.

- ii. No loss of conditions or entitlements from the current Enterprise Bargaining Agreement (EBA).**

A re-elected Palaszczuk Labor Government commits to this in full.

- iii. A pay rise at next EBA negotiation round, scheduled for 2019 to be similar to our current agreement which commences at the then current inflation rate or Government wages policy figure, whichever is greater, be able to be fully arbitrated if an agreement is not reached and for the EBA commencement date to remain intact (meaning salary increases will be backdated) irrespective of when the agreement is signed, and with interim agreed payraises, as per the current industrial relations bargaining system. We ask that you commit also for our next agreement to give police no less than our current EB agreement of 3% per year over three years.**

While it is not possible to commit to a quantum percentage for a future EBA negotiation, a re-elected Palaszczuk government commits in full to no loss of conditions, entitlements or benefits from the current EBA, as well as no privatising, civilianising or outsourcing of any role currently performed by police.

I point out that the ONLY time that Queensland's police ever received a "below inflation EB" was under the Newman-Nicholls Government and I stand by the successful spirit of our EB negotiations with you last year and commit to continue to negotiate in the same spirit.

Unlike the Newman-Nicholls Government, we can be trusted to protect the conditions of our police.

- iv. New technology, equipment and resources to be rolled out throughout Queensland so that all police have access (at no cost to them) to smart technology, personal protective equipment and essential resources such as the appropriate provision of police vehicles to districts.**

The Palaszczuk Labor Government has already announced that if re-elected another 1,400 QLITE mobile tablets will also be rolled out at a cost of \$5.92 million.

- v. Legislative reforms to Domestic Violence and mental health legislation to streamline it for police. The new Domestic Violence laws need a new additional offence of "Commit Domestic Violence" that we ask you to consider.**

A re-elected Palaszczuk Labor Government commits to continually reviewing this area of law and as a result, the Premier has appointed you, as President of the Queensland Police Union, to the Government Domestic and Family Violence Implementation Council to ensure this matter is properly ventilated.

- vi. ***The New disciplinary system for police that has recently been agreed to between the CCC, QPS and ourselves needs to not be altered by any party unless all three parties, the CCC, QPS and QPU agree.***

A re-elected Palaszczuk Labor Government commits to this in full.

- vii. ***Commit to increasing police numbers to be at or better than the National Police to population ratio.***

The Palaszczuk Labor Government has already announced and fully funded, prior to the election being called, an additional 400 police and 85 counter-terrorism officers and specialists. These new positions are fully funded with all their "on-costs" such as motor vehicles and accoutrements. The Premier highlighted that we will always fund police correctly and I remind you that the previous LNP Government, of which Tim Nicholls was Treasurer, employed more police without funding the "on-costs", meaning it came out of existing resources. I have seen nothing to suggest that the LNP would not do the same "smoke and mirrors" trick to police numbers again.

- viii. ***Commit to reject the concept of Warehouse policing and ensure police are allocated to a specific police division rather than where police stations would merely become a "shell" and all police would be assigned to a District as is currently being proposed by the Commissioner of Police.***

A re-elected Palaszczuk Government commits to working with the QPU and QPS to ensure the most effective, consensus model of policing to suit local needs that will ensure job security as well as the best policing for the benefit of all Queenslanders.

- ix. ***Commit to restricting powers that police currently hold such as the power to detain and use restricted accoutrements such as handcuffs, batons and capsicum spray to only police and others who currently hold them and not to any further persons employed by the government. This includes not widening these powers to State Government Security officers or any other civilians that may be employed by the QPS in the future with the exception of Assistant Watch-house officer civilians, PLOs and Torres Strait Island Police Support Officers, who we are advocating for having access to some police powers. This commitment ensures that civilians will not be employed by the government or the Queensland Police Service as "Community Support Officers" as we have seen in other jurisdictions that only weaken the accountability, transparency and professionalism of police.***

The Palaszczuk Government acknowledges the special role sworn police have in our community and will protect this special place and has no intention of extending police powers beyond their current capacity. We acknowledge the concerns the QPU holds in this regard and commit to working with you to deal with any concerns.

- x. ***Commit to not reversing the onus of proof for criminal and regulatory offences.***
xi. ***Commit to change legislation so that police can claim privilege and the right to silence like all other people if they are accused of a criminal offence.***
xii. ***Commit to change legislation so that derivative evidence cannot be used against police.***
xiii. ***Commit to legislate that no police officer can be suspended without pay because when an officer is suspended without pay, not only can they not earn an income from elsewhere they cannot claim unemployment benefits either and are left in the invidious position of having no way to support themselves and potentially their own family as well.***

In relation to x, xi, xii and xiii, the Palaszczuk Government prides itself on our integrity measures and disciplinary system for police and the collaborative work we have done with the QPU, CCC and the Opposition. Trust in our police is something central to good government and community safety. We acknowledge that there are issues that need to be addressed and we commit that suspension without pay will not be used as an inappropriate punitive measure for police officers.

We will review these provisions to ensure that police officers are provided similar workplace protections as other public sector workers, except where the unique nature of policing requires special provision. It is important to bring all stakeholders together on any major change as we did with the disciplinary system and we commit to the same process for any other major reform.

- xiv. *Commit to when the new Police Housing Policy is due to commence on 1 January 2017 that no police officer covered by this policy will be left worse off than their current position, there will be no change to any person's current arrangements and that all arrangements rather than lapse in a certain time period will be "grandfathered" only when that officer leaves the QPS and that police housing will be maintained at a standard equivalent to other government agencies such as the Education Department.***

A re-elected Palaszczuk Government commits in full that no police officer covered by this policy will be left worse off than their current position and that there will be no change to any person's current arrangements. All arrangements will be "grandfathered" until that officer leaves their current post or the QPS.

- xv. *Commit to immediately cease the sneaky process of "civilianising" the Road Traffic Command, and to not introduce any more unstaffed speed cameras, and nor to introduce any more covert unmarked speed camera cars, trucks and vans. Essentially we are asking for all mobile speed cameras vans, trailers, cars and trucks to be staffed by police at all times and to be clearly marked with police decals. Policing is most successful when we do it with the co-operation of the community and police receive significant criticism from the public and are accused of being "revenue raisers" when unmarked speed cameras vans or unstaffed speed camera trailers are deployed. We ask for a commitment to the end of using these "sneaky" devices so that we can regain public confidence.***

The Palaszczuk Government agrees that the most effective policing is done when it is in cooperation with the community. A re-elected Palaszczuk Government recommits to not civilianising or outsourcing policing duties. We will work with the QPU and Commissioner to ensure this policy is achieved.

- xvi. *Commit to \$20 Million over four years for police overtime in Safe night precincts to negate the need for police to be taken from other divisions to staff these precincts.***

The Palaszczuk Labor Government has already committed to \$20 million put aside to fund the overtime of frontline officers working in the Safe Night Out Precincts if re-elected. The former Newman-Nicholls Government reneged on the commitment to provide \$20 million for extra police and police training to patrol Safe Night Out Precincts.

- xvii. *Commit to ending the failed experiment that saw the merge of the Far Northern Police region and the Northern Police region into one "mega police region" in North Queensland. These two regions***

need to be reinstated as their own regions again. The commitment to re-establish the stand alone Far Northern Region and Northern Region with their own Assistant Commissioners is sought.

A re-elected Palaszczuk Labor Government commits to establishing a taskforce to review the regional, district and divisional structures and appropriate leadership to ensure that the demands of modern policing are being met.

To ensure that operational capabilities for counter-terrorism are met, a re-elected Palaszczuk Labor Government commits to a Deputy Commissioner for Counter-Terrorism and Crime.

- xviii. Commit to scrapping the current ineffective "no pursuit" policy and reinstating the former policy that gives police on the road the discretion to determine when to engage in a police pursuit. We trust police to use discretion when it comes to their firearms yet currently the Commissioner of Police does not trust police to engage in police pursuits. Clearly police need to be able to freely pursue offenders.***

The Palaszczuk Government fully supports the current risk-based pursuits policy. The policy is always under review and any changes made would be with full consultation.

- xix. Commit to involving the Queensland Police Union in every review and taskforce that affects policing and law & order legislation to ensure that those at the coalface can have a say in how legislation is formulated.***

A re-elected Palaszczuk government commits to this in full.

- xx. Maintain both Police Academies in both Brisbane and Townsville and not to reduce, shorten or negatively alter the Police Academy training course and to commit to having standardised recruiting levels for all applicants regardless of gender.***

A re-elected Palaszczuk Government commits to maintaining police training in both Townsville and Brisbane and commits to ensuring that there is no lessening of our high-level of professionalism and entry requirements and standards.

- xxi. Commit to mandatory sentencing for those who assault police.***

The Palaszczuk Government remains committed to the strong laws that have tougher penalties for those who assault our police. We commit to ensure the courts have access to all the information necessary so the seriousness of each situation is properly considered.

- xxii. Commit to mandatory sentencing for those who ram police cars.***

A re-elected Palaszczuk Government commits to examining policies in other jurisdictions to ensure our laws meet community needs and best-practice policing.

- xxiii. Commit to rolling out an additional 400 long arm firearms for general duties first response police.***

A re-elected Palaszczuk government commits to continue to roll-out longarms for police with a focus on frontline general duties police.

- xxiv. Commit to appointing the President of the QPU to the Queensland Sentencing Advisory Council***

The Palaszczuk Government takes on board the QPU's interest in a position on the Queensland Sentencing Advisory Council and, given that Council members are appointed in their private capacity based on experience and expertise following an open merit-based process, an application from the President would be welcome when the Council comes up for re-appointment in 2019. We also commit to consult directly with the QPU on any sentencing issues relating to police.

xxv. *Upgrade the Police Beat at Yarrabilba to a Police Station.*

A re-elected Palaszczuk Labor Government commits to this in full and will allocate \$2 million.

xxvi. *Commit \$1 million a year to fund 10 additional Injury Management Advisors, and commit \$1 million a year for additional assistance and support for police suffering PTSD and psychological injuries.*

A re-elected Palaszczuk government commits to working closely with the QPUE to ensure that there are appropriate resources for officers diagnosed with PTSD.

xxvii. *Utilise the former Stuart State School as a location for the Queensland Police Service to use for police to undertake training.*

A re-elected Palaszczuk government will examine this proposal.

xxviii. *Commit to presumptive legislation for police and PTSD.*

A re-elected Palaszczuk Government will review workers' compensation data to identify improvements to ensure police officers who develop PTSD from their duties have all the support they need. This will address any contributory issues not currently accounted for. We have introduced laws to provide for presumptive legislation for firefighters and will adopt a similar review process to ensure police officers are being fairly compensated for injuries at work. As with xxv above, we will work with the QPU and other relevant stakeholders on this issue.

The Palaszczuk Government appreciates the hard work and the role that police and all those employed by the Queensland Police Service tirelessly perform day in, day out, to ensure the safety, security and wellbeing of all Queenslanders.

The choice is stark – between a government that makes commitments and keeps them - as we have done with the QPU – or a Tim Nicholls-led LNP Government that has a record of misleading police and stripping their working rights and budget.

Yours sincerely



**JACKIE TRAD MP
DEPUTY PREMIER**

**Minister for Transport and
Minister for Infrastructure and Planning**

Mr Ian Leavers
General President and CEO
Queensland Police Union of Employees

SENT VIA EMAIL TO: ileavers@qpu.asn.au

Dear Mr Leavers

LIBERAL NATIONAL PARTY RESPONSE TO ELECTION SURVEY

Thank you for your email of 6 November 2017, on behalf of your members.

Unfortunately, Queenslanders aren't getting ahead and the community is crying out for leadership because Annastacia Palaszczuk and Labor are doing nothing.

Labor is stuck in neutral and Queenslanders are paying the price, through higher car registration, soaring electricity bills and a lack of congestion busting infrastructure.

When our finances aren't managed properly, governments do not have the funds to provide the services that a growing state needs – in our hospitals, a better education for our children, more resources for our police to protect the community from drugs and crime and investing in infrastructure that creates jobs and improves our standard of living.

A Tim Nicholls-led Liberal National government will **Build a Better Queensland**. The LNP's plan will create jobs, support small business, invest in education to raise standards and provide better services for families and retirees.

An LNP Government has five key priorities to create positive change for Queensland. If elected, we will –

1. Create jobs across Queensland and better manage our finances
2. Take action on the cost of living
3. Better support Queensland families
4. Provide safe and liveable communities
5. Build the roads, bridges and dams we need

LNP record

The LNP will always put community safety first and stand up for the hard working police who put their life on the line day in, day out to keep Queenslanders safe.

We have a proud record of increasing investment in frontline police, with extra equipment and improved technology.

Under our last term of government, crime rates fell thanks to better laws, more police and a government that was prepared to put community safety first and back in our police.

Labor fail

Annastacia Palaszczuk and Labor are soft on crime, putting the safety of Queenslanders at risk.

Increasing crime rates puts the safety of your members at risk, which is of real concern.

Your organisation has raised numerous Labor failings over the last three years in the media, including inadequate resourcing and morale issues within the Queensland Police Service.

Specific issues raised:

- i) We will work with the QPUE to achieve efficiencies where possible, however we have no plans to privatise, civilianise or outsource police or watch-house functions.
- ii) There will be no changes to the existing Enterprise Bargaining Agreement (EBA).
- iii) We will negotiate with the QPUE in good faith about any future enterprise agreements to ensure our hard working police are well paid for the job they do.
- iv) We have announced our \$22 million crime fighting equipment fund that will provide up to 120 additional police vehicles, extra equipment including body worn cameras, QLite kits and body armour vests and an extra \$2 million in specialist training.
- v) We have announced our Domestic Violence Action Plan, which includes a specific new offence of Domestic Violence, and other key measures to protect victims and make offenders more accountable for their actions.
- vi) As you know we supported the CCC agreement and we are keen to ensure that those changes are implemented in the spirit of that agreement. If any changes are required in the future, a full consultation process would need to occur.
- vii) As you know, we have released our plan to increase frontline police by 535 over the next three years, which is in-line with population growth.
- viii) Queenslanders have faith in the traditional method of frontline policing and any moves towards the concept of 'warehousing' would not be acceptable under the LNP.
- ix) Police powers would not be widened to other officers or public service positions, outside sworn police officers.
- x) We do not believe in the principle of reverse onus of proof.
- xi) We believe that police should be entitled to the same natural justice provisions as any other Queenslanders who is charged with a crime.
- xii) As you know we opposed this move by Labor and would be happy to work with the QPUE on this legislative change if elected to government.
- xiii) Suspending officers without pay is just obfuscating responsibility to deal with matters in a timely manner. We will end the practice if elected to government.
- xiv) Any new Police Housing Policy should be fair and provide appropriate accommodation to officers serving in remote locations. Any arrangements under a new policy should ensure that those who officers in the existing housing program should not be worse off.
- xv) We will work with the QPUE on improving road safety measures and have already ruled out introducing anymore covert unmarked speed camera cars, trucks and vans.
- xvi) The current Safe Night precinct model is due for review in 2018 and we would consider your request to ensure that high-visibility policing is part of the model because it is a proven deterrent of alcohol-related violence. We would consider your request as part of the review and the annual budget process.

- xvii) Given the increasing crime rates in North and Far North Queensland, we are happy to work with the QPUE on the most appropriate regional structure for the Queensland Police Service, ensuring regional Queensland is well serviced.
- xviii) We have announced our plan to change the current police pursuit policy, in consultation with the QPUE, as part of our North Queensland Crime Action Plan. The current situation is utterly ridiculous and makes a mockery of the ability of police to use their discretion.
- xix) We would be happy to involve the QPUE in every review and taskforce that considers policing and law and order law changes.
- xx) Both Police Academies (Brisbane and Townsville) would remain in place under the LNP.
- xxi) We have announced our policy to introduce mandatory sentencing for those who seriously assault our hard working emergency workers – police, paramedics and firefighters.
- xxii) In relation to ramming police cars, we would be happy to discuss your request for mandatory sentencing in light of the success of a similar policy in Victoria.
- xxiii) In relation to crime fighting equipment, I would refer you to our \$22 million policy that has been released – which includes additional long arm weapons.
- xxiv) We would be happy to appoint the President of the QPUE to the Queensland Sentencing Advisory Council and consider other requests so that the police are well represented on that advisory body.
- xxv) We have committed to upgrading the Beaudesert Police Station to boost local police resourcing in the region and as the Yarrabilba community continues to grow, we would consider future investments to ensure the community is well protected.
- xxvi) A future LNP government would be happy to work with the QPUE to improve support provided to serving officers and establish additional assistance through WorkCover – including your specific requests.
- xxvii) We would be happy to work with the QPUE to increase training opportunities for officers and recruits in Townsville.
- xxviii) We would be happy to work with the QPUE to improve workers compensation arrangements for police officers suffering from PTSD and as you know we appointed you to the WorkCover board when we were in government last time in recognition of the importance of enhancing the safety of police.

We have been travelling the state and listening to the concerns of Queenslanders. They want better government – not more government. It's our commitment to be a common sense government that listens, plans and acts to **Build a Better Queensland**.

Please feel free to share this response directly with your members, or in any regular publication.

Yours sincerely



MICHAEL O'DWYER

State Director



MICK BARNES

ARE QPS WHISTLE-BLOWERS BEING BLOWN OFF?

The Queensland Police Service (QPS) and the Crime and Corruption Commission (CCC) have long championed the ethics of officers who come forward to report suspected misconduct and even criminal matters.

In fact, even the community we serve has through our political masters enshrined the rights and protections for those who come forward within the *Public Interest Disclosure Act 2010*.

Until recently, I was of the mistaken belief that should there be any action or reprisal against an officer who raised issues in accordance with their sworn duty, then the QPS and the CCC would be forthcoming in addressing the behaviours of those who have committed themselves to acts of reprisal against the reporting officer.

It was with this belief that when confronted with evidence of reprisals from a member, I communicated these



“I was taken aback by the decision to have allegations sent to the QPS for investigation by the very officers who were alleged to have participated in reprisal behaviour.”

issues with the Commissioner of Police and indeed the Chair of the CCC.

Considering these allegations involved senior investigative and managerial officers within various sections of the QPS, I was taken aback by the decision to have the allegations sent back to the QPS for investigation by the very officers who were alleged to have participated in the reprisal behaviour.

As the complainant in the matter, I was assured I would be apprised of the status of my concerns by the QPS now that they had carriage of the matter.

I don't know why I continue to be surprised by the behaviour of the QPS, but they delegated the matter to an Acting Inspector who made contact with the officer who had been the subject of the reprisals, seeking some determination from that officer as to the future of any investigation.

I believe that one of the cornerstones of policing is the adherence to the philosophy of not threatening, promising, or inducing any person into any course of action. Despite being the complainant in this matter, the QPS have never communicated with me in

any manner despite the assurances of the CCC.

The officer in question was afforded the protection of the *Public Interest Disclosure Act* at the time and received the supporting information with a follow-up e-mail from the Witness Support Team at ESC. Now that an amount of time has passed, that support is nowhere to be seen.

Instead, the officer is having to deal with a District management that has been the subject of considerable adverse media attention following their appalling behaviours. Some may take umbrage to the suggestion that their attention to HR issues within their area of command needs to pick up. I'm being polite: it is absolutely rotten.

One Brisbane academic recently conceded at a session of the Australian Public Sector Anti-Corruption

Conference that action and prosecution of reprisals against those exposing some form of public interest disclosure was difficult and unheard of as ever being successful.

Another spoke of the propensity of many who disclose to have done so for personal reasons including promotion and career advancement. Neither of these were considerations for this reporting officer.

The CCC hosted that anti-corruption forum with New South Wales' Independent Commission Against Corruption, so I hope they were able to pick up and learn on some of their key speakers' presentations.

There was an acknowledgement that organisations are failing to support and protect those who comes forward, let alone pursue anyone criminally for reprisals.

Research also confirmed that of all the behaviours experienced by those who came forward, their stress and their own psychological wellbeing far exceeded the other conducts such as harassment, intimidation, ostracism, and reductions in work performance.

So with all this research and data, surely the CCC and the QPS would be keen to step up to the mark when there is any suggestion of reprisal behaviours? Don't count on it.



"Many thanks to all our members who work tirelessly so families like mine can live safely in our communities."

With major investigations ongoing in two of the QPS Regions, reprisals have been identified in both. The irony in both of these investigations is that the subject officers are senior QPS officers of commissioned rank.

MERRY CHRISTMAS AND THANK YOU

Many thanks to all our members who work tirelessly so families like mine can live safely in our communities. I value the personal sacrifices that our members make, with many missing out on Christmas and New Year celebrations with their own family and friends.

Merry Christmas to you all: wishing you a safe shift, every shift. Our officials and key staff remain available 24/7 for urgent matters over the Christmas and New Year period and can be contacted on our office number 3259 1900.

Be Safe.

Mick BARNES

General Secretary

0411 453 335

mbarnes@qpu.asn.au

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.
They will steer you in the right direction.

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SHAYNE MAXWELL

NEW POLICE MEMORIAL

Our Queensland Police Memorial has ordinarily been the site of Brisbane's annual Candlelight Vigil on the eve of National Police Remembrance Day. However, our old Memorial on George Street was decommissioned due to the Queen's Wharf development, and a project has been underway to design, create, and install a new Memorial. The Memorial project is progressing as planned, but in the interim between the decommissioning and the unveiling of our new Memorial, the Vigil this year was held at the Academy.

The project team for the new Memorial includes representatives from our Union, the Commissioned Officers' Union, PSBA, and Legacy, and Deputy Commissioner Pointing and Superintendent Wildman are the main QPS contacts.

The team has also been in regular contact with the families of our fallen officers, to keep them up-to-date regarding design decisions and the search for an appropriate location.

A number of possible locations throughout Brisbane were considered, and the Brisbane Botanical Gardens was selected as the preferred spot. It was selected because of its accessibility, its suitability for the staging of our annual Vigil, and because it is a quiet, green, peaceful place that will enable reflection for families and colleagues.

There has been some resistance to our Memorial being located within the gardens because of the garden's heritage status, but the project team has persevered and still hopes to gain approval at this location.

The process up until now has been lengthy: the team oversaw the development of a number of designs and engaged a heritage consultant and a memorial curator.

Once the design options were developed and the successful option selected, a detailed submission was forwarded to the Department



"A number of possible locations throughout Brisbane were considered for the Memorial, and the Brisbane Botanical Gardens was selected as the preferred spot."

of Environment and Heritage Protection in August for referral to the Queensland Heritage Council.

On 27 October, Superintendent Wildman, the project's heritage consultant, and the memorial curator staff presented to the Queensland Heritage Council.

They will meet on 1 December to decide on their recommendation, which will then be forwarded to the Minister for the Department of Environment and Heritage Protection to make a final decision on the gardens as the Memorial location.

It is hoped this decision will be positive for the project and the team will then move forward on delivering the Memorial, with an anticipated completion prior to next year's Police Remembrance Day.

If the gardens are considered unsuitable, we will continue to work with the Brisbane City Council to find an alternative location.

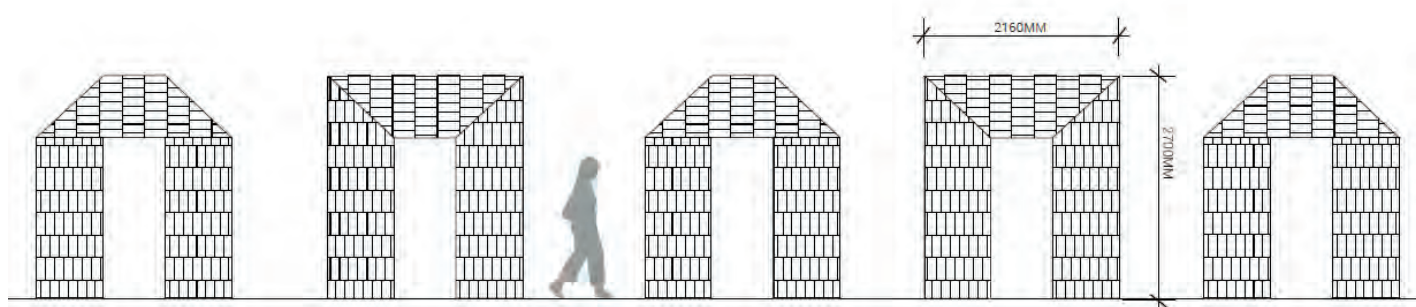
Either way, we will keep you updated about the ongoing progress.

If you require any information, do not hesitate to contact the project team

via e-mail on: QPS.MemorialProject@
police.qld.gov.au

Shayne MAXWELL (Chook)

Regional Representative
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PETER THOMAS

A ROLLERCOASTER YEAR

I feel as though time seems to speed up as we get older ... or is it that we are just so busy we don't realise how quickly time is passing?

As I look back I know that 2017 has been one of the worst rollercoaster years that I can recall: a year that has definitely had more bad and sad than good.

To my friends who have suffered loss, severe medical issues, bullying in the workplace, relationship separations, and financial hardship: please know that we are here for you.

THANK YOU

As many of you may know, I took three months of combined long service leave and recreation leave midway through this year. It was long overdue and the batteries were well and truly drained. Following on from this leave, I suffered a medical condition and was off work for almost six weeks.

"If you know one of your colleagues is doing it tough, given them a call. It is such a wonderful feeling to get a phone call or message that buoys your day."

During this time, the messages of support, telephone calls, e-mails, and visits from my Union colleagues, QPS management, and friends was nothing short of amazing. It truly makes you feel an integral part of the blue family.

Over the years, when our members have been off work for extended

periods I have visited with the QPU Journal and a coffee, but had never understood how important that was to making you feel loved.

On those days when you feel as though your whole world is being ripped from under you, it is such a wonderful feeling to get a phone call or message that buoys your day.

If you know one of your colleagues or someone in their family is doing it tough, or is unwell, can I urge you to give them a call, or message them, or drop in. It is better than any prescribed medication, I can assure you.

HOUSING

One of the positives of the year is QPS housing, and the light that is finally beginning to appear at the end of the tunnel. I have had a number of discussions with Assistant Commissioner Paul Taylor in relation to work orders being submitted on numerous occasions with no action being taken to rectify the problem.

This has resulted in a review of the BAS process, and processes within the Mt Isa District. AC Taylor travelled to a number of locations within the Mt Isa District with Ian Leavers and myself to have issues with housing assessed and addressed first hand.

It is one of the many successes in the Northern Region where QPS Senior management and the Union have worked collaboratively to achieve beneficial outcomes for our members.

Housing will remain a priority in 2018 across my Region.

OUR PEOPLE MATTER

The launch of the Our People Matter strategy is not too far away.

As I have written in my previous Journal articles, this is the first time a Union and a Police Service have worked collaboratively to ensure the welfare of their employees. There will be the sceptics, but I hope in time we will have a product that is truly supportive of our workforce.

"I know of a few workplaces that have not yet caught up with the concept that any kind of negative workplace behaviour is unacceptable."

I think we have already seen that the conversations about negative workplace behaviours and our people being treated with respect has paid dividends, with a number of investigations occurring across the state.

I honestly believe this can be directly attributed to the QPS employees (our members) feeling supported after the Our People Matter workshops that have occurred.

I know of a few workplaces that have not yet caught up with the concept that any kind of negative workplace behaviour is unacceptable ... and sadly, it may be some of our members who are the instigators.

I can only issue this warning: if you are treating our people in a manner in which they shouldn't be treated, we will do whatever is necessary to make our people feel safe and supported in their workplace, and ensure the instigator changes their ways.

APOLOGIES AND 2018

2017 has flown by and I certainly have not got to visit as many stations within the Northern Region as I would have liked. I can guarantee you have not be forgotten. I am hoping 2018 is a bit more kind and that I will get to visit your stations.

Housing, working conditions, and your welfare will remain my focus and I hope that with the ability to discuss these issues openly with senior QPS Management, we will be in a position to have any matters resolved quickly.

I would like to take this opportunity to thank Inspector Mark Jackson, Superintendent Steve Munro,

Superintendent Glen Pointing, Chief Superintendent Kev Guteridge, and Assistant Commissioner Paul Taylor for the flexibility to do this role, and for having an open door policy to discuss issues that arise.

I can assure you that some robust discussions are had, and sometimes we don't agree on the issues. But at the end of the day we can walk out of a meeting respecting each other's positions, and have a beer as the sun goes down. This does not happen in other Regions and I do sincerely thank you for your approach.

I wish you and your families a very happy, safe, and holy Christmas and festive season.

Please take time out for those who are doing it tough, thank your significant other for supporting you in a really tough job, take time out for yourself, and know that we are here 24/7 to

support you. Remember, no Union rep = no interview.

Peter THOMAS (Thommo)

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



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MARTY BRISTOW

ELECTION REFLECTION

So another state election is looming and by the time this article is printed in the QPU Journal and arrives at your station, it will most likely be decided as to which political party holds the reigns for Queensland over the next four years. It will be interesting to see, because after scanning many social media sites, it appears the current two major political parties have lost a lot of support.

What I do hope happens is that no matter who the winner is, we as police are not forgotten, and that reasonable changes are made to assist us in keeping the community safe (rather than some of the savage changes that we had thrust upon us after the LNP's landslide win back in 2012).

Things that I believe the incoming government's Minister for Police (whoever that may be) will have to focus on (with the QPS Executive and the QPU): domestic violence, public outcry over the crumbling judicial system, youth crime, break and enter offences, and other issues as they occur where there is massive community outcry.

To me (and to the public), these are some of the most serious issues that are currently important in relation to law and order.

Another issue is assaults on police. As we all know, increasing the penalty from 7 to 14 years imprisonment for assaulting a police officer has done nothing to reduce the amount of assaults on police. In fact, many recent reports by the media show the rate of assault is on the increase.

Now onto domestic violence. An article published in the *Brisbane Times* back in June this year alleges, 'The Not Now, Not Ever report highlighted that public perception of police culture and attitudes to domestic violence were negative.'

I would suggest the attitudes of attending police are not negative. Rather, their attitudes may be somewhat frustrated due to having to work with legislation that gives the offender a 'free hit' and then expects a piece of paper to protect the aggrieved.

the restructure and Keelty review, the state of police housing and the pending charges for occupying same, the rock bottom morale for operational officers ... the list goes on.

However, the upside is that the QPU is here to assist all through the potentially rocky road ahead ...

"Operational police see frequent repeat calls for service at many of the domestic violence incidents they attend, which is extremely disheartening when so much time and effort has been put in trying to assist victims."

Operational police see frequent repeat calls for service at many of the domestic violence incidents they attend, which is extremely disheartening when so much time and effort has been put in trying to assist victims, only to have the perpetrator return and continue to abuse them.

It's high time any government and all the DV agencies out there started to look at prevention of domestic violence rather than putting a Band-Aid on it in an attempt to hide the festering wounds.

Prevention is better than cure, as we all know. How to prevent DV occurring is an issue beyond the scope of the operational officer, and I believe it rests firmly with our political and community leaders.

There is also still a bad taste in pretty much everyone's mouth after

I'm available 24/7.

Marty BRISTOW

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KEV GROTH

NATIONAL POLICE REMEMBRANCE DAY

National Police Remembrance Day has come and gone once again. NPRD is the most important day on the police calendar for the majority of police, and a day that has a special place in my heart. On a day when we pay tribute and honour those heroes who gave their lives upholding the thin blue line, it is a worrying sign that it seems to have lost its significance for the younger generation of police.

From all reports, numbers at marches held across the state were lower than normal. It seems that the new breed of police don't understand the true meaning and significance of this day.

We are the ones who vowed to heartbroken families and to ourselves to never forget those who have fallen, and to honour them. But sadly, it appears that some have lost focus and direction.

"We are the ones who vowed to heartbroken families and to ourselves to never forget those who have fallen."

As the last line in protecting the community from the evil that is ever-present, we need to stand together and pay tribute, upholding the pledge to always remember the sacrifices made by the 145 officers who have fallen in our state.

We must ensure their families know they will forever be in our hearts and minds, and forever part of the police family.

It was even more distressing to hear reports out of Brisbane that family members were denied the chance to place their tribute wreaths during the ceremony. The laying of wreaths was reserved for dignitaries. But I ask: who are the real dignitaries on this day if not the family members of our fallen heroes?

Who made this decision? No one is prepared to man up and take responsibility; everyone's laying blame on the organising committee, a faceless group of people. Please! The plans for the ceremony would have been overviewed and approved by a senior police officer who should never have allowed this to happen.

For the families who were ignored on the day, it's little consolation that the QPS will look into the matter and ensure it never happens again. It should never have happened in the first place.

NPRD is supposed to be about the families and colleagues who have lost a loved one, not a day for politicians to grandstand for media outlets. I am absolutely disgusted that anyone in the QPS would allow this to have occurred.

"Stand up for those who can no longer do so, and show respect to those who paid the ultimate sacrifice."

To the families of our fallen heroes, I vow to always remember: to never forget the sacrifice your loved ones made. I will honour them and pay tribute to them not just one day a year, but every day I put on the suit of blue.

I challenge every officer to do the same. This is who we are. We are family. We bleed blue. Stand up for those who can

no longer do so, and show respect to those who paid the ultimate sacrifice.

NEGATIVE WORKPLACE BEHAVIOURS

There is a difference between reasonable management action and negative workplace behaviours or workplace bullying. While sometimes the line between the two can seem small, the reality is that they are poles apart.

I have recently heard horror stories from staff who have been subject to the latter. And for that I am truly sorry. No person should have to go to work and be subject to abhorrent behaviour. Rest assured that your Union and I will not stand for this behaviour, whether it be from management or one of our own members.

The Service is promoting that 'Our People Matter', and now that the seminars and surveys are all done and dusted, it's time for QPS management to stand up and prove they are serious about this program rather than just paying lip service. Staff want to see results, not surveys. It's time to put your money where your mouth is!

Well that's my rant for this month; until next month, remember:

You are the Union, so stand up and be heard.

Kev GROTH

Regional Representative
Central Region
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GRANT WILCOX

REPRISAL

I recently reported to you regarding an outstanding grievance and named the hierarchy responsible for failing the grievance process. The outcome of this was the QPS again completely stuffing up, and there was no penalty. We stuff up or don't comply with QPS policy and there is a penalty: go figure. One rule for us and one rule for them.

You'll never believe what happened to the aggrieved officer.

He wasn't present when other junior officers, off duty, made a couple of mistakes (no discipline or managerial outcomes at this stage).

So, he was removed from higher duties, unilaterally and unfairly.

The investigation ensued, the aggrieved officer was interviewed, and it was again established that he was not present, nor was he aware of the mistakes made by the junior officers on the night.

I call reprisal; I call it as I see it.

Next we'll see the Commissioner tucked up in bed when some junior officer somewhere makes a mistake ... and sorry, Commissioner ... guidance for failing to supervise junior staff!

This decision to provide Managerial Guidance in these circumstances now confirms to me that Managerial Guidance is fake news.

As for the aggrieved officer's grievance ... he was totally stuffed around by the QPS, so badly that all he

What is the capability of the vehicles being used? When 'articulating' this important consideration, the QPS provides no detail with which to measure, rate, or value capacity!

What speed should be undertaken when engaging urgent duty driving? Again, the QPS provides no speed above the limit or any reference to any posted limit. Instead, we get silence.

How's that working for all police who attempt to intercept speeding motorists or attend urgent jobs, perhaps with speed?

I'll tell you, QPS: RPC won't chip and chase, GDs won't chip and chase, and Code 2 is simply lights and siren, with no mention of speed. There's no requirement to exceed, because the QPS will not support officers who are driving above the speed limit if anything happens.

"Next we'll see the Commissioner tucked up in bed when some junior officer somewhere makes a mistake ... and sorry, Commissioner ... guidance for failing to supervise junior staff!"

This is where it gets interesting, remembering that those who made the poor decision to remove the aggrieved officer from higher duties are now aware they had no real reason to do so.

He has now apparently received Managerial Guidance for failing to supervise his junior officers.

Are you kidding me, QPS? Are you for real? Or are you just attempting to cover your arse for the original unfair decisions made by senior officers which unilaterally affected the aggrieved officer?

could do was throw his hands in the air and say, 'I give up'.

Great work QPS: another satisfied customer. I think you should look at the SELF test very carefully, and then self-report.

NEW PURSUIT POLICY

In the new policy there is again an absence of a number of important definitions and explanations to provide substance and to articulate required considerations when exercising due care and attention in undertaking urgent duty driving.

"The QPS continues to make value judgements on officers' capabilities without actually having any parameters or ability to test it."

I ask all officers to obey these simple requirements: no matter how many tickets cannot be written, and no

matter how successful we are in managing to attend jobs without exceeding the speed limit, please do stick to the limits and do not chip and chase.

This is my recommendation until something changes. At the moment, the QPS continues to make value judgements on officers' capabilities without actually having any parametre or ability to test it.

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

Grant WILCOX

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

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



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COL MULLER

COUNTRY ROUNDUP

During the past month I have had the pleasure of visiting some members in Stanthorpe, Warwick, and Roma. Although I have only had time for reactive visits, it is always a pleasure to get out and experience the commitment of our officers in country areas. Recent rains have made the countryside very appealing.

I recently saw an expression via e-mail for persons to relieve at Cunnamulla for a four week period, with barrack accommodation supplied. Cunnamulla is very short staffed and this presents an opportunity to taste test if you are interested.

You will also assist some of our country colleagues by taking some of the pressure off. There are also vacancies at Charleville as well. If you have an interest in transferring to these areas, now is the time.

DISTRICT UNION REPS

The time is here for election of District Reps in many areas, so if you have an interest in Union work and want a rewarding role in assisting your colleagues, then put your hand up. Southern Region is lucky to have some excellent, experienced Reps in many areas, but there are still vacancies.

QPRIME AND COMPUTER HACKING

Still every week I see more interviews and investigations around computer hacking. In most investigations I am a part of, there is a computer component. I cannot stress enough to use common sense: failure to do so will result in much grief for you.

By no means am I suggesting that you not do your job. You just need to be sensible when the lines are not totally clear, and ask a supervisor if you are unsure.

The QPS are treating these matters very seriously and recently in the Southern Region, the DPP sought jail time as a penalty for computing-

related matters. Fortunately the Magistrate showed common sense and a fine and no conviction resulted.

WELFARE OF MEMBERS

I see an increasing number of officers who are stood down with directions for these officers to have no contact with members of the QPS. This often isolates them from some of their closest colleagues.

applications. There is a reference page with quick links on the QPS Intranet Human Recourses page.

Alternately, feel free to direct any questions to me and I will assist and seek information from the QPU Industrial Officers, who are very knowledgeable and always happy to assist.

“In most investigations I am a part of, there is a computer component. I cannot stress enough to use common sense: failure to do so will result in much grief for you.”

We all need to make a conscious effort to look after the welfare of all our work mates. In the Southern Region we are fortunate to have good HSOs in Brenda Harper and Heather Titmarsh, and a great Police Chaplain, Jeff Bails.

We also have a network of PSOs and good District Union Reps, all of whom are always available to offer assistance. Don't hesitate to ask for assistance for your colleagues if you feel they need it. A quick and all-encompassing reference can be found on the QPS Intranet Safety and Wellbeing page.

PART TIME, MATERNITY, AND OTHER ENTITLEMENTS

There is an ever-increasing number of members seeking advice on leave entitlements, especially maternity leave and subsequent part time

WATCHHOUSE CLEANUPS

Ipswich watchhouse recently received an industrial-quality clean after some consultation between local QPS management, the Union, and WHS from the Service and Union.

The workplace has improved out of sight from a cleanliness perspective. Management of the Ipswich District deserve recognition for their assistance in this process, as do the other relevant stakeholders.

Watchhouses present unique challenges from a cleaning perspective, because they often contain prisoners in a majority of the cells and are a busy working environment. Nevertheless, it is a very important issue.

CHRISTMAS AND THE HOLIDAY SEASON

Christmas is approaching fast and thanks to the hard work of the Union and Union employees, many of us

and remember to make sensible choices.

Col MULLER

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

"Christmas is approaching fast and thanks to the hard work of the Union and Union employees, many of us now enjoy much more time with our families and friends."

now enjoy much more time with our families and friends. Enjoy your work Christmas parties and Christmas festivities outside of work, take care,



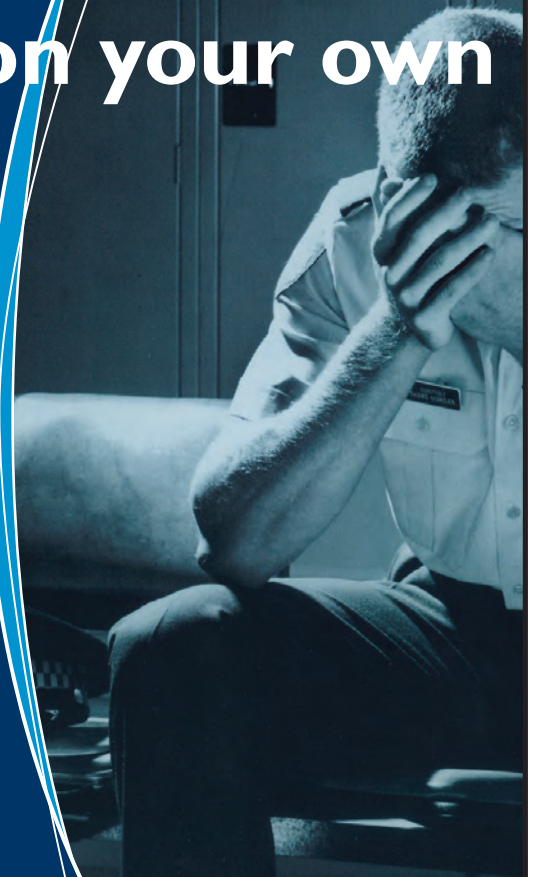
Without us, you're on your own

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



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TONY COLLINS

POLITICS

The problem with governments these days is politics. We are in election mode and soundbites are being thrown out left, right, and centre on a range of issues. Let us focus on policing. Although we received commitments here at the Union via letters from both Labor and the LNP, these were not disseminated broadly to the voting public. As a responsible citizen with a particular interest in law enforcement, I searched the net for the policies regarding the safety of Queenslanders. In no particular order, this is what I found.

THE GREENS

The below is a cut and paste from the Greens's website on 14 November.

- 7) *Remove Tasers from the QPS until additional safeguards are in place to ensure that only specially trained squads can use Tasers, and that they only use Tasers as a substitute for firearms in situations of serious threat of violence to a person. Safeguards should include:*
- a. Tasers are not used to enforce compliance in non-serious situations.*
 - b. The audio and video attachments on Tasers are operational at all times and activated when a Taser is withdrawn from its holster.*
 - c. Pre-programmed limitations on the number of firings per incident; and an investigation of every Taser incident with the findings made public.*
 - d. The removal of all QPS Tasers which are capable of operating in drive stun mode.*
- 8) *End the QPS practice of using sniffer dogs in public places to carry out stop and searches.*

Well, that is a cracker of a policy by someone with no concept of how policing works. Tasers have actually saved lives and they want to remove them from frontline officers.

A little bit of research by the policy writer would have found that (a) is

already part of QPS policy, and has been for the past umpteen years. We don't have (b), but have gone to body worn cameras. As for (c), there is an overview of each use of force, especially when Tasers are used, but the findings are not made public.

"That is a cracker of a policy by someone with no concept of how policing works."

However, they probably could be subject to RTI, so there is no hiding it. And regarding (d): that is every Taser in Queensland. Again, the policy writer has no concept of the equipment they are writing about.

As for number 8, well, that would enable all drug users to walk free and easy throughout the streets of Brisbane and especially at music festivals. Drugs are not good for a society.

ALP

Although we here at the Union received detailed law and order commitments from Labor, there did not appear to be much of a policy available online.

This is amazing: that the current Government of the day does not have a clear law and order policy for the general public to peruse. I know the ALP announced 400 fully funded extra

police just days before the election was announced, which is great for law and order.

LNP

We also received detailed law and order commitments from the LNP, but again, their bare basics policy online was a little lacking. For a party that wants to be truly considered a viable option for government, their available law and order policy didn't provide enough detail for the general public.

A couple of examples are trialling the scrapping of the no pursuit policy and a helicopter for north Queensland, but there is a lack of specifics and costings.

ONE NATION

The below is paraphrased from the One Nation handbook on 14 November.

- 1) Rebranding the QPS to the Queensland Police Force.
- 2) No body, no parole for convicted murderers.
- 3) Mandatory sentencing for assaults on all emergency workers and medical staff.
- 4) Sex offenders public website.

Pretty simple stuff and quite doable, but nothing of real substance that would affect the officer on the street. Number (2) has already been implemented by the current ALP government.

Again, there was policy on the run about officers being allowed to take service-issue pistols home, possibly for the purpose of practicing at a pistol range.

If One Nation get the balance of power, it could be expected that number (3) might occur, which would be a good win all round. Don't hold your breath on (1) or (4), neither of which hold great significance for the members as a whole.

"It is hard to make decisions based on policy when it is lacking."

As can be seen, there is a lack of clear policy available for scrutiny by the voting public. It is hard to make decisions based on policy when it is lacking. Just because it is said on the news or in the paper, it doesn't mean it will happen. The devil is in the detail.

Look at Campbell Newman's 1,100 new police: they were not fully funded. We got the numbers, but we paid through the nose with no increase in budget. This is why clearly articulated policies including costings are needed.

MERRY CHRISTMAS

Exactly one month after you have voted, the big bearded fellow in the red suit arrives. I hope your Christmas period is safe and that where possible you get to spend time with your family and friends.

I hope that this year the QPS will not abuse the ORD that was so hard fought for in the last EB, and give officers a full midnight to midnight off on these days. If you are working, please stay safe. We all know that Christmas Day is DV central, so take care. See you all in 2018.

Tony COLLINS

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THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

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SHANE PRIOR

When I campaigned for your vote at the beginning of the year I emphasised the importance of membership engagement and the responsibility of the Executive member to encourage participation. I also pledged to keep you informed of what your Union does for you.

I often heard and still hear that many members are attracted to the Union on the basis of the legal protection that is provided, especially in a time of record numbers of officers being charged with criminal offences.

I advocated that the Union was so much more than legal defence, and that the team working for you out of 217 North Quay are a dedicated and talented group of professionals striving every day for the very best outcomes for you.

Your Union, led by Ian Leavers, has worked tirelessly for the past 15 months to represent your interests and negotiate the framework of the new discipline system, which we can say has been agreed in principle between all parties involved in the process.

Negotiations will continue as legislation is drafted and it will be likely the new system will come into operation in the second half of 2018. I want to share with you the parts that I believe are the most positive.

The new system only allows proceedings to be commenced within 12 months of the date of the alleged misconduct, or six months from the date the alleged misconduct is reported.

training, short term secondments, and extra supervision.

The focus of rehabilitation within this new system is a welcome approach

“With the new system focused on intervention and rehabilitation from a supervisory level, now is the right time to highlight the importance of the role of supervisors in ensuring fairness when engaged in the discipline process.”

I have said before the length of some investigations are simply not acceptable, and the stress, anxiety, and negative personal outcomes experienced by officers during these investigations can be devastating.

I am excited for this change and firmly believe it will result in providing a much needed level of certainty for officers subjected to the process. Well done, Ian.

and hopefully will result in a fairer discipline system. It will prevent officers who should be re-trained from being subjected to a lengthy period of uncertainty with an internal investigation.

Paypoint penalties have been removed entirely and replaced with a fine system. A total of 50 penalty points can be imposed. This effectively stops progression being delayed and officers nearing retirement worrying about the impact on their superannuation.

“The new system only allows proceedings to be commenced within 12 months of the date of the alleged misconduct, or six months from the date the alleged misconduct is reported.”

By far the most exciting aspect of these changes is the length of time the Queensland Police Service and the Crime and Corruption Commission have to commence proceedings against an officer for disciplinary matters.

The new system is focused on rehabilitation and empowering supervisors to manage their staff through management processes. Strategies available for low level misconduct include mentoring, re-

This is certainly a step in the right direction and I feel these changes will only result in positive outcomes for members, but the discipline system is only as good as the person administering the process.

With the new system focused on intervention and rehabilitation from a supervisory level, now is the right time to highlight the importance of the role of supervisors in ensuring fairness when engaged in the discipline process.

A story I heard recently highlights how unfair treatment at a supervisory level can impact on an officer subject to the disciplinary process, and how it can undermine the behavioural correction and rehabilitation purpose of the system.

As a recruit some years back, this officer was approached by a supervisor the day before they were due to graduate and asked to recall a specific comment made by another officer at an unknown time in the preceding seven months.

The officer advised they could not recall and they were informed they had a set period of time to recall the sought information or they would be kicked out of the Academy. They would also be required to give a statement.

The following day was graduation day, and as the officer was walking to the parade ground, they were redirected

into an office where they were advised they were being managerially guided for 'Failing to Report' the matter they could not recall.

They were also advised the superior officer thought the administering of the managerial guidance to be unfair, but they too had been directed to do so. Fifteen minutes later the officer was marching on the parade ground to be sworn into the Queensland Police Service, the same Service that threatened to revoke that very opportunity the day previous.

About the only good thing to come out of this was the length of time the investigation took, but in all seriousness, if we preach the concept of natural justice, transparency, accountability, and fairness, then let's make sure these extend to our own in internal discipline investigations.

As it was described to me, this situation had a profound effect on the

officer when they reported to their first station and first DETO, which ultimately seemed to show a lack of motivation or willingness to remain with the Queensland Police Service at the time.

Supervisors: the decisions you make, and the actions you take with respect to your staff *matters*. Decisions, action, or lack of action are felt both professionally and personally, and this new discipline system puts you in an integral position to make a real impact within this organisation.

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

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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PHIL NOTARO

Many of you may remember in the March/April edition of the Journal I stated the QPS was being mismanaged and crime was out of control.

The COP simply denied there was a problem.

Fast forward to 13 October when crime figures were officially released.

- *Reports of assaults and armed robberies have increased significantly across Queensland, according to new police statistics.*
- *There were more than 22,000 cases of assault reported in the 2016-17 financial year, an increase of 12%.*
- *Police also dealt with 891 armed robberies, 26% more than the previous year.*
- *The statistics also showed police solved a lower proportion of reported cases, with 77% of 'crimes against the person' finalised.*
- *That is compared with an 81% clearance rate in 2015-16.*
- *The category includes violent offences like assaults, sexual offences, and kidnapping.*
- *There was a 5% fall in the number of reported drug crimes. But that is likely to be seen as a poor result, because in 2016-17, the Queensland Police Service (QPS) caught fewer alleged drug traffickers and manufacturers.*

And what's the Commissioner's response?

He said it did 'not necessarily mean more crime was being committed'.

What does that even mean?

Is the Commissioner suggesting people are reporting crime that didn't occur?

Or is it the fact that our reporting statistics were that out of whack that we have been falsely under-reporting on crime rates for many years and have been lying to the Government and the people of Queensland?

I will rewind even further, to January 2014 when *The Courier-Mail* reported that the Commissioner vowed to cut crime by 10%. He planned to do this by rolling out scorecards for cops. I'm not

"Police in my Region are working at full tilt, as hard as they can. And I am sure this is the same across the state."

really sure what these scorecards are, but if he was talking about the PDA system, then I'm here to tell you they are as useless as the PPA system we had before them.

They have not made one bit of difference to the QPS. Why? Because there is no issue with individual performance. Police in my Region are working at full tilt, as hard as they can. And I am sure this is the same across the state.

It was reported the Commissioner said he wanted 'police unchained from their desks in 2014, with special taskforces targeting problem areas

as police increase their presence on Queensland streets. I believe that we are capable of dropping the crime rate by 10% and certainly that would be my vision for 2014'.

This has clearly not occurred.

So now let's fast forward from January 2014 to July 2014, when *The Courier-Mail* reported this:

- *Crime in Queensland dropped at least 10% in the past financial year, according to Police Commissioner Ian Stewart, who attributed the fall to sweeping reforms and a crackdown on bikies.*
- *The state's top cop says he can't release official figures yet but declared he expected to exceed his target of a 10% decrease in crime.*
- *'I don't want to crow about it but when I started last year I said I was hopeful we would get a 10% reduction in crime, that is the reported crime,' he told The Courier-Mail. 'I think we're going to exceed that and quite honestly that is a real hallmark and milestone figure.'*
- *'I want to push the crime rate even lower,' Mr Stewart said. 'Fundamentally, the work we have done with the CMGs (outlaw motorcycle gangs) has been quite outstanding.'*
- *He said property crime and personal crime had decreased in the past year, with drops of 30% in some areas relating to robberies and assaults.*

- *Other statistics had increased, such as drug arrests and arrests for street offences, which Mr Stewart said illustrated the police effort.*

In six months, we had so much success. Of course no official figures were released at the time because the Commissioner and the LNP cancelled the statistical review, but all crime classes went down and drug arrests went up. Yet here we are three years later and finally with the release of official figures, every crime class has gone through the roof and drug arrests have plummeted.

At the time, the COP put this massive reduction down to rapid response police 'hubs', mobile technology such as iPads, extra police, and tougher laws.

Mr Stewart also said an extra 800 officers had been hired in four years. 'It's not only the arrests that are having an effect, it's the fact we're actually preventing a lot of crime by the sheer numbers of police out there,' he said. 'I think that deters people from particular types of crime and I think that deters people from breaking traffic laws.'

At last we agree on something. But ...

In fact the only answer is more police—a lot more—along with the necessary tools to do the job (cars, radios, tasers, iPads, etc).

The Commissioner did make light of the fact that DV reporting has gone up and that we are doing a better job on DV. But are we? What has occurred is that the definition of DV has been widened to include just about anyone you are remotely related to or have had some sort of relationship with.

Add to that the fact that people are reporting just about anything that remotely smells like DV, even if it is not ... and that police are that scared not to act that DV action is being taken simply as an arse-covering exercise. DV is still a time consuming exercise

that constitutes a large portion of police time. No wonder crime is out of control.

There was one thing the Commissioner did say that I agree with: 'It's not the Police Service's fault; we are only one part of this'. The fault lies squarely with the judiciary and the senior executive of the QPS who command and manage the Police Service.

Simply increasing the maximum sentence for a particular crime class does nothing. Magistrates and judges still sentence the same, based on precedents. Luckily we have some good commitments from the Government.

Rest assured, the QPU will continue to do everything we can to make the Police Service a better place for our members, and the community of Queensland a safer place.

Phil NOTARO

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



Safety & Wellbeing



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number



QUEENSLAND POLICE UNION

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POSTCODE:

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WORK EMAIL:

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RANK:

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Manager
Payroll Services
Partner One – QPS Payroll
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BRISBANE 4001

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RANK: _____ **REG NO.** _____

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Queensland Police Legacy Scheme
P O Box 13003
GEORGE STREET Qld 4003**

National Police Remembrance Day

National Police Remembrance Day is one of the most important days in the annual police calendar. Its inception stemmed from a desire to remember, honour, and pay tribute to those police officers who have paid the ultimate sacrifice. The day has grown from humble beginnings to now incorporate innumerable services, vigils, and marches around the country, and it has also led to other important commemorative events, such as the annual Wall to Wall ride.



The Remembrance Day service in Toowoomba was thus particularly poignant this year; Brett's colleagues, family, and many people from throughout the district gathered to remember him. Some others of Brett's colleagues travelled with his wife Senior Constable Susie Forte to Canberra for the national service there.



The formalities of the remembrance services have provided many within the community an opportunity to show their gratitude and pay their respects to our men and women in blue: the general public, representatives from other emergency services, government officials, and dignitaries from various organisations and from all walks of life.

However, the day remains fundamentally for our own members, for all members of the Queensland Police Service, for their families and friends, and especially for all those who have lost someone dear to them.

It is a day to reflect, to remember, to honour ... a day to pause for a moment to think about those who have died while serving their community, and those who face similar dangers when they go to work every day.

In Queensland, we have been extremely thankful to have had no-one's name to add to the Roll of Honour for the past three years. This year, however, we lost Senior Constable Brett Forte from the Toowoomba Tactical Crime Squad, who tragically died after having followed a known offender, who fired upon him with an automatic weapon.

TOOWOOMBA

By Will Goodwin, Darling Downs District Tactical Crime Squad

When I was first told I had won this year's competition to write the blurb for National Police Remembrance Day, I had some concerns. This was mainly due to the fact that for us in Toowoomba, National Police



Remembrance Day hit close to home due to the murder of our colleague and friend, Senior Constable Brett Andrew Forte. Secondly, I did not remember entering any competition.

As a member of the Toowoomba Tactical Crime Squad, I had the privilege and honour to work with Fortey, and like most in our office, I was working the day he was killed.

A lot can be said about our mate Fortey, but what sticks in my mind the most is his warped sense of humour and larrikinism. Like all Tac Crime Squads, we are a tightknit group, with office banter and toilet humour a daily occurrence. In our squad, Fortey was the main instigator.

When I arrived at the Toowoomba TCS office on my first day, I noticed a large bottle of Glen 20 sitting on the bench near Fortey's computer. At first I was unsure as to why, however within the first 10 minutes of my being there, an odour that can only be described as 'paint stripping' assaulted my nostrils. Then came an uncontrolled cheeky giggle from Fortey, followed by him saying, 'Welcome to TCS'.

Unfortunately, most of the shenanigans that followed are deemed unsuitable for publication, but needless to say, they were some of the funniest times I have had in this job.



The remembrance week in late September was a tough one, with Fortey and his family firmly in our minds.

On 26 September, two members from our office, Senior Constable Cath Neilsen and Senior Constable Scott Hill, alongside two officers from Gatton station, Senior Constable Barlow and Constable Poulton, were awarded the QPS's highest award, the Valour Award, for their actions on 29 May while attempting to save Fortey's life.

This was followed by a Candlelight Vigil on 27 September, where Fortey's name was added to the stone honour memorial. His plaque was revealed by his wife Senior Constable Susie Forte and their kids Sam, Brodie, and Emma. His name is now immortalised alongside fellow fallen officers from the Darling Downs District at the front of the Toowoomba District Police station on Neil Street.

On 29 September our National Police Remembrance Day took place in Toowoomba. It was heartening to see that the church was near capacity, with police officers past and present and numerous members of the public attending to show their support.

Members from the Darling Downs District, including members from our office, also travelled to Canberra for this year's National Police Remembrance Day.

Remembrance Day ceremonies pretty much follow the same format Australia-wide, so I will not go into detail about ours, but I know Fortey would want me to make special mention of two points:

- Firstly, his boys Sam and Brodie, who were seated front and centre, suited up, wearing his medals and



looking sharp. There was honestly not a shift that passed that he did not talk about those boys, be it about Brodie on the soccer field or Sam threatening to punch him in the groin. He loved his boys and would do anything for them. To Fortey, Susie, Emma, and the boys were his world, his family, his everything.

- Secondly, the clean, crisp, snappy, textbook salute that Acting Senior Sergeant Loveday banged up while laying a wreath on behalf of our office. It was a beauty and I know that Fortey would have had some witty, possibly highly inappropriate comment to offer up about it.

It has been four months since Fortey was killed but it still feels like he is going to walk into the office at any moment. He was our colleague, our workmate, and our friend, and there is not a day that goes past that we don't think about him. He is forever missed but never forgotten: not now, not ever.

*As the sun surely sets:
dawn will see it arise,
for service above self,
demands its own prize.*

*You have fought the good fight:
life's race has been run,
and peace your reward,
for eternity begun.
And we that are left,
shall never forget,
rest in peace friend and
colleague,
for the sun has now set.*

WE WILL REMEMBER



BRISBANE

This year's Candlelight Vigil was held at the Academy due to the decommissioning of the old Police Memorial. Plans for a new memorial are underway and it is hoped it will be constructed in time for next year's vigil. The change of scenery from George Street to the Academy provided a lovely interim location, with all attendees gathering in the early evening on the grass with the Avenue of Remembrance lit up behind them. The service was as poignant as always, with the name of every police officer killed in the line of duty read out as candles were lit by members of these officers' families. After the

laying of the wreaths, everyone gathered for light refreshments and to tell tales of those we have lost. The following morning, officers formed up on parade outside the Academy and marched to King George Square behind the Police Pipes and Drums, the Mounted Unit, and the Dog Squad. Members of the public paused to watch the solemn procession. The march was followed by a remembrance service at St Stephen's cathedral attended by officers, family members of those who have made the ultimate sacrifice, representatives from many community organisations, and dignitaries from various walks of life.





Display of wreaths.



Flag bearers First Year Constables Sophie Gunn and Thomas Sky.



Police Chaplain Luke Smallwood and flag bearers.

CHARTERS TOWERS

By Senior Sergeant Graham Lohmann

The Charters Towers Remembrance Day Service was the last formal event for Police Chaplain Luke Smallwood, who will transfer to the Frazer Coast in the new year.

Chaplain Smallwood has been a much respected member of the Charters Towers police community for three years, and the popular chaplain will be missed as a friend and confidant. The service was well attended by officers, members of brother emergency services, and members of the public.



Some attendees at the service: officers from Charters Towers, Pentland, Greenvale, and Townsville.



Flag bearers and cushion carriers: PLO Mitch Hudson, Constable Allan Heldsinger, Senior Constable Ben Wright, Constable Abbi Johnson, Senior PLO Margaret Watson.

CLONCURRY

By Senior Sergeant Brad Rix

The 2017 Police Remembrance Day service was again held in St Colman's Catholic Church in Cloncurry. Police Remembrance Day traditionally falls within the school holiday period,

during which a number of the local residents travel out of town for the holiday break.

Despite this, the number of groups and individuals attending to support the service is constantly increasing. Representatives from the QFRS, QAS,



Inside St Colman's.



Father Mick Lowcock.



QFRS Captain Nerissa O'Brien.

SES, Cloncurry Shire Council, and the Cloncurry Justice Group all attended and laid their own wreaths.

The service was presented by Police Chaplain Father Mick Lowcock, whose laidback manner always makes for an interesting and entertaining service.

Candles were lit in honour of Cloncurry's C150 celebrations, which is commemorating Cloncurry's 150th birthday, and the names of the 10 police officers and two aboriginal trackers who are either buried in the Cloncurry cemetery or at remote locations within the District were included and read out as part of the service.

After the service, community members were all invited back to the Cloncurry Police Rec Club for refreshments.



Cloncurry Police Station Remembrance Day.



Senior Sergeant Brad Rix with his kids Cleo and Vin.



District Officer Superintendent Glen Pointing.



SES Controller Larry Hartig.



QAS Paramedic Cindy Ramos.



St Colman's Catholic Church.



Cloncurry Police Rec Club afterwards.



LONGREACH

Bagpipes announced the service that was conducted at the Stockman's Hall of Fame cottage and memorial wall. Both primary school captains (Our Ladies [Catholic] and Longreach State Primary) attended the service to pay respect to the Service.

The memorial leaf was established a few years back to recognise and remember QPS personnel. Wreaths were laid under the leaf. The Memorial Wall has over 100 leaves to remember various individuals and families within the west.



ROCKHAMPTON

The evening of the Rockhampton vigil was warm with a crimson sunset, and the smell of bushfire smoke in the air. Sergeant Jon Cookson played the piper's salutation on the bagpipes at the start of the service.

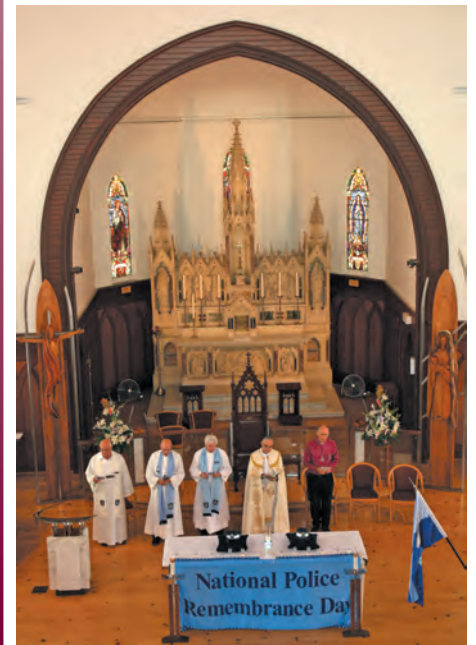
Police Chaplain Father Lindsay Howie conducted the vigil, with Acting Superintendent Dave Peff laying a wreath and Senior Sergeant Kelly Hanlen lighting the memorial candle. Around 50 people attended the vigil, and enjoyed a light supper afterwards.



THURSDAY ISLAND



TOWNSVILLE



QUEENSLAND REMEMBRANCE LIST

NAME	YEAR OF DEATH
Constable M. Connolly	1861
Constable P.W. Cahill	1867
Constable J.F. Power	1867
Constable A. Wood	1872
Sub-Inspector G. Dyas	1881
Sub-Inspector H.P. Kaye	1881
Cadet Sub-Inspector M. Beresford	1883
Constable W. Dwyer	1883
Constable N. Roberts	1884
Constable J. McMullen	1884
Constable J. Stewart	1885
Senior Constable H. J. Fetherston	1885
Senior Constable W. Considine	1887
Constable T.J. Callaghan	1888
Senior Constable A. Wavell	1889
Constable W. Arundell	1890
Constable P.J. Curtin	1891
Constable W.J. Doyle	1891
Constable J. Sangster	1893
Constable E. Lanigan	1894
Constable B. Ebbitt	1894
Constable T.M. Black	1895
Senior Constable W. Conroy	1895
Constable W.G. Clarke	1895
Constable A. Lowe	1896
Constable J. Quinn	1896
Constable R. Roots	1897
Constable P. Cahill	1898
Constable J. Cullen	1901
Constable G. Doyle	1902
Acting Sergeant D. Johnson	1903
Constable C. O'Kearney	1904
Constable A.G. Price	1905
Constable R. Orme	1905
Sergeant T. J. Heaney	1906
Constable J. Murtagh	1908
Constable P. Ryan	1908
Constable F. Hoge	1908
Sub-Inspector M. Broderick	1909
Constable W.J. Mercer	1910
Constable P.J. McCabe	1913
Constable W. Murray	1913
Constable W. Quinlan	1914
Constable S. Tierney	1914
Constable P.J. Moynihan	1915
Constable D.C. Bourke	1915
Constable W.J. Hughes	1915
Constable J. Johnston	1915
Constable R.N. Ritchie	1915

NAME	YEAR OF DEATH
Constable J.W. Harris	1915
Constable P.C. Vowles	1915
Constable E. Nugent	1915
Constable J. Christiansen	1915
Constable J. Thompson	1916
Constable T. Dedman	1916
Constable G. Dewhurst	1916
Constable W.E. Bishop	1916
Constable P. Mulvie	1917
Constable A.J. Curvey	1917
Constable H. McLean	1917
Constable J. Graham	1917
Constable O.H. Goodrich	1917
Constable P. Devine	1917
Constable J. Warfield	1918
Constable J. Fitzgerald	1918
Constable H. Wells	1918
Constable W.W. Dumbrell	1918
Constable F.A. White	1918
Constable D. O'Donoghue	1918
Constable T. McGillicuddy	1918
Constable C.E. Castree	1918
Constable J. Herbert	1918
Constable D.J. Dodds	1918
Constable E.R. Pastorelli	1918
Constable J.P. Taylor	1918
Constable T. Griffin	1921
Acting Sergeant W. O'Rourke	1924
Constable R.S.R. Alexander	1926
Constable A. Crust	1930
Constable E.J. Dawson	1931
Constable J. Herbert	1931
Constable R. Kyle	1933
Constable G.R. Young	1938
Constable D. Nicol	1947
Sergeant A. Neden	1947
Constable H.F. Bidner	1951
Constable J.R. Ward	1952
Constable M.J. Howard	1953
Constable R. Doyle	1956
Constable K.S. Mason	1956
Senior Constable D. Gregory	1956
Constable B.G. Gabriel	1956
Constable L. Smith	1957
Constable A.R. Muir	1958
Constable G.J. Olive	1962
Constable D.W. Wrembeck	1962
Senior Constable C.R. Bagley	1963
Senior Constable D. Trannore	1964

NAME	YEAR OF DEATH
Constable J. Reid	1966
Senior Constable C.M. Wilson	1966
Senior Sergeant J. O'Hara	1967
Constable D.G. Gordon	1968
Constable L.G. McCosh	1968
Sergeant S.C. Cupples	1968
Senior Constable D.R. Ney	1968
Senior Constable C.W. Brown	1969
Constable N.A. Steele	1969
Constable A.R. Cambage	1969
Senior Constable R.P. Moore	1970
Senior Constable J. Rynne	1971
Senior Constable G. Ball	1972
Constable N.A. Green	1974
Sergeant R.J. Harris	1975
Senior Constable L.M. Hoey	1975
Inspector J.M. Walsh	1977
Constable R.E. Seefeld	1977
Technical Officer J.P. Browning	1979
Constable V.J. Hennelly	1980
Constable T.R. Thompson	1981
Constable R.A. Wilson	1981
Senior Constable R.J. Moody	1982
Constable J.M. Sturrock	1984
Constable M.L. Low	1984
Sergeant J.D. Neideck	1984
Senior Constable A.P. Anderson	1987
Senior Constable P.G.J. Kidd	1987
Senior Constable P.A. Wegner	1987
Constable B.T. Handran	1989
Constable A.L. Greaves	1991
Constable M.L. Goodwin	1991
Constable S.N. Lena	1992
Constable S. W. Gill	1996
Detective Sergeant L.J. Hooper	1997
Senior Constable N.J. Watt	2000
Senior Constable D.A. Shean	2001
Senior Sergeant P.J. Irwin	2003
Constable S.E. Urquhart	2005
Constable C.I. Barwise	2005
Detective Sergeant S.I. Kerlin	2006
Constable B. Irwin	2007
Sergeant D.A. Stiller	2010
Detective Senior Constable D. Leeding	2011
Constable C. Blain	2013
Senior Constable B. Forte	2017

With honour they served

**IT'S COMMON FOR
ME TO HAND MY
CARD OVER AND BE
GREETED BY STUNNED
AMAZEMENT FROM
MEDICAL RECEPTIONISTS
WHO LOOK AT WHAT
THE DIFFERENCE
I OWE IS.**



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Wall to Wall and NPRD

By John (Bluey) O’Gorman

Once again this year, I participated in the Wall to Wall Ride for Remembrance. This event sees motorcycle riders—police, ex-police, friends, and supporters of police—ride their motorcycles from the Police Memorial Wall in their respective states to the National Police Memorial Wall in Canberra.

Upon arrival in Canberra, all riders meet up at the Canberra EPIC Centre, and we ride in a group to the National Wall where a short Memorial Service is conducted.

Each jurisdiction has a wooden memorial baton in the custody of the Commissioner of each jurisdiction. The name of any police officer lost in the course of their duties since the preceding Wall to Wall Ride is placed on a sheet of paper and inserted into the hollow baton.

The baton is then given into the custody of a rider to convey to Canberra, where it is placed on the touchstone at the National Police Memorial Wall.

Commissioner Ian Stewart placed the Queensland baton this year.

I was granted the extreme honour and duty of placing the wreath on behalf of all riders. That memory will stay with me to the day I die.

Following the Wall to Wall Ride, I continued on to Adelaide with a great group of friends: Garry Phillips, Len Roe (both retired police), and a great mate of mine, John McCarrick, a man I met while driving trucks as secondary employment during my time in the Queensland police.



Commissioner Ian Stewart placing the Queensland baton.



John (Bluey) O’Gorman placing the wreath at the National Wall.



Gary Phillips, John McCarrick, Len Roe, and John (Bluey) O'Gorman at Adelaide NPRD observances.

We visited many places on the way to Adelaide and attended the National Police Remembrance Day observances at the South Australia Police Academy in Adelaide.

The ceremony in Adelaide was beautifully and respectfully conducted, with wreaths being laid by representatives of the military, various emergency services, and the family members of fallen South Australian police.

"I cannot begin to imagine the storm of emotions felt by family members when they lose their loved one due to their duties as a police officer."

We departed Adelaide immediately after the ceremony, and when we stopped for a break later that afternoon, I noticed two missed calls on my phone.

The calls were from family members of two of our fallen colleagues who were very upset and emotional that they had been denied the opportunity to place floral tributes to their fallen loved one during the Brisbane Remembrance Day service.

I told the people that I would try to find out why that opportunity, which is extremely important to them, was denied.

Before I could make any enquiries, I was contacted by a number of serving and ex-police who were all, putting it very mildly, angry and disgusted that the families of our fallen mates had been treated in such an insulting and dismissive way.

We must remember that these family members had to deal with the unbelievable loss of their loved one under tragic circumstances.

No matter what the occupation, when someone goes to work, they and their families should have the right to expect them to come home. Many truck drivers, building workers, and trades people go to work and don't come home because of their



Senior Constable Susie Forte watches riders leave Toowoomba at the start of the Wall to Wall ride.

occupation. That is indescribably tragic.

The difference is when police officers join the Police Service, they do so knowing they may face circumstances which could cause their death in the course of their duties.

Their families live with that reality, even though they may not often consider it as likely.

We all know how we feel when we hear of an officer being killed, or indeed, seriously injured in the course of their duty.

Speaking for myself, when I heard Brett Forte had been killed, I felt like a member of my own family had fallen. I felt anger, extreme sadness, and a horrible sense of loss. I felt similarly every time during my career when such a tragedy occurred.



Ian leavers with Bluey O'Gorman at the start of the Wall to Wall ride in Toowoomba.



I cannot begin to imagine the storm of emotions felt by family members when they lose their loved one due to their duties as a police officer.

“Family members of those we have lost have told me their participation in National Police Remembrance Day helps them to come to terms with their loss.”

Sure, we come to the aid of the families in many ways, but after a time, they are forced to bear the weight of their loss in their own way.

So many of the family members of those we have lost have told me their participation in National Police Remembrance Day helps them to come to terms with their loss.

They see their participation in Remembrance Day observances as a reinforcement from the police family that they have not been forgotten.

I cannot begin to imagine the utter devastation the family members must have felt this year at the Brisbane Remembrance Day observances when they were prevented from laying floral tributes to their loved ones as part of the ceremony.

The mealy-mouthed claim that they were able to lay tributes following the formal ceremony (because the ceremony would be too long if they laid their tributes during the ceremony) is only further proof that those responsible for this decision deserve condemnation.

If some person, dignitary or otherwise, was not available to remain for the time necessary to allow the family members to properly participate in the ceremony, they could easily make the decision to not attend or to leave when their allotted time had expired.

We hear the term ‘police family’ bandied about, but if we are truly a police family, how were our family members expected to react when they were clearly shown they were valued less than so-called dignitaries when the decision was made to prevent them from taking their usual active role in the Remembrance observances?

I understand that Union President Ian Leavers sought an explanation and he was told by Commissioner Stewart that he was not aware of the decision until the ceremony.

In that case, the Commissioner should take the opportunity to explain to those responsible for this decision that they made a grave error of judgement in causing so much angst and sadness to the family members of our fallen mates.

I would seriously suggest that given the fact that National Police Remembrance Day was initiated by the Police Unions (I was directly

responsible for the idea of Police Remembrance Day when I was Vice-President of the Police Union), any Committee set up to organise Remembrance Day should at least have Union representation on the committee.

“When dignitaries are being acknowledged formally on such occasions, the family members of our lost colleagues should be acknowledged as a group very high up on the list, not as a group at the bottom of the list as on some recent occasions.”

A representative of the families of our lost colleagues would no doubt have a worthwhile contribution to make to the deliberations as well.

We should also remember that we are a police organisation, and therefore our own traditions should deliver a form of observance that gives family members of our fallen colleagues a decent, respectful participation in the memorial service on Remembrance Day.

There is no excuse for not treating them decently.

I often cringe when speakers at Police Remembrance Day dutifully acknowledge all the dignitaries. If they are mentioned at all, the family members are mentioned almost as an afterthought; it's similar to the mention of the Union Presidents of both Queensland Police Unions at recent events I have attended.

I am aware that various attempts have been made over the years to rewrite history in relation to the commencement of National Police Remembrance Day. Those who have difficulty in accepting that the Union and its members are responsible for this sacred day in the police calendar should take a deep breath, reassess their priorities, and give the family members their appropriate

prominence in the ceremonies.

My major aims in commencing National Police Remembrance Day were:

- Setting aside a day of the police calendar to remember and pay

respects to our fallen colleagues.

- Providing a means by which the memory of our fallen colleagues is honoured and kept alive.
- Providing the opportunity for family members of our fallen colleagues to grieve the loss of their loved one and to publicly honour their memory.
- Providing a public reminder of the price our police may be called upon to pay (and do pay) in the course of their protection of the public.

“Remember, the term ‘police family’ means the entire police family, especially the family members of our fallen.”

I would go so far as to suggest the following:

- When dignitaries are being acknowledged formally on such occasions, the family members of our lost colleagues should be acknowledged as a group very high up on the list, not as a group at the bottom of the list as on some recent occasions.
- When the wreath-laying section of the ceremony is being held, the

family members could be called forward in groups of two (such as representatives of the family of the late Constable Smith and representatives of the family of the late Sergeant Bloggs). The family members could then come forward and lay their floral tributes together.

Remember, the term ‘police family’ means the entire police family, especially the family members of our fallen.



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Wall to Wall Support

By Senior Constable Jarrad Tyne

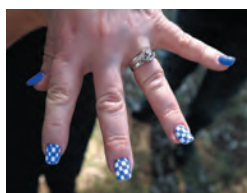
I recently took part in the Wall to Wall ride as my rookie year. It is a great event that is gaining more participants each year and will only continue to grow as more people like myself get recruited by others each year.



I would like to take the time to say thanks to the Union for supplying a dedicated support vehicle for the event, including an empty trailer supplied personally by Michael Thomson. I had the unfortunate luck of getting a bike problem on the Sunday morning before leaving Canberra and I was due to be in Port Macquarie that day to meet my family for a week long holiday. At 7am on a -6 degree morning, ACT is not a hive of activity, and bike shops are all locked up with the owners enjoying the day off.

So an SOS was thrown out and a phone number tracked down. I made that inevitable call to have my bike turned into a trailer Queen and the possibility of getting to enjoy some climate controlled time. I got a hold of Tony Collins and Michael Thomson, who thankfully had a delayed start to the day and came to the rescue. These two blokes helped load the bike, strapped it down, and made room for me in the car. I can't thank them enough for going out of their way to get me to Port Macquarie, saving me from another night in Canberra and making that, 'I'm going to be a day late for the holiday' call to the wife.

What's better is that it was great company. I made two new friends who I probably never would have



met and I enjoyed myself, including the air conditioning ... though the boys did put the window down for me so I could feel the wind on my face every now and then. More so appreciated was the support, knowing that they had given up their own time and trailer to supply a dedicated support vehicle to any rider who may have had any kind of problem, and they went out of their way to get me where I needed to be. Without them, and the Union supporting them with a vehicle to be able to make the trip, I would have spent more time in Canberra than I wanted to.

So a big thanks to the Queensland Police Union and Tony and Michael for supporting this event. It's obvious that the meaning of mates remembering mates and the true spirit of the event is not lost with support like this. It's a shame the QPS can't see the same value of offering such support for the riders from all of Queensland who attend.

Thanks again for the support gents and QPU.

Cheers, Jarrad



A new approach to the discipline system for police

By Ian Leavers

On 16 October, the CCC, QPS, Commissioned Officers' Union, and QPU, together with both sides of politics, announced an agreement on the first steps for a new discipline system for police.

The new system is the culmination of almost 18 months' work and has been achieved by the goodwill of all parties involved. It has been unanimously endorsed by the entire QPU Executive.

superannuation, and in the case of Constables, can operate as a deferral of promotion by delaying their progression to Senior Constable rank. There were a number of other changes the QPU

There will be further ongoing discussions as the legislation is drafted and further policy changes are made. It is anticipated the new system will likely be in operation in the second part of 2018 and that the committee will continue to meet quarterly into the future.

WHAT WILL CHANGE?

Timelines

In most cases, the QPS/CCC will now only have 12 months from the date of the alleged misconduct to bring a disciplinary hearing, or six months from the date the alleged misconduct is first reported (lodgement of a 466 or CCC equivalent).

There are additional exceptions where criminal charges are pursued or the misconduct is detected during a CCC or QPS covert-type operation or investigation. In these later two cases, the 12 month period commences at the end of the criminal trial or conclusion of the operation.

The timelines do not apply to a prosecution for corrupt conduct. Such prosecutions are brought directly by the CCC in QCAT (the Tribunal which determines police discipline).

These prosecutions are conducted similarly to a trial, where oral evidence on oath can be given, and witnesses cross examined. Since QCAT's inception in 2009, there has only been one such prosecution.

"The QPU took the position that any new system must first be designed to rehabilitate officers, and bring them back 'up to speed', rather than adopting a punitive, punishment based approach."

The QPU took the position that any new system must first be designed to rehabilitate officers, and bring them back 'up to speed', rather than adopting a punitive, punishment based approach. Secondly, the QPU wanted to ensure legislative timelines were imposed to

sought as well, which were mainly administrative in nature, and these are explained below.

Just like in EB, this has been a negotiation process with the other three stakeholders. It was a difficult negotiation in that the current legislation gives both the CCC and the QPS particular powers and responsibilities.

It was necessary to argue strenuously on the behalf of members, and for all parties to the negotiation to make concessions in order to reach agreement. To a large extent, the three main priorities of the QPU have been achieved.

The present status of the discipline project is an agreement in principle. This means the parties have reached formal agreement on how the system should operate, including agreeing on a draft set of legislative changes and high level policy changes.

"The QPU wanted to ensure legislative timelines were imposed to overcome the current system where discipline regularly drags on for years."

overcome the current system where discipline regularly drags on for years.

Finally, the QPU sought to abolish pay points as an available sanction. Pay points can impact on an officer's

Management Actions

The new process will concentrate on empowering supervisors and Officers In Charge (OICs) to manage their own staff, and involve them in the development of staff. It is proposed management strategies such as mentoring, re-training, short term secondments, and extra supervision will be the primary response for low level misconduct.

The ability to transfer to different positions (within the same locality) and to order community service, external courses (at QPS expense), and counselling (psych/alcohol/etc) will also exist.

of disciplinary probation will be introduced.

The officer will be sent a notice advising they are on probation for a period and any further misconduct during that period, or a failure (without reasonable excuse) to comply with any conditions such as community service, counselling, training, or supervision, will result in the officer being asked to show cause why they should not be immediately dismissed.

Other Suspended Sanctions

The current approach to suspended sanctions imposed by officers

As such, the QPU sees this change as making little difference to the discipline record, but it may lead to an increased use of suspended sanctions in appropriate cases.

Community Service

Community service will be an outright sanction in and of itself. It will be able to be used both as a discipline sanction and as a management strategy. The QPU believes the use of community service is a very appropriate order because it allows an officer to 'pay back' the community and the QPS for any wrongdoing.

It is the QPU's experience that an order for community service can often be used to offset what might otherwise result in a demotion or hefty sanction. It also recognises that some officers are struggling with financial issues in our present environment, and allows them to be sanctioned in a manner which does not lower the living standards of their families.

Policy Changes

There will be significant policy changes. One of the proposed changes is the manner in which discipline investigations are handled and reported upon.

At present, an officer assigned a discipline investigation must electronically record and interview everyone involved. This can often be extremely difficult, especially in the Regions, where shifts need to align and other duties need to take precedence.

Under the new system, investigators will often be told they need to look at certain specified points, rather than conduct comprehensive investigations. For example, it may be possible to obtain body worn camera footage and CCTV footage of an incident, which then removes the need to interview witnesses in some cases.

Interviews will also be largely removed and replaced with an e-mail-type system

"The QPU sought to abolish pay points as an available sanction. Pay points can impact on an officer's superannuation, and in the case of Constables, can operate as a deferral of promotion by delaying their progression to Senior Constable rank."

It is envisioned QPS policy will require OICs and supervisors, as well as subject officers, to consult and devise an appropriate management strategy in each instance which is directly applicable to the alleged misconduct.

Paypoints

These have been removed and replaced by an ability to impose a fine of up to 50 penalty units (effectively two pay points). Any fine can only be deducted at a rate of no more than two penalty units per fortnight (unless the officer agrees to a higher amount).

By moving to a fine system rather than pay points, Constables will no longer have their progression delayed, and retiring officers will no longer need to worry about the impact on their superannuation.

Suspended Dismissals

Under the new system, it will no longer be possible to suspend a dismissal. A new sanction (capable only of being imposed by the Deputies or QCAT)

other than the Deputies is that the legislation removes those sanctions once the operational period has been successfully completed. This in effect wipes the record clean of the sanction.

Unfortunately, this legislative provision has resulted in very few sanctions being suspended, and those that are are often subject to a CCC appeal.

"It is anticipated the new system will likely be in operation in the second part of 2018."

Under the new system, sanctions will be able to be suspended for a stated period. However, at the conclusion of the operational period, the sanction will remain on the officer's discipline record. Under the current system, the QPS approach is that while the sanction is removed, the discipline charge and 'outcome' remains.

where officers are asked to provide a dot point version of what occurred, together with any notes or BWC footage.

The investigation reports will be significantly shorter, with the ability to cut and paste the dot point versions into the reports. The policy will make it clear that investigators will not be criticised for conducting an investigation which covers only the relevant issues, rather than raking through every conceivable possibility.

Abbreviated Processes

In order to speed the system up further, a new form of ACDP will be introduced. This will be legislated, and require the QPS and CCC to agree up front as to the proposed sanctioning range. Once it is offered, an officer may accept the proposed sanction without fear of a CCC appeal being brought later on.

This new system will allow an officer to identify early on that misconduct has been committed, and seek to have the entire discipline process resolved quickly by admitting that conduct. For example, the QPU often finds officers who have used excessive force will identify that fact in what is currently their discipline interview.

They are then forced to wait months while the investigation is wrapped up and other witnesses interviewed, etc, knowing all that time they will be disciplined. In some cases, those same officers are also stood down from duty.

The new system will allow the officer to seek a sanction very early on in the process, and if offered, it will mean that the investigation will stop. It will be similar to pleading guilty on the basis of a QP9, rather than having to wait for a full brief to be completed.

Dismissals

The police discipline system is also designed to allow for the dismissal of officers who do engage in corruption or dishonesty of a level which is

inconsistent with their oath of office and continued appointment as police officers.

The QPU recognises this fact. No genuine police officer wants to work beside a child molester, drug addict, or thief. The new system will still allow for officers who engage in this type of serious misconduct to be dismissed.

The new system does not contemplate a Commissioner's confidence power or anything similar. The power to dismiss will only be available following a proper discipline hearing where the onus of proof lies on the QPS or CCC to prove the alleged misconduct. This is the same as what presently occurs.

shift to occur within the QPS, where officers in management positions come to accept discipline (with the exception of corruption and integrity matters) is designed to correct, guide, and improve conduct, rather than to punish.

Ultimately, the changes to the discipline system will have no impact on the vast majority of officers who presently go about their duties in a professional manner.

For those officers, the new system should allow most complaints to be quickly overviewed and finalised, without the need for a discipline interview or other disruption to their normal duties.

“The QPU believes it will take some time for a cultural shift to occur within the QPS, where officers in management positions come to accept discipline is designed to correct, guide, and improve conduct, rather than to punish.”

Conclusion

There is still some work to do in terms of finalising the legislative changes and policy. It is envisioned some of the policy changes will occur over coming months to allow a transition to the new system. Those policy changes will be the ones which do not require legislative change to implement.

In particular, it will likely involve the use of e-mail dot point versions and designing the management strategies approach to correcting behaviour.

As these policy changes come online, the working group will continue to assess the situation to determine if further changes or improvements are required.

The QPU believes these improvements are a significant step in the right direction. In particular, the QPU believes it will take some time for a cultural

For the officers who do unfortunately fall foul of discipline, the system should be a lot quicker, fairer, and more inclusive. It should allow most officers to quickly improve their professionalism and move on successfully with their careers, rather than having to wait for months or years in limbo for an outcome.

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Queensland Police Legacy Family Holiday

By Legacy Secretary/Manager Andrew Gough

Sunday 17 September saw 63 people from 24 Queensland police families invade the Oaks Oasis Resort at Golden Beach, Caloundra for this year's Queensland Police Legacy family holiday. This was the second year that Oaks Oasis had been chosen as the venue and everyone agreed it was the perfect holiday location, especially given the waterpark, adventure zone, and nearby beach.

The management and staff of the resort knew what to expect this year and were again fantastic in providing great service and an atmosphere that catered for all aspects of the Legacy family holiday: time and space for everyone to relax and spend quality time together, and for everyone to get stuck into the group events and activities, if they felt that way inclined.

"There were seven new families on their first Police Legacy holiday."

Dinner on the first evening is traditionally an opportunity for all families to acquaint and reacquaint themselves with one other and to form supportive friendships and connections.

This is extremely important—catching up with old friends and forming new bonds—and was of possibly even greater significance this year given that there were seven new families on their first Police Legacy holiday.

Monday afternoon saw the traditional Adults v Kids cricket match. The match has been conducted for the



last 38 years with the adults scoring, umpiring, and coincidentally, winning by one run every year bar one. A boilover occurred last year when the kids won by one run.

This was a good result for both teams considering the Kids team was made up of dozens of kids under 14 and the Adults was made up of a considerably

"The match this year was a see-sawing affair filled with laughter, minor injuries (to the adults mainly), dropped catches, 6 and outs, and very little in the way of cricketing skill."

The match this year was a see-sawing affair filled with laughter, minor injuries (to the adults mainly), dropped catches, 6 and outs, and very little in the way of cricketing skill. The end result saw more history created: the first ever tie.

smaller number of players with most on the twilight side of 40 (at least).

Tuesday evening was the traditional formal night with plated dinner. After dinner, karaoke was on the menu and a great night was had by all.



Unlike previous years when the Mums monopolised the mic, this year the kids threw their inhibitions out the window and grabbed the mic right from the start. A few of the adults were heard to ask whether the kids had thrown their singing talent out with their inhibitions!

Thursday night saw theme night rear its head again after last year's spectacular introduction. The theme this year was 'Wild, Wild West'. Professional decorating included blow-up cacti, saloon bar doors, a photo booth resplendent with horse, wagon wheels, and sheriff badges, and chocolate Wagon Wheels for all.

The chef and staff chipped in with corn dogs, ribs, chilli beans, southern fried chicken, and more ...yum! And then everyone started to arrive.



Costumes included cowboys and cowgirls, Indians, the odd saloon inhabitant, and a horse and rider.

"The Friday night seafood buffet saw most of the teenagers, and some of the parents, consume their bodyweight in prawns."

Plans are to make this an annual event with an ever-changing theme. The Queensland Police Legacy office would love to hear of any great suggestions from members regarding the theme night for future holidays.





Just remember the theme has to be appropriate for an audience of Police Legacy families including infant children.

"The Queensland Police Legacy office would love to hear of any great suggestions from members regarding the theme night for future holidays."



Friday, as always, was a day of recovery. The Friday night seafood buffet saw most of the teenagers, and some of the parents, consume their bodyweight in prawns. The following morning was time for goodbyes for another year. Only 350-odd days to wait until it starts all over again!



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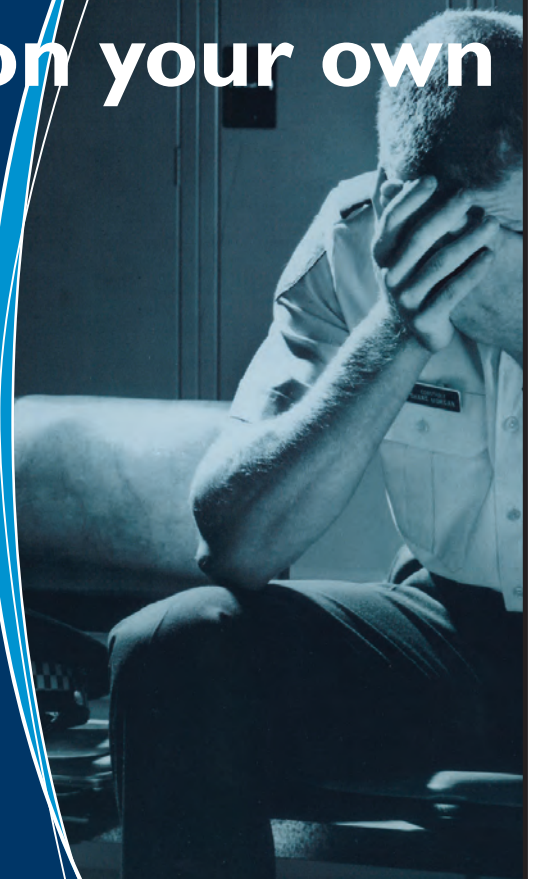
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Police Recipes

BROCCOLINI, TOMATO, AND HALLOUMI SALAD

Are you looking for an easy new staple salad for summer? Look no further, because this one is a winner! It's crisp, zesty and tasty, and it has halloumi in it: what's not to love?

It's also really versatile. If you want to beef it up a bit, you can add sliced steak, chicken breast, a drained tin of lentils, or extra salad greens. So put your hand up to do the salad at your next BBQ!

What do I need?

- 2 bunches broccolini
- 350g tomatoes: cherry, perino, your choice
- ½ tablespoon olive oil
- 200g halloumi, thinly sliced

Salsa verde

- ¼ cup finely chopped basil
- ¼ cup finely chopped flat leaf parsley
- ½ red onion, finely chopped
- 1 tablespoon baby capers
- 1 garlic clove, crushed
- 1 teaspoon lemon zest
- 2 tablespoons lemon juice
- 2 tablespoons olive oil

What do I do?

- Cook the broccolini in a large saucepan of boiling water for 2 minutes or until just tender. Refresh under cold water and drain.
- Combine basil, parsley, onion, capers, garlic, lemon zest, lemon

juice, and oil in a small bowl. Season.

- Heat a BBQ grill or chargrill on medium-high.
- Combine tomatoes and oil in bowl. Cook tomatoes and halloumi on

grill for 2 minutes each side, or until lightly charred.

- Arrange broccolini, tomatoes, and halloumi on a serving platter, and spoon over the salsa verde.

Recipe source: Coles Magazine



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

Book Review Toxic Boss Blues

By Andrea Appleton

Nearly all men can stand adversity, but if you want to test a man's character, give him power. -Abraham Lincoln

Police officers are taught from Academy days to be able to take control of every situation, whether it be a siege, a domestic violence incident, or response to a natural disaster. After all, many lives may depend on the way a particular situation is handled by a clear figure of authority who has the leadership skills, ability, understanding, and courage to see an incident through to its safest conclusion.

But what about a situation where many officers suddenly feel powerless? What about when it comes to leadership above them in the station, where they go from being in control of every situation to being controlled? What about when that control is from a toxic boss, whose leadership style is indecisive, incompetent, or morally bankrupt ... or all three?

In *Toxic Boss Blues*, Steve Neal sets out to recognise, understand, and investigate survival tactics for those who unfortunately find themselves working for a toxic boss. Drawing from his law enforcement background, he exposes the consequences of toxic supervisory behaviour, and provides scenarios taken from the job for officers to consider how they would handle a particular situation.

Neal dedicates individual chapters to the behaviours and peculiarities of particular types of toxic bosses: the bully, the arrogant, the indecisive, the

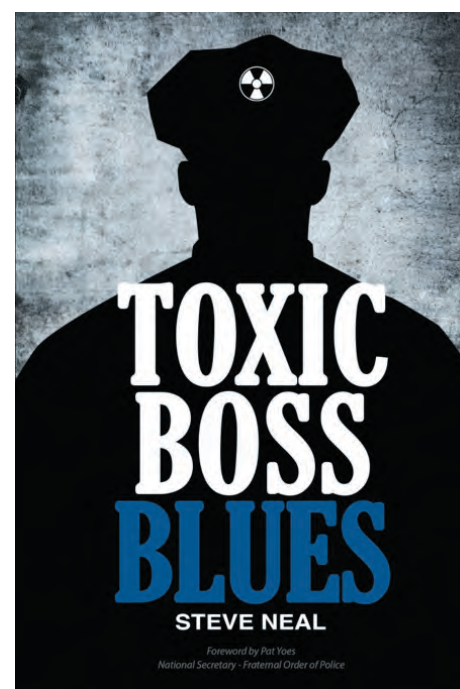
incompetent, the micromanager, the untruthful, the morally bankrupt, the suck-up, and the egghead.

Each chapter begins with a list of fifteen ways to identify a particular toxic boss. For example:

Fifteen Ways to Know a Toxic Untruthful Boss When You See One.

- (1) *Good actors – charming and manipulative*
- (2) *Like to spin facts*
- (3) *Favourable documenters – will modify facts and figures*
- (4) *Defensive reaction if a lie is challenged*
- (5) *Expects that others will be untruthful*
- (6) *Masters of embellishment*
- (7) *Purposely misleads*
- (8) *Overemphasises that they are telling the truth when telling a lie*
- (9) *Lies to ward off trouble*
- (10) *Quick to cover up*
- (11) *Concocts excuses*
- (12) *Frequently changes their story*
- (13) *Likes to rewrite history with their falsehoods*
- (14) *Suppresses facts*
- (15) *Fabricates accomplishments*

Toxic Boss Blues makes for some interesting (if all-too-familiar) reading for officers, and will help officers identify insidious, unacceptable behaviour in the workplace. Everyone has a right to a safe, inclusive, and



Steve Neal
Dementi Milestone Publishing
Virginia, 2014
RRP: \$19.99

supportive work environment within the station ... especially because of the dangers, responsibilities, and stressors all officers face out of the station.

If you read this book and recognise your own boss described within, give us a call!

To purchase the book:
www.dementimilestonepublishing.com/toxic-boss-blues

From the Archives

CENTRAL REGION PCYC CELEBRATES CHRISTMAS, 1998



The cover of the December 1998 Journal: tinsel-draped Christmas cheer outside the Central Region PCYC!

Each month we print a photo from the archives to showcase the history of the Queensland Police Service. We are always on the lookout for any old policing photos, so please send in any you may have.

Police Living

PRYNT POCKET INSTANT PHOTO PRINTER

Nowadays we all take thousands of photos on our phones, but how many ever wind up in a photo album or up on a wall? Although phones have replaced cameras for many, the new Prynt Pocket can actually turn your iPhone into an instant camera, capable of two-by-three-inch prints on zero-ink paper.

The Prynt Pocket is compatible with any iPhone 6 or later iPhone, and it comes with easy-to-use camera controls. There is also a connected app for editing your images before you print them out, and as a very sci-fi extra, you can imbed video into your prints: the clips will play when you hover your iPhone over them!



FEATURES

- Shoot photos without being connected to the Pocket
- Print from camera roll or favourite social networks
- Edit your photos via an app using filters and effects
- Re-print photos to share with friends
- Share your scan to your social networks

Got a photo of you and your workmates that you'd have loved to print straight out to share? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at journal@qpu.asn.au, and you might see yourself in the next Journal.

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Out and About

HARD AT IT AT OUR TWO LATEST BRANCH OFFICIAL TRAINING SESSIONS



QPS hosts renowned 'cop doc' Dr Kevin Gilmartin

By Ashley Walton, Safety & Wellbeing

More than 2,200 QPS employees and their partners jumped at the opportunity to attend one of the 15 state-wide seminars on emotional survival delivered by US behavioural scientist Dr Kevin Gilmartin.

Safety & Wellbeing, together with the QPU and QSuper, coordinated the return of Dr Kevin Gilmartin for his third visit to Queensland.

"More than 2,200 QPS employees and their partners jumped at the opportunity to attend one of the 15 state-wide seminars."

A police officer for 20 years, Dr Gilmartin discussed the short and long term effects a career in policing has on a police officer's family, relationships, and personal life in an entertaining yet insightful four hour seminar.

He also described the psychology behind hypervigilance and the rollercoaster of emotions that police officers experience when moving from an alert, energetic, and involved emotional state when on duty to a tired, detached, isolated, and apathetic persona when off duty.

'When you go into a heightened level of alertness and hypervigilance on duty, the body always responds with an extreme level of detachment afterwards: the ramifications of which can be significantly damaging to an officer and their family,' Dr Gilmartin said.



'We are very good at training our officers to handle the streets, but we need to get better at educating them on how to manage the effects of the job on their personal lives.'

"We are very good at training our officers to handle the streets, but we need to get better at educating them on how to manage the effects of the job on their personal lives."

Dr Gilmartin encouraged officers and their partners to take note of the following three actions they can implement to strengthen their emotional survival:

- Aim to get 7-9 hours' sleep each day
- Make time to exercise (you only need 22 minutes each day)

- Create a personal or family calendar and use it to record appointments, activities, and rosters.

The feedback about the seminars from employees and their partners was overwhelmingly positive, especially for Administration Officer Kerryn Rabone from Miles station.

'Dr Gilmartin's presentation was fantastic and invaluable to our family. My husband is a police officer and after most shifts would come home mentally drained and noticeably detached and removed from family activities,' Kerryn said.

'Since attending the presentation, my husband and I have made some positive changes at home. For example, we take the dogs for a walk together each afternoon, go out for dinner once a week

as a family, are planning to participate in the Miles Parkrun each Saturday morning once it launches in November, and have started a weekly calendar on our fridge to keep track of our family activities.'

To obtain a copy of Dr Gilmartin's book *Emotional Survival for*



Law Enforcement: A Guide for Officers and Their Families, e-mail ourpeoplematter@police.qld.gov.au. Alternatively, contact your local Human Services Officers or the QPU.

Feedback from members:

- I found it extremely easy to relate to the words of Gilmartin, having 29 years' service in the operational area. I was reflecting that I certainly could have used this workshop as a younger officer. – Senior Sergeant Bryn Lewis.
- I think he is also well received by police because he's been there; he's one of us, and he gets what it's like. – Senior Constable Roderick Slatter.
- My husband and I looked at one another a number of times throughout Dr Gilmartin's presentation as if he were speaking to us. Definitely a very worthwhile presentation that all QPS and family should attend. – Sergeant Cary Coolican.
- The four hours that I sat and listened to Dr Gilmartin was without doubt the most valuable four hours I have ever spent on a shift in the past 27 years of policing. – Sergeant Helen Newman.



Ian Leavers, Dr Gilmartin, Paul Casey, and Paul Stewart. Photo: Detective Senior Constable Natalie Bennett.



Ian Leavers speaks to attendees. Photo: Detective Senior Constable Natalie Bennett.



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equipt – The new wellbeing app supporting employees and families

By Ashley Walton, Safety & Wellbeing

The Queensland Police Union, together with the QPS, are pleased to provide *equipt* – a free wellbeing app for current and former QPS employees and their families.

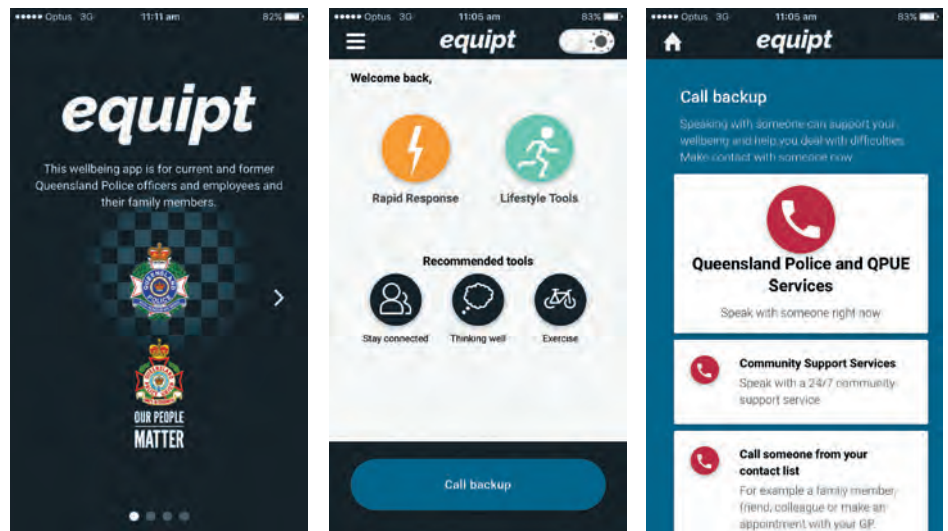
Available to download from the App Store or Google Play, *equipt* provides employees and their families with tools and practical strategies to help strengthen their physical, emotional, and social wellbeing.

Specifically, *equipt* can help you:

- manage stressful situations, including distressing moods and thoughts
- develop healthy and sustainable lifestyle practices that enhance resilience
- measure and track your wellbeing over time
- establish good sleeping habits
- set and manage wellbeing goals
- connect with confidential and professional internal and external support services in times of crisis.

“equipt provides employees and their families with tools and practical strategies to help strengthen their physical, emotional, and social wellbeing.”

Importantly, *equipt* is completely confidential. Users control how much or little information they enter into the app and all data is stored on the users' personal smartphone device.



“Users control how much or little information they enter into the app and all data is stored on the users' personal smartphone device.”

Director of Safety & Wellbeing Colin Anderson welcomes the introduction of the app.

‘A key outcome from the Our People Matter strategy consultation process was the need for an app to assist employees and their families in engaging with psychological wellbeing support services.

‘We are pleased to have worked closely with the Queensland Police Union in making this app available to our workforce based directly on employee and family feedback,’ he said.

Originally developed by the Police Association Victoria and Victoria

Police, with input from employees and Phoenix Australia – Centre for Post Traumatic Mental Health, *equipt* has been customised to include QPS mental wellbeing support services and links to Queensland-specific community support services.

equipt is compatible with iPhone and Android smartphones. Download the app directly onto your smartphone by searching *equipt* or ‘Police wellbeing app’ in the App Store or Google Play.

Offensive as F**k?

By Natalie Smith, Solicitor, Gilshenan & Luton Legal Practice

This article examines recent case law on swearing at police officers, and when such language will constitute a 'public nuisance'.

The charge of public nuisance was introduced into the *Vagrants Gaming and Other Offences Act 1931* (Qld) ('the Vagrants Act') in 2003. This offence was carried over in identical terms when the Vagrants Act was repealed and replaced by the *Summary Offences Act 2005* (Qld).

The parliamentary debates and media statements in the lead-up to the introduction of the new offence indicated that this offence would respond to community concerns about anti-social behaviour; it would raise community standards of conduct and help prevent the unacceptable behaviour of drinkers in public places.

"In the last five years, more than 28,300 people have come before the Magistrates Court in Queensland after being charged with the offence of public nuisance."

In the last five years, more than 28,300 people have come before the Magistrates Court in Queensland after being charged with the offence of public nuisance. Of course, this figure doesn't include those who were issued with and paid infringement notices, so the figure is undoubtedly much higher.

The offence of public nuisance is set out in section 6 of the *Summary Offences Act 2005* (Qld). It provides that:

- (2) A person commits a public nuisance offence if—
 - (a) the person behaves in—
 - (i) a disorderly way; or
 - (ii) an offensive way; or
 - (iii) a threatening way; or
 - (iv) a violent way; and
 - (b) the person's behaviour interferes, or is likely to interfere, with the peaceful passage through, or enjoyment of, a public place by a member of the public.
- (3) Without limiting subsection (2)—
 - (a) a person behaves in an offensive way if the person uses offensive, obscene, indecent or abusive language; and
 - (b) a person behaves in a threatening way if the person uses threatening language.

WHAT LANGUAGE AND BEHAVIOUR SOLELY DIRECTED AT POLICE OFFICERS MAY BE CRIMINALISED BY THE OFFENCE?

Much has been made of the High Court decision of *Coleman v Power* [2004] HCA 39 where the Court made various comments including that 'police officers must be expected to resist the sting of insults directed to them' and 'police officers should be thick skinned and broad shouldered in their duties'. Every so often, a civil



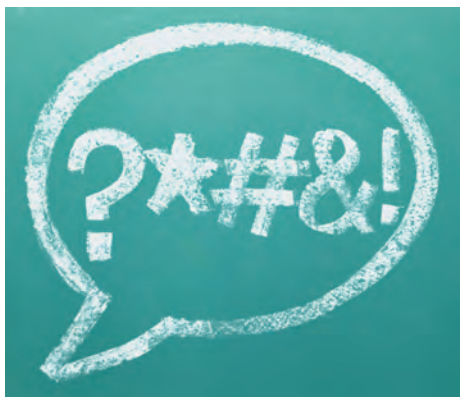
libertarian will come out and make a statement to effect that 'being sworn at is part of the job for police'.

Despite these comments, it is clear that 'a member of the public' includes a police officer¹ and concepts of what is disorderly, or indecent, or offensive vary with time and place, and may be affected by the circumstances in which the conduct occurs.²

Police officers charging people with public nuisance after being called 'c**ts' has been the subject of two appeal decisions in the last month; *Kriston v Commissioner of Police* [2017] QCA 230 and *David v Joel* [2017] QDC 256.

In the case of *Kriston v Commissioner of Police*, Mr Kriston was swearing while being evicted by security officers from a bar. After being directed by police to move on, he kept interrupting the direction and calling the police a 'pack of c**ts'; the CCTV showed that he was behaving in an aggressive manner and shouting foul abuse at the officers.

The Magistrate held (and the Court of Appeal upheld) that the arrest was justified due to Mr Kriston's continued swearing, escalating behaviour, and levels of agitation.



In the case of *David v Joel*, Ms David was convicted after a summary trial of public nuisance. The particulars of the charge were that she was constantly yelling and swearing in the street, and particularly during her interaction with police.

“While swearing directed at a police officer can be conduct constituting public nuisance (particularly if the swearing is continued or aggressive), whether something is offensive is objective, and has to be considered in all the circumstances.”

During the hearing, evidence was heard that when Ms David was stopped by police, she told them that there had been an altercation between her partner and her, that he had struck her with a pram, and taken their baby to his parents’ house. She was intoxicated but clearly concerned

about the baby. Ms David was given warnings by the officers to stop yelling and swearing in the street. She also allegedly said words to the effect of ‘you and the other c**ts can go f**k yourself’ to the police officers.

On appeal, and after reviewing the bodycam footage, Harrison DCJ found that what Ms David had actually said was ‘it’s not youse and those other c**ts can go f**k themselves’ [referring to her partner and his parents]. He held that:

‘[A]s the language was clearly not directed at the police per se, I do not consider that it was offensive or abusive language ... it may

*the learned magistrate [convicting of public nuisance] because the language would clearly have been offensive and abusive, and obscene and indecent when directed directly at them when they were present.*³

On appeal, the prosecution argued that even if the language was not directed at the police officers there was sufficient evidence to justify a conviction based on her constant yelling in the public place despite police warning her to stop. However, as the charge was particularised on the basis of ‘behaving in an *offensive way*’, it did not matter that her behaviour had been disorderly.

CONCLUSION

While swearing directed at a police officer can be conduct constituting public nuisance (particularly if the swearing is continued or aggressive), whether something is offensive is objective, and has to be considered in all the circumstances. Further, when charging after an incident it is important to consider how to particularise the offending behaviour.

1 *Atkinson v Gibson* [2010] QCA 279; *Green v Ashton* [2006] QDC 008.

2 *Coleman v. Power* [2004] HCA 39 per Gleeson CJ at [12].

3 *David v Joel* [2017] QDC 256 at [25]-[27].

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Making a Will – Why it is Important

By Ryan Heath and Mitchell Dunk, Sciacas Lawyers

One of the most important things a police officer can do is ensure they have a Will to protect themselves and their family's interests. It is an unfortunate reality that police have an inherently dangerous job and accordingly it is vitally important that police take steps to prepare a Will to ensure their loved ones are taken care of in the event of their passing.

It can be very difficult for a grieving family to have the added pressure of dealing with a loved one's estate in circumstances where there is no Will. It is a stress which can be easily removed by ensuring a Will has been prepared and is valid.

There are a number of reasons why a professionally drafted Will is important for police and their families:

1. YOU CAN DECIDE HOW YOUR ASSETS ARE DISTRIBUTED.

If an officer dies without a Will the estate will be distributed according to pre-written rules set out in the Succession Act 1981. Depending on the deceased officer's personal circumstances, this might result in an unwanted bequest.

For example, if an officer had recently separated from a spouse or de facto partner but had not yet taken steps to formalise the end of that arrangement, that person may inherit from the estate against the police officer's wishes.

2. IT PROTECTS YOUR FAMILY FROM EXPENSIVE LEGAL COSTS.

Not only does a Will determine how your assets will be distributed once you pass, it more importantly can protect your family from lengthy and costly legal proceedings.

Before the terms of the Will can be carried out by an executor they generally must obtain permission from the Supreme Court of Queensland. This is referred to as a 'grant of probate'. This is essentially an order from the Court confirming that the Will is valid and is an accurate record of the deceased officer's wishes.

Where a Will has been professionally drafted by a solicitor there will usually be no issues as to the validity of the Will and accordingly the grant of probate is a simple and straightforward process.

"What must be remembered is that there are significant benefits that can flow through a police officer's QSuper policy in the event of a death, especially if that death occurs in the course of employment."

However, if an officer dies without a Will, or if the Will has not been prepared according to the strict rules set out in the relevant legislation, the family may find themselves involved in long, drawn out, and costly legal processes until the Court can work out how the estate is to be distributed.

can appoint an organisation or individual to ensure your assets are distributed according to your instructions. This is known as your executor.

If you have children you can also decide who will be the guardian of those children if both parents are



3. YOU CAN CHOOSE WHO IS RESPONSIBLE FOR YOUR AFFAIRS.

Unfortunately, death can sometimes come with little or no warning. To avoid additional difficulty for your loved ones, you can choose a trusted organisation or an individual to be responsible for getting your affairs in order and paying outstanding debts upon your passing. Furthermore, you

deceased or are not able to provide care.

4. YOUR ESTATE MIGHT BE WORTH MORE THAN YOU THINK.

Often younger officers consider it is not worthwhile preparing a Will given they have few assets to be distributed. What must be remembered is that there are significant benefits that can flow through a police officer's QSuper policy in the event of a death, especially if that death occurs in the course of employment.

The estate may be worth significantly more than the officer had anticipated. In those

“We remind police that Sciacas Lawyers provides a Will drafting service at no cost for Queensland Police Union members.”

circumstances, it is important these payments be distributed in accordance with the officer's own directions rather than leaving it for the family to sort out arrangements.

In terms of the QSuper death benefit, it is important for all officers



to ensure they have completed a binding nomination form with QSuper. It is also important to note that the binding nomination form only remains valid for three years and must be periodically updated.

We remind police that Sciacas Lawyers provides a Will drafting service at no cost for Queensland Police Union members. With as little as one phone call and a form to complete, we can start to prepare a Will to ensure that you and your family's interests are protected at all times. Should you wish to obtain further advice please do not hesitate to contact Ryan Heath on (07) 3867 8839.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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Canberra hosts PFA Federal Council

By Fiona Wade, PFA

The 2017 Police Federation of Australia (PFA) Federal Council was held in Canberra on 7–8 September, signalling a change in the PFA's yearly calendar in preparation for 2018 and the inaugural Police Week.

Delegates from all around the country, as well as New Zealand, travelled to the nation's capital, with the meeting timed to coincide with a parliamentary sitting week. During the two day conference, delegates were given numerous opportunities to meet with a number of politicians from both the Government and the Opposition.

Justice Michael Keenan MP, and the Leader of the Opposition Bill Shorten MP alongside a number of other Opposition front benchers.

Federal Council 2017 was opened by Minister Keenan, who announced the Government's funding of \$1million for a national awareness campaign

print, television, social media, apps, workshops, and the production of a documentary-style video.

The PFA then took the delegates on a tour of the future of policing, with presentations from Apple and Motorola. The session concluded with the Australian Criminal Intelligence Commission briefing delegates on biometrics and the proposed national criminal intelligence system which links the intelligence gathered by all jurisdictions for use by frontline officers.

Academic presenters Anthony Bergin and Jacinta Carroll from the Australian Strategic Policy Institute and the Australian National University, who spoke on terrorism and its impact on policing, were preceded by a presentation from AFP Commissioner Andrew Colvin, who delved into the nature of federal policing post 2017.

The last session of the day saw the Opposition spokesperson for Justice Clare O'Neil MP speak on law and order issues as perceived by the Labor party, with the final address for the day coming from the Minister for Immigration Peter Dutton MP, who touched on the new Home Affairs portfolio.

The conference dinner, held that evening at Old Parliament House, was a wonderful success with Sky news political editor David Speers engaging the crowd by giving his insight and

"Delegates were given numerous opportunities to meet with a number of politicians from both the Government and the Opposition."

The first of these opportunities was the Welcome and Lawyers Network function, held at Parliament House. Hosted by the President of the Senate and former Tasmanian police officer Stephen Parry, the function saw a large number of politicians from both parties gather and toast the federation.

targeting the mental wellbeing of members, to be designed and implemented by the PFA.

John Schumann, best known as the front man to the iconic Australian folk band Redgum, followed the Minister's announcement with a presentation to the delegates.

"Minister Keenan announced the Government's funding of \$1 million for a national awareness campaign targeting the mental wellbeing of members."

Amongst the assembled MPs and Senators were the Minister for Immigration and Border Protection Peter Dutton MP, the Minister for

Schumann has been working with the PFA to develop the national awareness campaign that will include providing material to members via

answering questions about the machinations on the hill.

A number of politicians including Chief Opposition Whip and member for Fowler Chris Hayes MP, the President of the Senate Senator Steve Parry, member for Hughes and Chair of the Joint Committee on Law Enforcement Craig Kelly MP, and One Nation's

“Voting for PFA office bearers saw Mark Carroll returned unopposed as President, Scott Weber from NSW and Queensland’s Ian Leavers holding their positions as Vice-Presidents, and John Laird from Victoria returned as Treasurer.”

Pauline Hanson attended the dinner alongside AFP Commissioner Andrew Colvin and other key speakers.

Day two of Federal Council ran just as smoothly as day one, with Dr Deen Sanders from the Professional Standards Council presenting to the congregated delegates on professional registration and the process if policing is to become a recognised profession.

This was followed by Mark Bielecki, the new Registered Organisations Commissioner, Chris Enright, its Executive Director, and Mark Elliott from the Fair Work Commission, who addressed the recent changes to their organisations and the impact this would have to the PFA and branches.

Each President presented their branch reports before the meeting concluded with voting for PFA office bearers,



Council attendees.



Peter Dutton, Ian Leavers, and Michael Keenan.

which saw Mark Carroll returned unopposed as President, Scott Weber from NSW and Queensland’s Ian Leavers holding their positions as Vice-Presidents, and John Laird from Victoria returned as Treasurer.

Once again the PFA thank all those who attended and made the two day meeting so worthwhile and informative.

The 2018 Federal Council will be again held in Canberra on 20 and 21 September as part of the inaugural Police Week celebrations.

Police Health



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EXERCISE IS GOOD FOR YOUR MENTAL HEALTH

The benefits of regular exercise in helping to ward off a host of health nasties such as diabetes and heart disease are well known.

But health professionals are now convinced that physical activity is also good for your mental health.

After an exhausting shift at work, the idea of hitting the gym or going for a neighbourhood run is usually the last thing on the minds of many officers.

A stint at the pub with mates or vegging in front of the television might seem a far more tempting form of unwinding.

However, with policing counted among the most stressful jobs going, you need to find time for a balance of both ways of de-stressing if you want to look after your mental health.

While the medical profession still has much to learn about the effects of exercise on the brain, studies are showing it can have a positive impact on your mood, ease stress, and help combat depression.

The chances are that a routine exercise regime will make you feel a whole lot better.

WHY EXERCISE IS A NO BRAINER

Over the past decade or so, researchers in different parts of the world have been pondering precisely how exercise improves the mood and creates a sense of wellbeing.

It's a complex area but the evidence indicates that physical activity pumps blood to the brain and releases a host of important chemicals such as endorphins, serotonin, and anti-stress hormones.

This in turn helps you sleep better and also brightens your mood, giving you an increased sense of control and self-esteem.

Equally impressive, a good workout can improve concentration and alertness, and give your memory a boost by releasing chemicals that support brain function.

Brain plasticity is given a kick-along through increases in brain-derived neurotrophic factor (otherwise known as BDN), a protein believed to help with decision-making and higher thinking.

Improvements have been recognised in several studies. In the Netherlands, researchers monitored more than 7,000 adults and found that exercise lowered the risk of mood or anxiety disorders over the following three years.

There have been similar outcomes in Australia. University of Queensland researchers discovered that people who engage in regular exercise experience higher levels of optimism and an enhanced sense of cheerfulness and vitality.

Equally significant, long-term studies that track people over time show they have a reduced risk of developing mental disorders if they keep fit.

CHOOSING AN EXERCISE REGIME

There is no clear evidence on how much exercise is good for your brain and state of mind.

It's likely that intense exercise will have greater benefits, but if you're new to the fitness game, then it's best to start slowly. If you aim too high too soon, you risk being turned off and it's back to the couch.

A simple 30-minute brisk walk a few times a week is a good starting point, and this can be broken into 10-minute blocks if that suits best.

Other types of aerobic exercise such as running, swimming, and cycling are also beneficial, and resistance exercises in the gym are thought to be effective.

The recommendation is at least three exercise sessions a week, each lasting 30 minutes at moderate to vigorous intensity. Of course, it is preferable for you to get in the habit of exercising every day.

Another good option is a team sport because the social interaction is also important for your mental wellbeing.

GETTING STARTED

To complicate matters, the relationship between exercise and mental health is bidirectional.

People who are stressed and suffering from depression are likely to be less motivated and interested in making the effort to exercise.

Consequently, the less physically active you are, there's a risk your mental health will further deteriorate. Here are some tips on getting started:

- **Keep it simple** – start slowly with simple activities such as walking, and as your enthusiasm increases move onto more energetic activities.
- **Make it enjoyable** – there's a chance that people who are

stressed or suffering anxiety disorder will lose interest in recreational pursuits. Ease into exercises that you find interesting and relaxing.

- **Include others** – socialising is an important part of recovering from anxiety or depression, so try and find friends or family members to join you in your fitness program.
- **Plan a routine** – come up with a flexible exercise plan and stick to it as closely as possible. Try to schedule in an activity every day if you can.

SEE YOUR DOCTOR

If you are struggling with mental health issues, including stress, depression, or anxiety, seek advice from your doctor. Various helplines are available, including:

Beyondblue – 1300 22 4636

Lifeline – 13 11 14

POLICE HEALTH SUPPORT

Police Health offers generous benefits towards psychology and exercise physiology services under our SureCover Extras, Platinum Health, and Platinum Plus policies.

This includes annual maximums of \$850 per person for psychology support, with a rollover benefit of \$1,700. To help you get into an appropriate exercise regime, Police Health offers \$400 per person (\$800 per family) for exercise physiology*. Conditions and waiting periods may apply.

*Benefits are not claimable for exercise physiology group services.

THE POLICE HEALTH KITBAG

The Police Health Kitbag has everything you need to navigate the physical and mental pressures of policing. Improve and maintain your health and relationships with resources developed and collated exclusively for modern police. Visit www.policehealthkitbag.com.au and register for free.



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QRPA NEWS

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MESSAGE FROM GREG EARLY, STATE PRESIDENT

ANNUAL GENERAL MEETING

The annual general meeting of the Association was held at Police Headquarters on 4 September. The election for members of the State Management Committee resulted as follows: State President – Greg

Early; State Senior Vice President – Bob Pease; State Vice Presidents – Myles Burns, Alex Granlund, and Peter Wise; State Secretary – Jillian Steinkamp; State Treasurer – Laurie Taylor; Assistant State Secretary – Pat Philp; and Welfare Officers – Emmanuel Anthony, Ted Bones, and Bob Atkinson.

NEW LIFE MEMBERS

At the annual general meeting the following were made life members of the Association for their long, distinguished, and meritorious service to the Association: Gordon Allan Thomas, Townsville branch, and Bevan Joseph and Margaret Anne Bradshaw, Hervey Bay branch.

NATIONAL POLICE SERVICE MEDAL

I still hear of applications being made for this medal and particularly by some older retired officers and police widows who are hearing about its availability by word of mouth or via our communications. If you know of someone who has not applied for the medal, it is never too late to apply.

WEARING OF MEDALS AT FUNERAL SERVICES

The State Management Committee resolved that it is appropriate for members to wear their medals when attending police funerals and will in future add to the Association's funeral notices the words 'wearing of medals is encouraged'. In regard to the wearing of medals generally, most are worn on the left hand side except the Queensland Police Service Medal which is worn on the right hand side.

LUNCHEONS ATTENDED

I was pleased to attend the following Luncheons: Gympie on 23 August at the Albert Park Bowls Club, Near North Coast on 24 August at the Centenary Lakes Function Centre, Caboolture, and our Annual Luncheon in Brisbane at the Geebung RSL Club on 11 September. While some of

the Luncheons were down in numbers, they were all most enjoyable.

FUTURE LUNCHEONS

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

6 December– Townsville – Townsville RSL Club –
John Urquhart 4773 4497

14 December– Ipswich – Brothers Leagues Club, Raceview
– Ken Martin 3288 9782

NEW MEMBERS

- Former Detective Senior Constable Rodney Neville Shelton, Gold Coast
- Former Plain Clothes Constable Graeme Richard Silvester, Brisbane
- Former Sergeant (Northern Territory) Norbert Olaf Tenty, Bundaberg
- Former Superintendent Daniel James Keating, Brisbane

NEW ASSOCIATE MEMBER

- Carol Ann Adcock, spouse of member Trevor Adcock, Far North Queensland

OBITUARIES - MAY THEY REST IN PEACE

Members: Member and former Detective Chief Superintendent Peter Edward Dautel, 13 August, 79 years; associate member Lucille Kane, 14 August, 89 years; associate member Patricia Margaret Doman, 15 August, 67 years; veteran member and former Sergeant 1/C Kevin Sidney Nunn, 19 August, 86 years; life member and former Sergeant 2/C Herbert William Butcher, 21 August, 94 years; veteran member and former NSW Acting Inspector Ronald Barrie Cope, 82 years; life member and former Sergeant 1/c Vivian Ivor Finter, 12 September, 90 years; former Detective Inspector Jeffrey Thomas Oliphant, 12 September, 70 years; and Associate Member June Esme Fillingham, 7 September, 79 years.

Non-Members: Former Queensland police officer Graham William Baidon, 3 June and former Inspector John William James (Jim) Gray, 21 September, 91 years.

Family: Pauline Mary Ring, wife of life member Mick Ring, 15 August, 87 years; Moreen Denney, widow of former Senior Sergeant Reg Denney, 15 September, 85 years; and Delphine Merle Boyd, widow of Herbert (Herbie) Boyd, 17 September, 97 years.

QRPA CERTIFICATES

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

- Robert Noel Latter, Ipswich
- Leonard Bruce Yarrow, Ipswich
- Colin John Sullivan, Gold Coast

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

- Roger Edward Deshon, Darling Downs
- Kerry Patrick Cullinan, Gold Coast
- Alfred Victor Burgess, Hervey Bay

90 & over

- Arthur Leslie Edwards, 92 years on 3 September (Ipswich)
- Donald William Frederick McGrath, 95 years on 8 September (Brisbane)
- Norman Sylvester Ferguson, 90 years on 11 September (Gold Coast)
- Othello Dempsey (Boyd) Barratt, 93 years on 12 September (Gold Coast)

AROUND THE BRANCHES

BUNDABERG

The 25 August meeting was held at the usual venue, the Bundaberg Services Club. Welfare: Bob Hayes had minor surgery on his nose on 31 July. He also had a tumour removed from his left thigh. Welfare Officer Mary Waugh has been in touch with Keith Lipp and Grahame Duncan. Graham is not going too well. She also contacted Joan Bick who is now almost totally blind, and Russell Crook who was too ill to attend the meeting. He had more extensive medical tests in the following week because he has been experiencing severe pain over his whole body. Gordon Storer had a fall and at the time of the meeting was in hospital with a suspected broken hip. Vice President Bob Materna presented Rod Strong with his Senior Member Certificate. Former Northern Territory police officer Norbert Olaf Tenthly's application to join the association was recommended. On the bowls front: The team skipped by Jack Field and comprised of Grannie Pearce, Alan Edgerton, and Gerry Van Halen were in action again at Bargara on 27 August. The team came in second but it was a very close game against a good Bargara team. The same team played at Gin Gin on 10 September and came home with the sportsman prize. There was another meeting on 29 September. An application by Erwin Hoffman, retiring Senior Sergeant in charge of Bundaberg station, was recommended for approval. On the bowls front: The team skipped by Jack Field and comprised of Karl Osterlund, Gerry Van Halen, and Alan Edgerton was in action at Elliott Heads on 17 September. They had a close game against a very strong team. Bruce Jensen was the flag bearer for the retired police at the NPRD service at the Uniting Church. This task was done for many years by the late Doug Hoare.

GOLD COAST

The Southport RSL Club was the venue for the 5 September meeting. The membership applications by William Robert Lane and Martin Thornton were recommended for approval. The August BBQ hosted by Mike and Glenys Huddlestone was a great success. A social get together was held at the Nerang RSL Club on 28 September. The National Police Remembrance Day Service was held at Robina Anglican Church. A number of members attended and a floral tribute was placed on behalf of the branch. The 26 October BBQ will be hosted by Don Braithwaite with assistance from Russell and Beverley Robertson and other members. President Russell Robertson presented Kev Sauer with his QRPA Veteran Certificate. Welfare: Col Sullivan reported that Pat O'Brien, Graeme and Elaine Jefferies, and Boyd and Betty Barratt are as well as can be expected. Denis Chalker was undergoing tests which hopefully won't be too serious. Guest speaker: LNP candidate for Broadwater, David Crisafulli. Another meeting was held at the Currumbin RSL Club on 3 October. Membership applications by Mark Charles and Patricia Ann Jackson were recommended for approval. Treasurer Neil Raward is finalising arrangements for the members' Christmas Luncheon which will be held at the Lone Star Tavern at Mermaid Waters on 8 December. The branch meeting and social calendar for 2018 is being finalised and will be distributed soon. President Russell Robertson presented Colin Sullivan with his Veteran Member Certificate. Welfare: Denis Chalker has received favourable results from his recent medical tests. Guest speaker: Mark Saul of Queensland Fisheries spoke about the Gold Coast Shark Control.

GYMPIE

Our Annual Luncheon was held at the Albert Bowls Club on 23 August and was well attended by local members and visitors. A total of 67 members attended and at the commencement of proceedings, the guests observed a minute's silence in respect of member and former Detective Chief Superintendent Peter Dautel who passed away on 13 August after a short illness. State President Greg Early addressed us on the proceedings of the State Management Committee and Paul Wilson, a Director of QBank, spoke on behalf of that organisation. Federal member for Wide Bay and former QPS officer Llew O'Brien spoke on his role as a Federal Member, and Acting Superintendent Pat Swindells, as Acting Wide Bay District Officer, gave an excellent rundown on policing in the district. The guest speaker this year was former Queensland police officer and now Queensland National Party Senator Barry O'Sullivan, who gave us an insight into some of the problems confronting the Federal Government at the present time. The funeral service for Peter Dautel was held in Gympie on 24 August and the number of people who attended showed the respect that former colleagues and the general public had for Peter. Our member Chris Sang worked with Peter as a young Detective and it was fitting that he spoke on behalf of the Gympie retired police. The following meeting was held on 4 October at the Victory Hotel. Vice President Chris Sang chaired the meeting in the absence of President Laurie Pointing who at that time was in the Sunshine Coast University Hospital suffering from pneumonia. Chris welcomed all members

and visitors: Inspector Steve Donnelly, Senior Sergeant Kylie McLellan, Superintendent Craig Hawkins, and Senior Sergeant Kevin Thomson, who later spoke on an incident that occurred at Ravenshoe in 1995 and in which he was involved. It was a harrowing account of the incident in which an offender pulled out a concealed weapon and shot him. (*Laurie Pointing*)

LOGAN-BEENLEIGH

The 17 August meeting was held at Club Beenleigh. Guest speaker: Greg Davidson, a retired radiologist and pilot, who spoke of his exploits while piloting planes. Secretary Terry Ahearn addressed the meeting on business cards and ID for members. At the Executive meeting it was decided that the current business card will continue to be used by the branch due to the availability and ease of name changes. It was further decided that branch ID cards will not be introduced at this stage. Both current Welfare Officers now have a supply of cards for use. Welfare: Bob Sawford reported that it was pleasing to see Dave Manfield, Phil Clohesy, and also Ray Brand. Both Ray and Phil then thanked Welfare Officers and members who had contacted them during their recent bouts of illness. A glowing tribute was extended by Mal Nichols to the late Sergeant Owen Harms who passed away on 1 August. The 21 September meeting was held as usual at Club Beenleigh with a lively crowd. Guest speaker Martin Grandelis keeping members interested in his talk on his teaching days, prison service exploits, and various other stories. It was a great day for all, with a meal afterwards for most, and as usual some stories. The NPRD service was held at St George's Anglican Church, Beenleigh with a large attendance of branch members, some of whom participated in the service.

SUNSHINE COAST

The branch met on 22 August at probably the best venue in the state: Headland Golf Club. A special welcome was given by President John Walker to guest speaker Grant Enders of Tynans Advice, Brisbane and to John Sullivan from the Darling Downs branch. A minute's silence was observed for those members who had passed away since the previous meeting. Special mention was made of the passing of Veteran Member Kevin Nunn. It was resolved to donate \$200 to the Queensland Police Legacy Scheme. Grant Enders delivered a most informative and interesting address on superannuation, especially the changes to superannuation since 1 July this year, and the ramifications those changes could have on members. After the August meeting, member Jeff Oliphant passed away on 12 September after a long illness. His funeral service on 20 September was attended by a very large contingent of former and serving police officers. There was another meeting on 26 September. Guest Speakers: Kaye Attia, Glenda Jones, and Jade Bowman from the Department of Health spoke on care and assistance available for the aged through 'My Aged Care'. They provided booklets which are a guide to Commonwealth Home Support Programme services. The NPRD service at Kawana Surf Club was well attended by members and President John Walker placed a wreath. Members have been invited to the QPS Awards Presentation on 8 November.

SOUTHERN DOWNS AND GRANITE BELT

The Stanthorpe RSL Club was the venue for the 1 September meeting. A special welcome was given to Inspector Brian Cannon, his wife Jill, and Senior Sergeant Gerard Brady, the new OIC of Stanthorpe station. Welfare: An update was given on Col Elsdon and Keith Love, and also Jan Morgan. Susan Burgess has transferred from Near North Coast to SDGB branch. A Certificate of Appreciation will be forwarded to former Senior Sergeant Mark Ireland for his assistance while the OIC of Stanthorpe station. Guest speakers: Senior Sergeant Brady and Yvonne Reid who recited some jokes. The NPRD Service was held at St Marks Church, Warwick, under the direction of local clergy and Inspector Brian Cannon. The service was well attended by serving police officers, branch members and partners, local dignitaries, representatives from other services, and community representatives. Member Wayne Smith placed a wreath on behalf of the branch.

ROCKHAMPTON

The Frenchville Sports Club was the venue for the branch's 6 September meeting. Guest Speaker: Peter Blundell, radio personality and LNP candidate for the seat of Keppel. Peter spoke on his early childhood and connections with the land, his foray into local government, and his aspirations for becoming the next state member for the seat of Keppel. He fielded quite a number of questions and was thanked by President Barry Self for his attendance. Some 20 members attended the BBQ at the beach on 17 September. Another meeting was held on 4 October. Visitors: Dennis Smith, Secretary of Rockhampton branch, and Pat Bocking. President Trevor Errington presented Gordon Thomas with his Life Membership plaque and badge. Welfare: Gordon, along with John Urquhart and Ian Palin, had visited Bill and Dulcie Green in their aged care village. They also visited Brian and Margaret Hooper. Membership applications were received from retired Sergeant Stephen Lamb and retired Detective Senior Constable Patrick John Bocking and recommended for approval.



Gordon Thomas receiving his Life Membership plaque and badge from President Trevor Errington.

MACKAY-WHITSUNDAY

The branch met at Brisk Bay on 19 August. The hosts for the day were Ernie Hockings and Debbie Hillier. Vice President Col Duncan chaired the meeting. Guests: Senior Sergeant Nathan Blain (Whitsunday), Ann Imhoff, Townsville branch members Warren and Margaret Butterworth, Gordon Duncan, Brian (BOBO) and June Weston and John Lone. Welfare: Barry Downs has maintained contact with Tony Wynne and Dave Gray, monitoring their progress. Barry and Col both visited

immediate past President Merv Fisher who was hospitalised recently and while in hospital suffered a heart attack. Brian Weston gave a short talk on his recent caravanning trips with his wife June. Meeting on 16 September: President Bob Maher spoke about attending the Emotional Survival for Law Enforcement workshop by Doctor Kevin Gilmartin and the passing of Tom Butcher. He also recorded his appreciation to Secretary Dennis Hansen and Col Duncan as Tom's Welfare Officer for attending to the arrangements for Tom's funeral service. Bob also mentioned that members had been invited to the Mackay District Honours and Awards Presentation on 20 October. Welfare: Barry Downs reported Ray Hodgson was to undergo surgery in October on one of his knees, with the other knee attended to shortly after that. Col Duncan reported Margie Kussrow had suffered a turn at her new home in Brisbane and that she had been hospitalised but was now recuperating at home. Bev Houley attended the funeral service of Tom Butcher in Bundaberg; she gave the meeting a report on the service and indicated that one of our former Chaplains, Father Peter Tonti, conducted the service. Guest speaker: Greg Christensen who spoke on the history of the Mackay Tiger Moth Museum. It was resolved to attach Dave Gray's name to the branch's gavel which Dave made some years ago.



L to R: Ken Zunker, Col Duncan, Michelle Sheehan, Bob Maher, Bev Houley, Dave Gray, Dennis Doring and Barry Downs marched to St. Patricks Church, River St., Mackay, where they joined other members and family for the National Police Remembrance Day Service. The Branch was also represented the previous night at the Police Remembrance Candlelight Vigil.



IPSWICH

The 14 September meeting was held at Brothers Leagues Club, Raceview. Keith Gilbert was a visitor and has made application to join the Association. Bob Latter was presented with his Veteran Member Certificate by President John McCrae. Welfare: Welfare Officer John Hawkins reported he had visited Ken Farquharson and Vince Buetel. Bob Latter advised he had been in contact with Merle Wallace and she is in good spirits. Guest Speakers: Detective Sergeant Virginia Gray and

Detective Senior Constable Cath Swan, State Crime Command, presented on the arrest and trials of Vince O'Dempsey and Garry (Shortie) Dubois for the McCulkin murders. The officers, affectionately known by their colleagues as 'The Heat' (because they resemble the two officers who play detective roles in the movie of the same name), provided an extensive overview of the evidence presented in the trial. The Cold Case team working on the McCulkin murders are to be complimented on the investigation that resulted in the conviction of both O'Dempsey and Dubois in separate trials. A large contingent of branch members attended the NPRD service at the James Sangster memorial in Browns Park where a wreath was laid by President John McCrae. Former QPOL member and now Ipswich Mayor Andrew Antoniolli presided.



President John McCrae placing a wreath on behalf of the Ipswich branch.

TOWNSVILLE

The 6 September meeting was held at the Townsville RSL Club. A special guest was Superintendent Steven Munro who gave a brief outline of his police service. He then presented retired Senior Sergeant Graham Lee with his National Police Service Medal and retired Sergeant Brian Weston with his National Police Service Medal and Queensland Police Service Medal. He also mentioned that Associate Member June Fillingham, the wife of the late John Fillingham, was in hospital in a serious condition (unfortunately since the meeting June has passed away). Jenny and John Urquhart are again conducting a raffle which will be drawn at the Christmas lunch. All proceeds will be donated to the Queensland Police Legacy Scheme. The application by retired Sergeant Wayne Douglas Lord was recommended for approval. Tony Goddard spoke about the annual Wall to Wall motorcycle ride from Brisbane to Canberra. Several members participated in the NPRD service which this year was held at the Sacred Heart Cathedral Church in Stanley Street, following a march from the city.

GLADSTONE

The 2 August meeting at the Gladstone police station was cancelled due to the sudden passing of Sergeant Owen Harms on 1 August. Members met at the same location on 5 September. There was good feedback from the Luncheon held on 22 July. As a result of a successful raffle, a donation of \$600 will be made to the Queensland Police Legacy Scheme. President Darryl Saw advised the meeting he had received advice from Gordon Jones that he was standing down as Treasurer for personal reasons. Keith McCann was duly elected in his stead. The personal contribution made by Gordon (of raffle prizes and food and beverages for BBQ lunches) was acknowledged by

acclamation. Sergeant Dave Connolly, standing in for Senior Sergeant Jamie Goodwin, was welcomed to the meeting. The obituaries were read and Sergeant Connolly recited the Ode to a Police Officer. Members stood for and observed a minute's silence for the recently departed, including Sergeant Owen Harms of Miriam Vale, and all police who have paid the ultimate sacrifice performing their duties. Welfare Officer Keith McCann advised that Jim Winn had recently sustained a broken pelvis as the result of a fall and was recovering at the Rockhampton Mater Hospital. Keith and Gail McCann regularly contact and visit Val Caterson who is in good spirits and doing as well as can be expected. Gail McCann is due to undergo knee replacement surgery soon. Glenn Josefski was receiving his fortnightly immuno therapy treatment on the day of the meeting. Gordon Jones had a fall after suffering a blackout. He suffered minor injuries to his face and was due to see an ENT specialist and a cardiac specialist in October. An open invitation, via a letter in the *Gladstone Observer*, has been issued to all former police officers in the area to attend a function at the Gladstone police station, with a view to joining the QRPA. Sergeant Connolly addressed members on some aspects of the Police Service and in particular the accoutrement vest he was wearing. Appreciation was shown to the Gladstone administration for hosting the meeting and to the social club for hosting a BBQ lunch. Several members attended the prayer vigil on 28 September and participated in the march to and the NPRD service at St Saviour's Church on 29 September.



Gladstone NPRD.

DARLING DOWNS

The 10 August meeting was held at the West Toowoomba Bowls Club. Welfare: Bob Scarff reported Cynthia was going well following her recent operation. Ray Briese reported Marion had improved in health. Len Penbroke advised his health also had improved. Messrs Scarff, Millward, and Weise are to organise the Annual Luncheon at the TAFE College on 18 October. Comment was made about the need for a yearly prostate examination. The following meeting was held on 14 September at the Stock Exchange Hotel. Welfare: Bob Scarff informed the meeting he had been in contact with Graham Hohenhaus and Graham had advised his ongoing health issue appears to have been finally resolved and he is feeling well. Bob also informed the meeting he had been in contact with Tom Tilbrook regarding his health issue and Tom advised he is travelling okay but has resigned himself to staying at home. President Boyd Wilson presented Howard Connors with his Veteran Member Certificate. Kev Weise advised the

meeting that despite difficulties experienced with Council administrative staff, the memorial plaque honouring the late Senior Constable Brett Forte had been affixed to the Memorial Wall. Unfortunately, this was not done before the service at the Wall on 2 September. It was resolved to make a physical record of the plaques on the wall and that the record be updated as required.

NEAR NORTH COAST

No meeting was held on 24 August which was the day on which the branch's successful Luncheon was held at the Centenary Lakes Function Centre, Caboolture. It was the first Luncheon officiated over by new President John O'Gorman. The team assembled over 90 prizes under the guidance of Helen Guy. This number included 15 donations from local organisations and ham and fruit trays which had been purchased with the proceeds of the BBQ raffles run by the ladies. All of the remaining prizes were donated by members: a great effort. The 18 September meeting was held at the Caboolture Sports Club. Allan Hawkins chaired the meeting in the absence of President John O'Gorman. Welfare: Jack Gibbison had been in hospital with a dose of influenza and was unable to attend the meeting. Applications to join were received from Russell David Miller, Vicki-lee Miller, and Russel Gordon Waters, and were recommended for approval. Allan Hawkins placed a wreath on National Police Remembrance Day on behalf of the branch.



Earl Sanders receiving his Queensland Police Service Medal from Superintendent Mick Brady.



Former President Allan Hawkins receiving his Veteran Member Certificate from State President Greg Early.



New President John (Bluey) O'Gorman receiving his Veteran Member Certificate from State President Greg Early.

REDLANDS

The 22 August meeting was held at the Redlands Sporting Club. Vice President Adrian Hall chaired the meeting. Pat Priddle (an inaugural member of the branch who had moved away from the area with her late husband Joe) has moved back to the Redlands and was welcomed to the meeting. Welfare: Vic Tollenaere is back on deck but still has a few issues to face, Peter Harding was unable to attend the meeting because he was fighting off the flu, Adrian Hall had recovered from his bout of flu and gave the members an insight into his recent stay in Redlands Hospital, Eddie Gallo is still dealing with some health issues, and Ron Ehlers was getting around beautifully with his new hip. Several members attended the NPRD service which was held at the Cleveland Baptist Church. A floral tribute was placed on behalf of the branch. The Steakhouse at Redlands Sporting Club is the venue for the Christmas function on 14 December. Another meeting was held on 26 September. Welfare: Eddie Gallo is still battling on with some health issues but hopes to be able to attend a meeting in the near future. Dave Stannard was unable to attend because he was receiving treatment for some skin cancers.

FAR NORTH QUEENSLAND

The 25 August meeting was held at Dunwoody's Tavern, Cairns. Secretary-Treasurer Joe Jackson chaired the meeting in the absence of President Ian Swan and Vice President John Hartwell. A special welcome was extended to guest speaker Detective Superintendent Brad Eaton, and to Trevor Adcock who has been in ill health in recent times. Guest speaker: Border Force Det Supt Brad Eaton was introduced to the meeting; he is a police officer with 33 years of service with different jurisdictions and is about to be medically retired in the coming months. He was a former OIC of the FNR Drug Squad and Cairns CIB. Brad accumulated 10 years of service with the AFP, with six years in PNG, two years in the Solomon Islands, and two years in Adelaide. Brad provided a thought-provoking insight into his sojourn as an adviser with the PNG Constabulary. He outlined the challenges and reiterated numerous instances where his experience came to the fore in managing some very complex investigations. Welfare: Jock Macdonald continued his visitations. He reported that Trevor Adcock has recovered from his recent bowel surgery and a placement of a stent to alleviate a blocked artery. The 22 September meeting was held at Obi's Restaurant, Yungaburra. It was with sadness that the meeting was advised of the passing of life member Viv Finter. His funeral on 25 September was well attended by members of the branch. Guest Speaker: Inspector Sharee Cummings, Toowoomba Patrol Group. Sherrie is the daughter of Max and Heather Lewis. Sharee was in Cairns to attend the International Women's Police Conference which was held at the Cairns Convention Centre. Prior to the commencement of the conference over 800 policewomen marched through the streets of Cairns. The march was witnessed by Lee and Ian Swan, Joe and Danute Jackson, Beryl Pocock, and Heather and Max Lewis. Members attended NPRD services in Cairns, Innisfail, and Mareeba. Wreaths were laid by President Ian Swan at the Mareeba service, Secretary-Treasurer Joe Jackson in Cairns, and Roy Wall in Innisfail.



Members attending the Far North Queensland meeting: Peter Hilder, Graham Cook, and Ray Stubbins.



Before the march in Cairns: Max Lewis, President Ian Swan, Commissioner Ian Stewart, and Secretary-Treasurer Joe Jackson.

HERVEY BAY

The branch met at the Hervey Bay RSL Club on 19 September. President Grahame Gronow thanked those members who had travelled to the Gympie Luncheon and those who had donated prizes for the day's raffle. Welfare: Dot Barlow has had a stint in hospital having a knee replacement. Jim Collins is still unwell. Dot Summers has been diagnosed with a heart condition. Guest speaker: Sharon Bell of Hypodrive gave a very interesting talk in relation to the effect of diabetes on drivers of motor vehicles and the education she is currently giving to groups including new drivers and school children in relation to recognising the signs of an oncoming hypo as a result of having diabetes. President Grahame Gronow presented Bevan and Margaret Bradshaw with their QRPA Life Membership plaques and badges. Grahame also presented a Veteran's Certificate to Neil Healey. Travellers: Bob and Dot Summers have been travelling to Vancouver Island in Canada, Ian and Pauline Anderson are travelling in the US, and Cynthia Guteridge has been visiting her daughter in Hong Kong. This year's NPRD service was held at Life Church in Maryborough and Vice President Greg Morrow placed a wreath on behalf of the branch.



Bevan Bradshaw receiving his Life Membership Plaque from President Grahame Gronow.



Margaret Bradshaw receiving her Life Membership Plaque from President Grahame Gronow.



Neil Healey receiving his Veteran Member Certificate from President Grahame Gronow.

VAN DIEMENS LAND

They say spring is here but it apparently forgot Tasmania. We have had snowfalls over the last couple of weeks which

have blocked a number of highways. Phil and Collen Sharpe have been away in the UK on holidays for a few weeks. Don Green is recovering from knee surgery and I am recovering from heart surgery. Our meeting on 24 September at the Gretna Green Hotel was a great success. We were joined by members of the Tasmania Retired Police and enjoyed a great roast lunch. The Gretna is regarded as the home of the branch because this is where we held our foundation meeting all those years ago. Where does the time go? We again laid a wreath at the Tasmania Police Remembrance Day service. We are very grateful for this opportunity because it is a very special day. Perhaps this is the only wreath laid on behalf of Queensland Police outside the state on this day? Please remember to kindly support our members when travelling in Tasmania and looking for accommodation: The Gretna Green Hotel, Lyall Hwy, Gretna, Phil and Colleen Sharpe, 03 6286 1332 sharpet410@bigpond.com; The Wilderness Hotel, Lyall Hwy, Derwent Bridge, Dave and Carol Fitzgibbon 03 6289 1144 derwentbridgewildernesshotel@bigpond.com; Stone Cottage, Main Road, Ross, Steve and Val Kummerow 03 6381 5444, svkummerow@hotmail.com; Touchwood Cottages, 31 Church Street, Stanley, Chris and Gretta Blom 03 6458 1348 enquiries@touchwoodstanley.com.au (Andy Beasant)

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