

POLICE

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JOURNAL



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POLICING THE COMMONWEALTH GAMES

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Overlooking the beach volleyball arena at Coolangatta after a day at work at the Commonwealth Games.

COVER STORY

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POLICING THE COMMONWEALTH GAMES

The huge operation that was the Commonwealth Games has now been and gone, and the policing response was fantastic.

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

COMMONWEALTH GAMES

The huge operation that was the Commonwealth Games has now been and gone, and from all reports, the policing response was fantastic. There was a big focus on friendliness to go hand-in-hand with professionalism, and from what I saw when I was down on the Gold Coast, all our members seemed to have taken this on board. I saw many officers posing with kids for photos, walking along with Games attendees to point out directions, chatting with people who were waiting for events or just walking past, and many also wearing Borobi hats!

There were at least two Union representatives on hand at the Gold Coast at all times, and we visited transition centres, sporting venues, and the general entertainment hubs to try and catch up with as many members as possible.

The overall response from members was very positive in relation to their time at the Games; there were some issues raised, but nothing that would be considered major.

“I thank everyone for their high spirits during the Games, and for representing our Service so well.”

I thank everyone for their high spirits during the Games, and for representing our Service so well. I also thank those who were not at the Games but covered for those who were: the hard work that was undertaken away from the bright lights of the Games is not forgotten.

TWO DAYS LEAVE

The QPS has not yet formally outlined the entitlement and related guidelines in relation to the two days extra leave allocated due to the Commonwealth Games. We are of the view that there should not be any restrictions whatsoever in relation to this leave.

Our argument is that restrictions cause inequity (for example, with regards to members who have taken sick leave). We hope to soon receive further notification from the QPS and will relay the pertinent points as soon as possible.

DISCIPLINE SYSTEM

Our discipline system has been a constant topic of conversation in this Journal for as long as I can remember. The spectre of the system has always pervaded discussions we have with members who need our help, and the issues of timeliness and consistency made advising members difficult.

The system was also adversarial, legalistic, and viewed as a means of meting out punishment rather than addressing behavioural concerns. We have long maintained that the system was broken, and that confidence in it was extremely low.

In fact, we weren't the only stakeholder with this view, and finally in mid 2016 a committee made up of representatives from our Union, the Commissioned Officers Union, the QPS, and the CCC met to start working together on a new system. In October last year, in-principle agreement was reached regarding a new discipline framework.

Our Union advocated for a more education-based system, and for handing the responsibility for discipline back to onsite supervisors

and managers, rather than the ESC and CCC. We are hoping the new system will simplify the discipline process and allow supervisors and their staff to resolve identified issues at a local level.

We all recognise the new system is a work in progress, and I know we at the Police Union are committed to continuing to review its effectiveness, and to hold this new system to account if it doesn't fix the problems or address the issues. We will all make changes if necessary as we move forward.

OUR PEOPLE MATTER

Following on from the launch of Our People Matter in late February, the team at Safety & Wellbeing has been hard at work implementing some of the suggestions made during our state-wide strategy sessions last year.

Keep a lookout for new initiatives that will be promoted in this Journal and through the QPS intranet, etc. For example, did you know that all QPS employees are now able to access PCYC membership for just \$30 a year, which allows you to train at 38 Queensland PCYC gyms and fitness clubs?

There is also a series of seminars about prostate cancer being delivered in many different locations throughout the state, and there is a new *Healthy Bodies* online platform that can connect you with a range of health-

related resources such as webinars, live exercise classes, and short videos prepared by health professionals. Keep updated so that you and your family can benefit from the initiatives.

“Did you know that all QPS employees are now able to access PCYC membership for just \$30 a year, which allows you to train at 38 Queensland PCYC gyms and fitness clubs?”

QLITES

QLites remain hot property within the Service because of their game-changing impact on the job. The ability to have information at our fingertips is paramount, and any restriction in accessing this information sets us up for unacceptable difficulties in this day and age.

We are heartened to see the rollout of QLites that has already occurred through the state, but we maintain that this is a vital piece of equipment for each and every officer. We will not let this issue rest until every officer has access to a QLite every shift.



Ian with Sergeant Dan Kwiatkowski outside the Gold Coast Convention Centre during the Commonwealth Games.

SURVEY

We are still putting the finishing touches on our Workforce Issues Survey that we are developing to tap into the issues most impacting our members. This survey is in contrast to the Working for Queensland survey administered by the QPS; it is commissioned by us here at the Union and constructed purely to assist the QPU to improve the lives of our members.

Please lookout for further information regarding its distribution, and provide

full and frank feedback to enable us to fight for what is important to you.

Ian LEAVERS

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THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



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MICK BARNES

THE POOR COUNTRY COUSINS OF POLICING

My mere 35 year history with policing in this great state of ours has always been punctuated with the differing styles and attitudes towards policing in two distinct geographical areas, that being south east Queensland and everywhere else.

There have been many titles given to the disparity between the two, whether it be the likes of the FBI (Forgotten Bastards of the Inland) or just the name given to the more populist area of the south east Queensland Police Service, where many hold the view that an over-proportionate rate of policing resources are centred.

As I look across my desk at the QPS map, it is clear to see that currently there are only three geographical QPS Regions that are responsible for the majority of policing of Queensland's area.

"There are only three geographical QPS Regions that are responsible for the majority of policing of Queensland's area."

Yes, there is a scattering of various officers from commands such as road policing officers, prosecutors, and the like, but most of the officers in these three Regions share the experience of being discriminated against for living and working in those communities they call home.

Being fortunate enough to have served in both a one and two officer station in my career, I can attest to the fact that policing in rural communities can be most rewarding, both professionally and personally.

Most officers performing duties in rural and remote Queensland do so for these very reasons, and have the opportunity to have a better work-life balance.

Despite the bureaucratic rhetoric denying any such disparity, the harsh reality is that officers who police these

One colleague quotes an average quarterly electricity bill of \$2,500, and that is without air conditioning operating during the week.

Some might consider being able to reside within a residence supplied by the QPS a luxury, albeit it's a necessity in most rural and remote communities.

"Despite the bureaucratic rhetoric denying any such disparity, the harsh reality is that officers who police rural and remote locations do and will pay a hefty financial and personal price."

rural and remote locations do and will pay a hefty financial and personal price.

Despite there being a number of various rural incentive programs available to those serving in differing types of communities across Queensland, an officer is still behind their SEQ colleagues financially once taxed.

An example of the onerous cost for rural and remote officers is the option for officers in SEQ to choose their electricity from a handful of retailers at a reduced rate.

No such option exists for rural and remote officers, who also have the burden of air-conditioning, if it is provided, just to be able to provide some level of comfort in the oppressive conditions.

As an external body, the QPS appear to me to have been dysfunctional in recent years in not being able to manage its housing assets. The guise of the QPS's consultation in attempting to achieve a workable solution has been disappointing to say the least.

The policy was initially to have had an effect date of 1 July 2017, however that was extended out six months to allow some change. That was never to occur, with the QPS cancelling all further meetings.

Thankfully the Government was able to identify some real issues with that policy, which would ultimately have had a negative effect on the policing of all rural and remote communities within Queensland.

At the time of writing this column, eight months has lapsed without any

dialogue with the QPS on the future of police accommodation into the future.

One of the outcomes is that officers applying for assistance are being told that once QPS accommodation becomes vacant, it will be divested. In other words, these former police houses, barracks, and multiple occupancy dwellings are being sold off.

Part of the last Enterprise Bargaining Agreement is for a review of the entitlements for, and expectations of, officers at one and two officer stations.

In our most recent consultative visits, it was reinforced with this Union that the industrial instruments that allocate the remuneration and entitlements for officers in all rural and remote locations need to be addressed.

Each officer's commitment in policing their rural and remote community is

not being matched in most cases by the QPS in providing any incentive for officers to police that geographical location.

Housing is not only substandard in many cases but the costs associated with living in these towns and cities are exorbitant.

The QPS and the Queensland Government need to be aware that this disparity, the condition of QPS accommodation, and its reducing availability will be the subject of future industrial petitioning.

Be Safe.

Mick BARNES

General Secretary

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SHAYNE MAXWELL

OFFICERS BEING CHARGED AND SUSPENDED

Two very important current issues for our members are:

- 1. Police officers being criminally charged, and**
- 2. Police officers being suspended without pay.**

POLICE OFFICERS BEING CHARGED

This Roundup is not going to focus upon the legitimacy or appropriateness for authorities such as the Crime and Corruption Commission (CCC) and Ethical Standards Command (ESC) to continually pursue officers criminally in regard to their operational actions. I am sure everyone has a view in regard to that.

For the purpose of this Roundup I would ask you to accept for a moment that in 2018 both organisations, the CCC and ESC, have taken a view to pursue officers criminally at every corner. There is no longer any discretion or sympathy for the unique and dangerous job a police officer does.

3. Urgent Duty Driving (intercept and pursuits).

EXCESSIVE FORCE

There have been three high profile cases in recent times where a police officer has been criminally charged for common assault, assault occasioning bodily harm, and grievous bodily harm respectively. All three officers were successful at trial in being acquitted of all charges.

These are wonderful outcomes, but the pain and distress these officers and the officers' families went through to get to these outcomes was horrendous. There was suspension

or your partner at risk, but until police are protected for operating in good faith and start to be supported by management, you must be selfish and put self-interest first.

As much as your actions may be justified at the time and after trial, there is nothing to stop an overzealous prosecution of you, which may last for years while you are suspended and placed under significant stress. Stay safe both physically and emotionally: do not put yourself at risk of being unfairly and unreasonably prosecuted by the oversight bodies.

COMPUTER USE

Our legal team prepared and published an article in this Journal on how to best protect yourself from being prosecuted for misuse of the police computer system (in the Brett Forte Tribute Edition last year). I echo these recommendations: protect yourself from being prosecuted in this regard.

The key recommendations from the lawyers in the above stated Journal article were:

- Do not use the police computer system if there is any personal nexus at all, even if there is also a police business nexus
- Document and justify every computer check as being police related business in your police notebook, and
- Do not take your Qlite home with you: leave it at work at all times.

"I ask you to put you and your families first and start protecting yourself and your loved ones first, even if it is to the detriment of efficient and effective policing."

As much as a police officer being acquitted of charges is a regular occurrence, the pain an officer goes through to get to that point is not something that can be managed. For that reason I ask you to put you and your families first and start protecting yourself and your loved ones first, even if it is to the detriment of efficient and effective policing.

There are currently three types of police conduct being scrutinised:

1. Excessive Force
2. Computer Use

from duty, some with pay and some without.

In one case, the time from the investigation through to trial was almost two years, and then even after an acquittal, one of the officers was disciplined so harshly that that decision is still being considered on appeal to the Queensland Civil and Administrative Tribunal more than a year on from the acquittal.

I encourage you all to protect yourself and your family; do not put yourself

URGENT DUTY DRIVING

In regard to urgent duty driving, I wish to remain very specific. DO NOT CONDUCT A U-TURN TO INTERCEPT A SUSPECT VEHICLE. In recent times we have seen the unfortunate circumstances where a well-intentioned officer was conducting mobile radar when he detected a speeding vehicle.

Without going into the exact details, that officer performed what can best be described as a routine U-turn to intercept the vehicle and conduct enforcement action.

A motorbike travelling behind the police officer was carrying a pillion and unfortunately, again without going into the exact facts of the case, the motorcycle hit the ground and the pillion sadly lost her life. It was a very sad case for all involved.

The police officer was charged and convicted of dangerous operation causing death, the Court of Appeal dismissed the appeal, and the Deputy Commissioner dismissed the officer from the Service.

This could have happened to any one of you, because thousands of similar vehicle intercepts are conducted daily around the state. At the end of the day, neither the law, the court, nor the jury showed any sympathy to the difficult job a police officer performs on a daily basis.

Since this time there have been a number of minor non-injury accidents related to police officers conducting U-turns to intercept suspect vehicles. Again, I encourage you to protect yourself and your family first, do not conduct any U-turns to intercept suspect vehicles, and limit the risk of being unfairly pursued by the oversight bodies.

POLICE OFFICERS BEING SUSPENDED WITHOUT SALARY

This, quite rightly, is a very important topic for all police. Up until 2014, the QPU did not have any real concerns with the manner in which

the QPS applied the suspension and suspension without pay provisions. Suspension without pay was only enforced as a last resort and there were very few unjust situation occurring. This all changed in 2014.

Unfortunately, we currently have situations where officers are being suspended without salary in circumstances where dismissal from the QPS was never a likely outcome.

“It is obvious to all that suspending an officer without salary on merely a suspicion that misconduct has occurred is entirely unfair.”

On other occasions, we have officers being suspended without salary for months on end where the Executive Briefing Note being relied upon overstates the strength of the case against the officers, and the decision maker refuses to examine the real evidence to verify the veracity of its content.

It is obvious to all that suspending an officer without salary on merely a suspicion that misconduct has occurred is entirely unfair and in most cases causes catastrophic consequences whereby an officer and their family never recover.

The QPU now holds real concerns as to the manner in which the power to stand down, suspend, and suspend without pay is being used; that is why the QPU secured agreement from Premier Palaszczuk for there to be a full review of the power to suspend police officers without salary as part of her election commitments. We look forward to this review occurring soon.

The QPU will continue to advocate for fairer legislation when it comes to

officers being stood down, suspended, and suspended without salary.

Shayne MAXWELL (Chook)

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PETER THOMAS

COMMONWEALTH GAMES

The Commonwealth Games have been and gone and Queensland can return to some form of normality. Any issues experienced by our members on deployment were expeditiously dealt with by our full time officials and industrial officers performing duties on the Gold Coast.

To our branch officials who assisted with issues while they were on deployment and to our officials within the Regions: a huge thank you.

OUR PEOPLE MATTER

During the past few months, many officers across the state attended Shaun O’Gorman’s (Sog) Strong Life Project workshops. These workshops are part of the Our People Matter strategy to provide officers and their families with information and support.

The session presented by Sog was extremely well received by attendees; I know I personally got a lot from Sog’s session. For those on social media, Sog has a dedicated page, ‘The Strong Life Project by Shaun O’Gorman’. Sog is doing mini presentations and providing advice to members, and the sessions are excellent. I would strongly urge you to follow Sog’s page.

In the coming months, Senior Constable Steve Lindsey will be co-facilitating sessions around the state on prostate cancer. Steve will be facilitating these sessions with a specialist urologist, and from the feedback I have received, the sessions are a bit of a laugh, with a very real message. I encourage all members to register on Eventbrite for a session in your area.

OUR BRANCH OFFICIALS

In this and coming articles, I am going to profile our branch officials in the Northern Region. Our branch officials spend many hours of their own time

assisting members, and do an amazing job.

I strongly urge you to become active in your branches and support your officials wherever possible. If you have a vacancy in your branch, I encourage you to become a branch official. All necessary training will be provided.

“Our branch officials spend many hours of their own time assisting members, and do an amazing job.”

DES HANSSON – CLONCURRY SUB BRANCH SECRETARY



I decided to become a branch official in about 2000 after massive Union support following an alleged assault. I’ve served as a Secretary, President, Regional Rep, and was the Treasurer of the Union for several years.

I’ve thoroughly enjoyed every second of it, with the highlights being able to support our members during hard times, and getting them through when all seems lost. The low points have mainly been the significant hurt perpetrated on our members by an

incestuous, nepotistic promotional system. I strongly encourage all members to get to meetings and support the Union.

MICK STOKES – TOWNSVILLE BRANCH PRESIDENT



I am Mick Stokes. I have been a sworn police officer and QPU member since January 1980 – 38 years. I was recently elected as President of the Townsville Branch of the QPU. I have had the benefit of QPU support many times over 38 years and would like to think that my lessons learned could assist other officers.

RO HARDIKER – MT ISA BRANCH PRESIDENT



I was honoured when I was approached by the former Mount Isa Branch President and other branch members to consider running for this position. I have been a member of the Union for my whole service and used the support provided several times, especially when I least expected it.

It has been a highlight to be elected to represent Mt Isa as a branch official, and to have had the opportunity to support Mt Isa officers during this time. Having recently commenced a new tenure in Mt Isa, I look forward to supporting officers in Mt Isa for the years to come.

BRAD GREENLAND – NORTH QUEENSLAND POLICE SERVICE ACADEMY BRANCH PRESIDENT



My name is Brad Greenland and I have been a member of QPU since commencing my QPS service at Oxley Academy in 1988. I have always taken an active interest in Union matters and

in recent years I raised a sub branch at the Townsville Academy in order to provide closer Union support for staff and recruits, and when required, the Townsville District.

I am presently the Branch President. Our Strength is in Unity, so if you're not currently a member, I urge you to reconsider and obtain membership.

ADAM KING – MT ISA BRANCH SECRETARY



I am Adam King, the Union secretary in Mt Isa. After spending three years on the Gold Coast, I moved with my family—wife Hayley and two kids Ella

and Oliver—to Mount Isa. The last four years have been great, enjoying the opportunities the Region has to offer.

I recently signed on for another three years as shift supervisor in Mt Isa and am looking forward to new challenges ahead.

March and April have again been extremely busy months and I sincerely thank you for your ongoing support. Until next month, I encourage you to look after yourselves and each other, take the time to do a mental health check-up, ask your partner if they are okay, and remember: no Union rep = no interview.

Peter THOMAS (Thommo)

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KEV GROTH

COMMONWEALTH GAMES

I was lucky enough to be a part of the Commonwealth Games, the biggest single event in the Queensland Police Service history. Over 3,500 police deployed as part of Operation Sentinel to various locations throughout the Gold Coast, Brisbane, Townsville, and Cairns.

Any operation of this size takes years of planning to pull together and apart from a few small hiccups, it seems to have gone off as a great success.

There were a few minor transport problems, with some staff waiting at the airport for nearly two hours for transport to their venue, but this was not a bus issue: it was a result of having to wait for other flights to arrive.

While not outstanding, the meals were adequate. Again, when you are catering for thousands of people, you don't expect gourmet food. The only real complaint I had, along with many other staff, was the lack of water provided to the troops.

One bottle of water was provided each day, and after that it was either fill it up at a tap or buy more yourself. With troops walking anywhere from 10-25km per day at their venues, this was very poor from the QPS. Never before at any major incident have I had to go looking for water; it has always been provided, but sadly not here.

Here are a few examples of lunch meals provided to staff:



I was lucky enough to be deployed to Coolangatta for the beach volleyball, and what can I say apart from great location, great crew, and amazing scenery.

I've been speaking to staff stationed at other venues and there have been no other real complaints, with staff enjoying the experience and even

snapping up some great photos to remember their once-in-a-lifetime experience. Some of these pictures from the other venues are included in the main photo story in this Journal.

"I was lucky enough to be deployed to Coolangatta for the beach volleyball, and what can I say apart from great location, great crew, and amazing scenery."

All in all it was a great Games, and the people of the Gold Coast really embraced the spirit of the Games. The volunteers did an amazing job and should be praised; they turned up rain, hail, or shine, and always had smiles on their faces and were ready for a friendly chat.

"The troops deployed had a great time, working well with all other agencies and having a lot of fun in the process."

The troops deployed also had a great time, working well with all other agencies and having a lot of fun in the process.



Just a reminder to all staff who were deployed to make sure you claim for all meals that weren't provided on shift. The pre-payment of TA didn't cover all meals and shifts, so when it is all over, make sure you fill in the forms and get them back in to ensure you get paid.

Well, that's all from me this month.

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

Kev GROTH

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GRANT WILCOX

MINIMUM STAFFING LEVELS

There needs to be a policy or direction that maintains minimum staffing levels on shift.

This could cover unexpected leave, illness, and other contingencies.

But most importantly, it allows appropriate back-up and protection to members when work is escalated.

Too often members are playing catch up and the Service is leaving officers without appropriate support and back-up, because nobody turns their mind to what is actually required to give proper service delivery.

It's not just about doing the jobs, it's about providing a service (appropriately resourced) to handle the workload.

We are the only service that does nothing to maintain appropriately resourced service delivery in times of illness and injury.

"We are the only service that does nothing to maintain appropriately resourced service delivery in times of illness and injury."

The QPS does not rectify the shortfall and in fact works with less doing more.

What can the QPS do to maintain appropriately resourced service delivery?

These days they are robbing Peter to pay Paul, and I think we can all agree this strategy is not working.

This is becoming a reality for service delivery. To the QPS: you are on notice. What is your future strategy?

DOES NIGHT WORK CAUSE CANCER, DIABETES, AND HEART DISEASE?

The World Health Organisation has classified night work as a probable cause of cancer, among other diseases, due to the disruption of circadian rhythms.

In working night shift you constantly have to override your body clock which says to you, 'you should be asleep'.

In overriding this body clock, your 'stress axis' is activated, which is how your body reacts in a fight or flight situation.

Of course, we are not always dealing with a potential threat: we are just working.

Some short term affects from being sleep deprived include tiredness (obviously!), irritability, sickness, accidents, unhappiness or depression, failure to pick up on social signals, failure to take in information correctly, loss of empathy, and more.

I know I don't make any big financial decisions while I'm on night work, and my wife and I agree it is a waste of time discussing most personal issues.

In the old days when we completed night work we had four to five days off (and maybe more), depending on the fortnight end.

These days it seems this is not the case and days off are as fits the roster rather than the welfare of the individual.

Here's a test: go and have a look at your current roster and see how many days off after night work you have, on average.

"Here's a test: go and have a look at your current roster and see how many days off after night work you have, on average."

The QPS should be aware that in the future they may be setting themselves up for civil litigation if they are not taking reasonable measures to try and mitigate some of the problems associated with night work.

So in trying to be positive, some tips: try to stick to similar eating patterns, eat frequent, light meals (heavy meals can make you drowsy), choose foods that are easy for your body, steer clear of sugary foods, keep hydrated, ensure you sleep ASAP after night work (not in the car on the drive home, hopefully – try a quick power nap that does not exceed 45 minutes if you are too tired to drive), limit electronic interactivity, limit alcohol and caffeine, and liaise with the roster clerk to ensure you are getting plenty of days off after night work.

MEDIA INACCURACIES – IS THAT THE TRUTH OR DID YOU READ IT IN THE COURIER MAIL?

I recently had to undertake a number of interviews with members to address the inaccuracies of a media article regarding an unfortunate

motoring death in Kilcoy that appeared in *The Courier Mail*.

The article was so far removed from actual fact that some of the civilians who were quoted contacted local police and apprised them of how they had been misquoted. They were devastated that the truth had been so embellished.

The investigation commenced because the Commissioner read the embellished article and it caused him concern that the reputation of the QPS and a local community was in tatters as a result of an alleged poor investigation and the untimely loss of a loved one.

Our reputation was harmed by poor reporting and the desire to make up a story that somehow painted police as inefficient and ineffective, which would then cause a rift in the community.

Without any concern for the dynamics of policing this community, *The Courier Mail* made several errors in reporting this matter and directly cast shadow on the police response in this rural community.

The lack of concern as to the facts of the matter became apparent when *The Courier Mail* printed a second article in which they were still reporting false facts: one might say they had even been embellished for the record.

In fact the police response to the investigation was excellent; it was diligent and measured given the finite resources available at the time.

What I want to achieve by placing this article in the Journal is to do what the QPS should have done, and back the troops publicly in writing and assure the local community that their officers were diligent and acted effectively and efficiently in all the circumstances.

I thank the Deputy for the personal contact and support to the members when this was brought to his attention.

It would have been great if the QPS had taken the extra step and publicly supported the good work of the officers, which would ensure the continued good reputation they have always held.

Gentlemen, you know who you are: well done, great effort.

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**



QUEENSLAND POLICE UNION OF EMPLOYEES

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COL MULLER

HOUSING IN THE SOUTHERN REGION

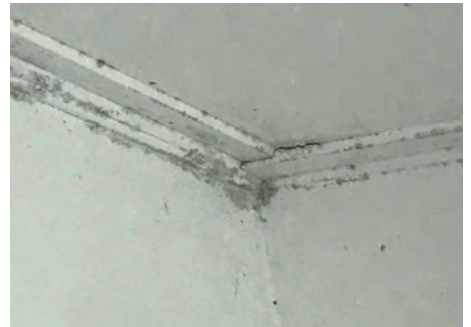
Policing the outback of the Southern Region involves living in small to medium townships many kilometres from Brisbane, and many hours from the everyday conveniences of the south east corner.

There are currently insufficient incentives to attract people to many of these areas, resulting in some of the staff being sourced from the pool of officers entering their second year of policing duties.

We need a revamp of the bush. We need to upgrade and renew police housing, we need to increase the financial benefit for serving, and we need to ensure that our colleagues in these areas are afforded similar training and development opportunities that are enjoyed in other areas.

Barrack accommodation in many remote areas is little more than a joke. Police deserve a standard of accommodation well above what is offered, and sadly the current system of maintenance and repairs lets everybody down.

I have seen the despair of officers who suffer outdated, unhygienic, mouldy bathrooms with little to no ventilation, flaking paint, rotting boards, and gutters overflowing (and in some cases, falling from houses).



I have adopted a position where I will work with management to address as many issues as I can. If management cannot rectify issues within reasonable timeframes, I will start to publish some of the issues and locations, to name and shame.

If you reside in a police house and there are maintenance issues, submit a report through your OIC and have the issues recorded. Dangerous and urgent issues should be treated as such.

The initial response from Inspectors in affected areas has been positive. There is no magic wand, but the wheels are turning.

TENURES

Housing is only one of the issues. We need to look at reduced tenures in many of the outback areas; we have a responsibility to the officers and their families to lessen the impact and make the experience more enjoyable.

Currently, most areas in the Southern Region carry a three year tenure, and in cases where staffing is short, officers are held beyond tenure awaiting the arrival of new staff. Tenure reduction could have a positive effect on staffing in many areas.

WHO'S WHO IN THE SOUTHERN REGION



JEFF BAILLS

SOUTHERN REGION CHAPLAIN

Often, I am 'the chaplain' or 'the padre'. But today I've been asked to share something of my personal background, what I do, and what a police chaplain provides to members.

I grew up on a generational farm at Mt Walker in Queensland and have an industry background in agribusiness with the dairy farming and cotton industries. I live in Toowoomba and am married with three young adult and teenage children.

"Any member of the QPS, irrespective of their rank, race, sexual orientation, or creed may request a chaplain to provide (or resource) support."

I've been a minister of religion for 18 years, serving in parishes and as a chaplain to school communities, veteran groups, a multi-national company, and to the Queensland Police. For the last (nearly) two years I have served within the QPS as the coordinating chaplain for Southern Region.

My role is to ensure the continuity of chaplaincy services (with 10 other voluntary, part time chaplains and one other full time chaplain). We service an area almost three times the geographical size of Victoria. Police Chaplaincy functions through a multi-faith framework to assist members

both in times of trial and as members celebrate their successes.

Within the QPS, a chaplain's role is to provide wellbeing support to the whole person: in body, mind, and soul. One of the misconceptions members may have of police chaplaincy is that it exists only for the 'religious ones'. Can I correct the record by stating that police chaplaincy provides the opportunity for members to have a 'normal' conversation in a completely confidential framework.

Queensland Police Chaplaincy has a unique role; a chaplain is employed by a faith tradition and then contracted to the Queensland Police Service. Along with our ethical codes, this employment structure provides a service to members (and their families) of complete confidentiality and pastoral care and support.

This support is exercised with sensitivity to the diversity and inclusion of officer's differing belief systems and religious orientations. An example of this is the Buddhist memorial service I led in 2016.

Any member of the QPS, irrespective of their rank, race, sexual orientation, or creed may request a chaplain to provide (or resource) support that ranges from officiating at weddings, baptisms, funerals, and memorial services of QPS members and their extended family. We also oversee the provision of emergency housing to members who need to travel to Toowoomba or Brisbane.

If you ever have any questions or would like assistance from me or one of our chaplains, please contact me on 0447 425 058 or baills.jeffreys@police.qld.gov.au



Sergeant Vaughan Collins.

"The Senior Constable position in Thargomindah is vacant and we are looking!"

STATION PROFILE - THARGOMINDAH

Town Population – 250

Divisional Population – 400

Distance to Brisbane – 980 km

Police – Two officers

OIC – Sergeant Vaughan Collins, and the Senior Constable position is vacant and we are looking.

Thargomindah has a state school and Vaughan says it is an awesome town for a young family. It is an isolated location and there is a lack of some services, but family life is awesome out there and the police work is very rewarding.

Thargomindah's division is the biggest in Queensland because it absorbed the Noccundra division in the 1950s/60s.



Joint patrol with OLGR (liquor licensing) at Cameron Corner, where Queensland meets New South Wales and South Australia.



Beautiful sunset: view from front yard of OIC residence.



Lake Bullawarra: 25km from town. Hunting, waterskiing, catching yellow belly (golden perch) and blue claw (yabbies).



OIC residence: newest QPS house.



Old Senior Constable residence: now it's a highset three bedroom house adjacent to the station.



A cracking good boar taken with the Kimber Mountain Ascent .270 on Orient Station.

Col MULLER

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TONY COLLINS

COMMONWEALTH GAMES

It's done and dusted. I'm sure there will be backslapping and the usual e-mails of thanks. Jobs well done and pats on the back all round. Your perspective will depend on the time you had while at the GC2018. At the end of the day, if the operation is marked on how well we kept the community safe, then we should be getting full marks.

It will also show the difference of those who worked in the ivory tower of the JESCC (Joint Emergency Services Coordination Centre) and the trackers working the venues. I'm talking about the difference in food. The ivory tower of the JESCC got the roast of the day, every day, prawns on Easter Saturday, lasagne, and any other delicacy you can think of, with plenty of variety.

"If the Commonwealth Games operation is marked on how well we kept the community safe, then we should be getting full marks."

Have a think about your snack packs and your meal packs that you received every day. Just a little bit of difference. It is not really the meals here that is the issue, but the mentality of the QPS to think that this is okay, to differentiate so vastly between those in the tower and those doing the hard yards.

When this playing field is levelled, then the morale might start improving. If you were lucky enough to be selected to work in the JESCC, then you scored. If you approved what occurred in the JESCC, then you might want to have a good long hard think about Our People Matter.

ivory tower

noun

"a state of privileged seclusion or separation from the facts and practicalities of the real world"

What is written above is completely different to what was always going to be the luck of the draw that officers got with accommodation. With 3,700 deployed staff, there was always going to be differences in availability of accommodation.

Secondly, the movement of officers also varied between police vehicles, coaches, and for the lucky few, limousines. Why is this different? Because it was the luck of the draw in these situations, and there is therefore a sense of fairness: not a sense of entitlement.

Your Union had a couple of wins in regards to some conditions for deployment:

- 1) Members housed at the QPSA will receive hardship allowance for the duration of their stay. This is a one-off, so does not extend to the next time anyone attends for a course.
- 2) Meal allowance was paid for night time meals, regardless of whether you were working or not.
- 3) Afternoon crews were treated to hot food at Belmont by the QPS.

WORKING FOR QUEENSLAND SURVEY

I was recently at a presentation where the results of the Working for

Queensland survey were analysed. In generic terms, what it showed is that over the past four years, generally, those in the regions have become more dissatisfied with working for the QPS than those in the commands.

"Over the past four years, generally, those in the regions have become more dissatisfied with working for the QPS than those in the commands."

Over four years, it was easy to see the green colour of satisfaction quickly disappear. It is like a rolling wave. What is more telling is that 85% of participants stated that nothing had been done since the last survey to improve working conditions.

While the presentation did an analysis, the causes for the dissatisfaction are at this stage not completely identified. This is a field of work in itself. There were suggestions that the regions have no discretionary time whereby the commands do.

The reasons are honestly so many and varied it needs to be looked into as to why your workforce (which is the frontline connection to the public) is dissatisfied. Why? Because the QPS public approval rating is sitting at around 80%.

Ask the US what happens when the police approval rating is at 50%. The other question for regional commanders: do we actually treat members of the public better than we do our own staff? This slide needs to be addressed.

STILL LOOKING FOR:

- 1) A new pursuit policy
- 2) A review of the restructure
- 3) A minimum staffing model
- 4) Protective equipment for out-of-control parties
- 5) A new vehicle for Inala police
- 6) Full time hours for police helicopters
- 7) Vehicle disabling legislation
- 8) A rifle in every patrol vehicle
- 9) A fair go for South Brisbane District.

Tony COLLINS

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Without us, you're on your own

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



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SHANE PRIOR

Since the Our People Matter launch in February this year, critics of the initiative have not been in short supply. There is no particular demographic that is represented within this critic pool, but a vast array of both serving, retired, and unsworn personnel have spoken to me about their reservations regarding the initiative.

The phrases 'Our People Don't Matter' and 'Some of Our People Matter' are reflective of a contingent within the QPS who have developed a level of mistrust with the organisation, and who have just as much right to be critical as those who believe in the program.

I am a supporter of the Our People Matter strategy, as is your Union, and I enjoy speaking to anyone about their reservations of the program. This gives me the opportunity to convey the message that it is my true belief that we are embarking on a period of real organisational change, and meaningful change.

"It must be recognised and accepted by management that consistency of the Our People Matter policy, longevity of the message, and evidence-based results will be the only ways of convincing those who need that extra push."

I am confident the passage of time will alter minds of those critical, but it must be recognised and accepted by management that consistency of the policy, longevity of the message, and evidence-based results will be the only ways of convincing those who need that extra push.

If implemented correctly, this will see generational change for the organisation that will make for a fairer, more flexible, and enjoyable place for our members to work.

MEMBER V MEMBER POLICY

Your Union is committed to supporting every single one of its members through an array of issues, including protection against industrial, legal, social, and political matters. We at the Union recognise that we don't live in a perfect world and that conflict between members will occur, and does so regularly.

We are committed to representing each member through this process and have a 'Member v Member Policy' which outlines the QPU's 'Chinese Wall' approach, to ensure each member involved in a member v member situation will receive equal and committed representation.

Essentially, members will receive separate and alternate representation, and the preservation of ethical practice and avoidance of conflict of interests are of paramount importance. If you need your Union, please call and talk to us, and don't self-diagnose what you think we might say first.

2018 QUEENSLAND POLICE UNION OF EMPLOYEES CONFERENCE

This year's Conference is fast approaching: it's being held in Brisbane on 31 May and 1 June. The

Headquarters and Support Region delegate list is full, with some very committed members who have gone the extra mile this year for their branches.

"If you need your Union, please call and talk to us, and don't self-diagnose what you think we might say first."

The Cluster 44 delegate position (predominantly the areas of State Crime Command and ICMC) is being contested this year, with a ballot between Crime Ops Branch Secretary Derek Harris, and Mitch Castles; they are both running for the position to represent Cluster 44 at this year's Conference.

If you have not already done so, please take this opportunity to vote for the representative you think best represents the interests of State Crime Command and ICMC now and going into the future. Your ballot, made available to you via mail, is now able to be cast, and it's due to close with the Australian Electoral Commission on 2 May.

THE QUARTERLY WRAP UP

A key election commitment and daily ambition of mine is to encourage Union involvement, and to educate you as the members as to what your Union does for you. The main way of achieving this is communicating to

you what I as your Executive member do for you every quarter.

To read my latest 'Quarterly Wrap Up' and to get more regular and up-to-date announcements, please have a look at my Facebook page at '@shaneprior4qpue'.

RECENT NEWS AND CURRENT ISSUES OF CONCERN TO MEMBERS

During this quarter I attended over 120 different meetings with management and members in relation to issues of concern.

SCC relieving policy/portal – I have attended multiple meetings with the senior SCC executive to ensure fair implementation and management of this process, addressing member's concerns. I attended further meetings with Senior Industrial Officer Stephen Mahoney and the commencement of an urgent consultation process resulted in changes for a fairer policy.

Commonwealth Games – Member concerns re TAC transfers at conclusion, leave, and conditions while deployed addressed.

Other significant meetings/issues included:

- Women and Diversity Committee
- SCC senior management re office renovations
- Meetings and representations on behalf of members for all manner of HR/IR and TAC transfer/medical issues
- Meeting with Deputy Commissioner re forced transfers
- Secondment opportunities for members and equal access to same (including FSG, SCC, HQ Support Staff)
- Disciplinary issues and investigations
- CCC re information access policy
- Our People Matter Launch

Formal Disciplinary Interviews – Attended eight disciplinary interviews where members requested Union support this quarter.

Union Business – Branch meetings (CCC, SCC, FSG, Pros, HQ), QPU Legal Defence Committee, QPU Rules Committee, QPU Exec meetings

EBA News – QPS Certified Agreement 2016 (EB8) commenced on 1 July 2016. EB9 is due in mid-2019 – ideas welcome.

Shane PRIOR

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PHIL NOTARO

POLICE VEHICLE NUMBERS

Commissioner, where are all the extra police cars we were promised?

Nearly two years ago, the Service switched to the Hyundai Sonata as the primary general duties car, replacing the more expensive Holdens, Fords, and Toyotas.

Now while the Sonata may be a reasonable family car, there was much doubt that it would stand up to the rigours of day-to-day policing. I will hold back on expressing my personal opinion of the Sonata, because I don't particularly want to get sued by Hyundai, but can I say they are struggling.

However, the flip side was that they came full of promises that due to the savings, we would be able to purchase many more cars for the same money.

More bang for our buck. Made perfect sense.

QPS MEDIA 13 SEPTEMBER 2016

The initial savings in the 2016/17 financial year was to be approximately \$2.3 million, with a similar savings the next financial year.

'This approach will help to reduce the carbon footprint of the Queensland Police Service as the new vehicles are more fuel-efficient and have lower greenhouse gas emissions.

'The roll out will begin this financial year and is estimated to save the QPS around \$2.3 million as 234 vehicles are replaced with Sonatas,' said Police Minister Bryne.

YET 'GN GOV NEWS' REPORTED IN JUNE 2016

The government would spend \$32 million for around 700 new and replacement vehicles for the Queensland Police Service (QPS).

Queensland Minister for Police Bill Byrne said this funding was part of the Palaszczuk Government's commitment to ensuring police were well-resourced to keep Queenslanders safe.

'We know it is not just about getting more police on the beat – it is also about ensuring our police have the equipment and resources they need to get on with the job,' Mr Byrne said.

He said the new 700 vehicles are on top of the nearly 800 new and replacement vehicles that have already been rolled out as part of dedicated funding from last year's Budget.

Mr Byrne said work was constantly being undertaken to ensure vehicle requirements of police across the state were being met.

With respect, on these figures, it would appear the Government funded 100 less police vehicles in 2016/17 than it did in 2015/16. This may explain why we are now keeping cars longer, until they are dangerous piles of junk that should not be on the road. More on that later.

So what happened to the \$2.4 million savings? This figure equates to about 54 extra police vehicles, based on figures supplied by the Government.

On this information supplied by the then Police Minister, funding for police vehicles dropped in real terms by about \$4.7 million (100 vehicles), which gobbled up our \$2.4 million savings. Or perhaps I'm reading it wrong.

It was always the understanding of the QPU that the savings would be re-invested back into the vehicle fleet. That's what the Union was led to believe.

Essentially, due to the Sonata being so much cheaper than the Commodores, Falcons, and Aurions (about \$10,000 per unit), the fleet would get four Sonatas for every three of the old vehicles. A substantial increase.

“Rostering practices are dictated by the availability of vehicles rather than the calls for service or other operational requirements.”

So, nearly two years on: where are the extra cars? If funding has not been cut, then we should nearly have an extra 100 cars in our fleet over two financial years.

Stations are desperate for extra police cars. Quite often, rostering practices are dictated by the availability of vehicles rather than the calls for service or other operational requirements.

We have had times where members have used their own private vehicles to conduct police work (North Tamborine is an example).

I'd ask every OIC out there to conduct an audit on your station cars. How many extra vehicles have you gained in the last two years?

I think the answer would be a resounding 'zilch'.

My understanding is that in 2016/17, the Logan District fleet was increased by one car. *One vehicle* for an entire district, arguably the busiest and most under-resourced district in Queensland.

Where have the 54 extra police cars gone?

Or is it the case that those saving have been pilfered into Government coffers as part of a general cost cutting to the QPS fleet?

Perhaps the Commissioner of Police or the Police Minister could assist me to understand.

HIGH MILEAGE DEATH TRAPS

One way to deal with lack of vehicle finance is obviously to simply not replace vehicles. It is not uncommon to see vehicles with well over 150,000 kilometres on the clock running around in the fleet.

The South East Region RDOTerritory recently hit over 190,000 kilometres and can only be described as a death trap. It recently had thousands of dollars spent on it just to keep it on the road and bring it back close to a roadworthy state.

The Logan DDO vehicle is now well over 140,000 kilometres and had the rear end fully rebuilt just recently.

These cars are simply not designed to run up these kilometres in such a short amount of time.

Remember the days when government cars were replaced at 40,000 kilometres? A bit extreme perhaps, but the answer is not to simply drive them into the ground.

GHOSTING

With the advent of GWN radios comes the added bonus that all of our cars are now fitted with GPS, thus allowing our Communications Centres and our supervisors (via Qlite) to be able to plot and track our vehicles.

From a workplace health and safety aspect, and from a Command perspective, this is a huge leap forward. However, it appears some members out there don't want to play the game and fear this technology.

And so, the practice of 'ghosting' has emerged. This is when a crew fails to either book on, or leaves their GWN car set turned off (or don't add a Fleet

number) so they do not appear on the mapping that we use.

They are in essence able to run free and attend to duties of their choice, but run under the radar and be free of being assigned jobs by Police Communications.

Some police seem to be paranoid about the GPS capability that records their vehicle location and speed. Well guess what people: the computers fitted to all modern cars record all this information anyway, and it is retrievable if required.

Plus, I would like to think that the majority of police cars now have in-car camera fitted, which records speed and map routes. That is, of course, if it hasn't been turned off, and again I would suggest this is a very dumb thing to do.

While not suggesting these practices are widespread, or that those involved are doing anything untoward or illegal, it is occurring.

"Partaking in ghosting is simply a dumb play. Our technology is not there to trap you or get you in trouble. The majority of times it will save your bacon."

Can I say: partaking in ghosting is simply a dumb play? Not only are you putting yourself in danger (because no-one knows you are out there or where you are), but you're bludging off your mates and leaving them short should the proverbial hit the fan.

It also makes it hard for supervisors to make operational and command decisions if all their resources are not known to them and clearly visible.

Anyone participating in this practice is clearly in breach of the OPM and will feel the full force of our discipline system if and when they get caught. And I will have little sympathy for them.

Communications, shift supervisors, and District Duty Officers have become aware of this practice, and all regularly make checks of ITAS and QCAD to ensure all troops are booked on and are visible on mapping. You will be caught.

I would also encourage all members to ensure their in-car camera is operating at all times (where fitted), and where appropriate also activate your body worn camera.

This technology is not there to trap you or get you in trouble. The majority of times it will save your bacon. If you are doing the right thing, then you have nothing to fear.

COMM GAMES

The Commonwealth Games have come and gone, and it would appear the policing response was more than adequate. Congratulations to those who were lucky enough (or unlucky depending on your point of view) to have taken part.

For my Logan colleagues, you copped the rough end of the pineapple, having to transition at Logan Central and bus it to your venues on a daily basis. However, it's something we have grown to accept in Logan, where we have been treated as the poor cousins for many years (at least for the last 32 anyway).

It was unfortunate that the Service chose to put some police in accommodation less than 10 kilometres from their home, yet others had over two hours of travelling to get to their venues. But needless to say, all police behaved in a very professional manner, appeared to make the best of the situation, and had a good time.

Everyone involved should be congratulated. These things are never perfect, and not everyone was pleased with their lot. But they got on with it, dealt with the adversity, and got the job done. Well done troops.

Phil NOTARO

Regional Representative
South East Region
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pnotaro@qpu.asn.au



QUEENSLAND POLICE UNION

CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER:

TITLE: Mr/Mrs/Ms/Miss:

FULL NAME:

HOME ADDRESS:

POSTCODE:

POSTAL ADDRESS:

POSTCODE:

PHONE NUMBERS: [H] [MB]

[W] [F]

WORK EMAIL:

HOME EMAIL:

RANK:

STATION:

STATION ADDRESS:



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

AUTHORITY TO DEDUCT

Manager
Payroll Services
Partner One – QPS Payroll
Level 6, GPO Box 1395
BRISBANE 4001

I hereby authorise and direct you to deduct from my fortnightly pay,
the sum of \$ _____ :

This authority replaces all previous authorities and shall remain valid until cancelled
by me in writing to the Queensland Police Legacy Scheme.

FULL NAME: _____

RANK: _____ **REG NO.** _____

REGION: _____ **STATION:** _____

SIGNATURE: _____

Please forward this authority directly to the following address:

**The Secretary/Manager
Queensland Police Legacy Scheme
P O Box 13003
GEORGE STREET Qld 4003**

Policing The Commonwealth Games



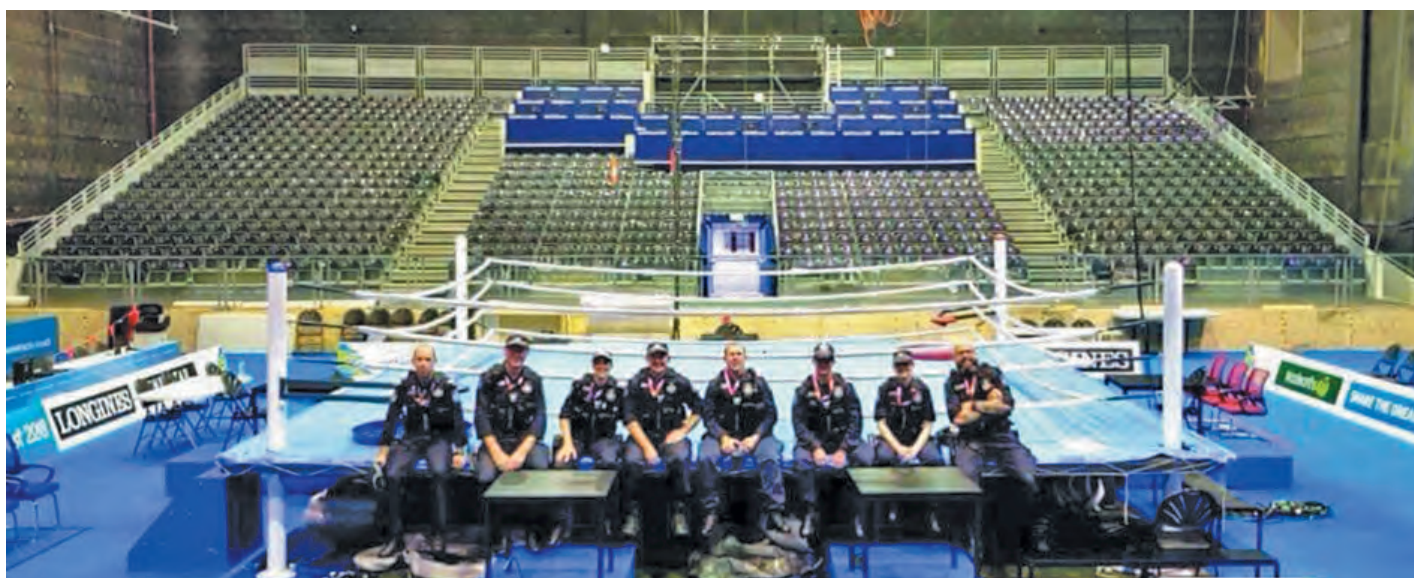






































THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

QUEENSLAND POLICE UNION

www.qpu.asn.au

Hitting the road with Airlie's humble hero

Elite athletes will shine at the Gold Coast 2018 Commonwealth Games, but it's Queensland's unsung heroes stealing the limelight during the Queen's Baton Relay.

Having departed Buckingham Palace on March 13 last year, the Queen's baton has visited every nation and territory in the Commonwealth, carried with care by batonbearers who have one thing in common – bucketloads of community spirit.

Among the 1,800 Queenslanders proud to be chosen as batonbearers was QSuper member John Dickinson.

“Some of the athletes who will represent Australia at these Games got their sporting start at a PCYC.”

John proudly carried the Queen's baton around Airlie Beach Lagoon, happy in the knowledge that some of the athletes who will represent Australia at these Games got their sporting start at a PCYC.

The 59-year-old has been a police officer for 38 years and has spent 37 years volunteering at and then managing PCYCs, which he believes are the linchpin of the community.

‘I started as a volunteer at PCYC when I saw how much the services they provided benefited my young children,’ John says.

‘As a police officer doing shift work

and working weekends, taking my children to PCYC was a way for me to spend time with them.

‘PCYC caters to everyone in the community, from babies to seniors, but we predominantly target children and teens, providing them with healthy, positive activities, and their parents know the children are in a safe, drug-free environment.’

John volunteered for 20 years at the Gold Coast before becoming a PCYC branch manager and then moving to Airlie Beach to set up a new club in that community.

‘In August 2002 I was handed the keys by the builder for the brand new Airlie Beach PCYC. I have run the club for the last 15 years, implemented all the programs, raising funds and helping families and young people.’

“John volunteered for 20 years at the Gold Coast before becoming a PCYC branch manager and then moving to Airlie Beach to set up a new club.”

John was nominated to be a batonbearer by Whitsunday Regional Council for his contributions to the community.



‘I feel proud to represent this community as a batonbearer knowing that the PCYC has provided base level entry for some of the athletes who will compete at the Commonwealth Games on the Gold Coast. I personally know Olympic athletes who kicked off their careers through PCYC.

‘I’m stoked about the nomination to carry the baton - I’ve never been nominated for something like this before. You don’t do it for the recognition, but I feel honoured that the Council thought of me for this event.

‘Airlie Beach is a great community and there will be a big turn out to watch the baton pass through town. I’m proud to be a part of it.’

QSuper's insurance cover for police

In the event of death, disability, or serious illness or injury, your QSuper insurance could be a valuable lifeline for you and your family.

If you hold a QSuper Accumulation account, you probably have QSuper's death cover, total and permanent disability (TPD) cover, and income protection cover specifically designed for sworn Queensland police officers. These insurance covers are all designed to provide you with security and peace of mind throughout your life, and are a vital support if you ever need them.

Death cover can keep your loved ones financially secure by providing a lump sum if you die or suffer from a terminal illness.

TPD cover pays out a lump sum to assist with living expenses, debts, and medical costs if you suffer a total and permanent disablement due to illness or injury.

Income protection cover can provide you with a regular income to help meet your living expenses if you are temporarily unable to work due to illness or injury. It is tailored to complement the existing QPS Sick Leave Bank arrangements.

HOW WELL DO YOU KNOW YOUR QSUPER INSURANCE, AND DOES IT REFLECT YOUR LIFE AT THE MOMENT?

Making sure you have the right insurance cover to match your stage of life is an important financial responsibility, providing reassurance for you and your loved ones.

As a QSuper member there are a number of ways to personalise your insurance to reflect your life – but first it's important to know the basics. Here are some of the common questions we're asked.

“Making sure you have the right insurance cover to match your stage of life is an important financial responsibility.”

Q: How do I know if I have insurance cover with QSuper?

A: You will automatically be provided with default death, TPD, and income protection cover when you open a QSuper Accumulation account if you are:

- A police officer with the Queensland Police Service
- Aged between 16 and 59.

An exception to the above is commissioned officers who have a contract allowing them to stay in the service after age 60. For those officers, death cover is available to age 70, and TPD and income protection cover to age 65.

You can check your current level of insurance cover at any time by logging in to *Member Online*.



Q: How much does the insurance cover cost?

A: The cost of your insurance will depend on the type of cover you hold, how much you're insured for, and your age.

You can check how much your insurance currently costs by logging into *Member Online*.

You can also use *QSuper's Insurance Premium Estimator* to get an indication of your insurance premiums for different levels of cover.

Q: How do I increase or change my insurance cover?

A: At QSuper we work hard to ensure you receive affordable, generous, automatic insurance and many ways to personalise cover so that it can meet your needs, subject to eligibility.

You can:

- Have any combination of death, TPD, and income protection cover
- Have different levels of death and TPD cover
- Choose how much of your salary you cover (up to set limits).

You can request changes to your cover by logging in to *Member Online*. You can also receive financial advice over the phone on specific topics related to

your QSuper account, including your insurance options.

Q: How do I add or change a beneficiary on my QSuper account?

A: A beneficiary is a person you have nominated to receive your superannuation (including any insurance benefit) if you die. QSuper's Binding Death Benefit Nomination form outlines who you can nominate to receive your super if you pass away.

Your super does not automatically form part of your estate, and it can't be included in your Will, so it's important you make sure your binding beneficiary information is up-to-date, especially if your circumstances have changed recently.

To make, update, or cancel a binding beneficiary nomination, download a *Binding Death Benefit Nomination* form from the QSuper website.

Q: What does total and permanent disablement mean?

A: Total and permanent disablement means that because of an injury or illness, you are unlikely ever to be able to work again in a job for which you're reasonably qualified by education, training, or experience. Find out more on QSuper's website.

Q: When would I receive an income protection benefit?

A: QSuper's income protection may pay a benefit at the end of the 'waiting period'. If you are eligible, QSuper pays 87.75% of your insured salary. This is made up of a gross payment of 75% to you, and a contribution replacement benefit to your QSuper Accumulation account of 12.75%. Maximum benefit limits and other eligibility criteria apply.

Specifically, the income protection cover is designed to commence an income stream after the waiting period, which is the greater of 180 days OR when accrued sick leave and approved QPS Sick Leave Bank ends,



“QSuper's Income Protection does not impact an officer's entitlement to the Sick Leave Bank, although it is not possible to claim on both at the same time.”

and to pay an income stream for up to two years for eligible police officers. As you would expect, ongoing payment is subject to you continuing to satisfy the insurance eligibility conditions.

Importantly, QSuper's Income Protection does not impact an officer's entitlement to the Sick Leave Bank, although it is not possible to claim on both at the same time.

Q: How do I cancel insurance cover?

A: If you feel QSuper's insurance is not right for your circumstances, you can cancel any or all of it at any time via *Member Online* or by completing an *Application to Cancel Insurance* form. We do recommend that members seek independent financial advice before making the decision to cancel the cover.

Q: If I cancel my cover, can I reapply at a later date?

A: Yes, you can. However, if you cancel the automatic insurance cover you received from QSuper when you opened an Accumulation account, you'll need to provide health and other information when you reapply.

Eligibility will be assessed by our insurer and might result in exclusions or your application being declined.

If your application for cover is accepted, your cover will be charged at the occupational rate for your job. Because police officers are assessed for occupationally rating as 'high risk', this may result in a higher premium applying.

The new cover will start on the day it's accepted and will be subject to the terms and conditions applying at that time.

For more information about the insurance cover available to Queensland police officers, read QSuper's *Accumulation Account Insurance Guide* or contact QSuper on **1300 360 750**.

QSuper is proud to be helping approximately 8,000 Queensland police officers protect their future via insurance cover.



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Prostate cancer education hits the road

Safety & Wellbeing, together with Operations Support Command, are delivering state-wide seminars on prostate cancer for QPS employees and their family members from May to July.

Free to attend, the two hour seminars will be presented by a local urologist and a prostate cancer specialist nurse. They will provide information on prostate cancer detection, risk factors, treatment options, and post-operative care.

A total of 13 seminars will be delivered, with Brisbane seminars scheduled for September to celebrate prostate cancer awareness month.

Championing the cause is Senior Constable Steve Lindsey, a prostate cancer survivor and advocate for raising awareness about the disease.

“Early detection is critical to catching the disease early and saving lives.”

‘Early detection is critical to catching the disease early and saving lives. We need to get men comfortable talking about their health and these seminars are a great way to start the conversation.’

Doug Smith from Ipswich Communications Centre previously attended a seminar and was very impressed.

‘The seminar really opened my eyes to the seriousness of prostate cancer and



“The two hour seminars will be presented by a local urologist and a prostate cancer specialist nurse.”

the importance of getting checked,’ Doug said.

‘All speakers were funny, yet informative. I haven’t laughed so much in years while still gaining invaluable information about the topic. I would recommend this seminar to all men and their families.’

Ian Leavers, the General President of the Union, was similarly impressed after attending the seminar.

‘Like most blokes in their 40s, I had never had a prostate exam, but after attending this event I now have mine checked regularly. You should too.’

To view the locations and register, visit qpsprostatecancer.eventbrite.com.au



For more information about the sessions, e-mail ourpeoplematter@police.qld.gov.au



Police Recipes

COFFEE AND WALNUT CAKE

After comments regarding the extreme healthiness of last month's beetroot balls, this month we have decided to add a recipe for a not-quite-as-healthy afternoon snack. If one day you decide that beetroot and chia seeds will not cut it, why not whip up this recipe that combines what you probably sometimes *really* feel like: coffee and cake.

What do I need?

200g plain flour
 1½ teaspoon baking powder
 200g unsalted butter, softened
 100g light soft brown sugar
 100g caster sugar
 3 eggs
 50ml coffee essence (*or 1 tblsp instant coffee dissolved in 1 tblsp boiling water*)
 100g chopped walnuts
 25-50ml milk

Buttercream

60g unsalted butter, softened
 125g icing sugar, sifted
 2 teaspoons coffee essence (*or 2 tsp instant coffee dissolved in two tsp boiling water*)

Icing

200g icing sugar
 2 teaspoons coffee essence (*or alternative as above*)
 50g chopped walnuts

What do I do?

- 1). Preheat oven to 180 degrees.
- 2). Sift flour and baking powder together and set aside
- 3). In large mixing bowl, beat butter to a cream.
- 4). Add both sugars and beat until light and creamy.
- 5). Add eggs one at a time, adding 1 tbsp flour with each and beating thoroughly before adding the next.
- 6). Stir in coffee essence.



- 7). Fold in remaining flour, half at a time.
- 8). Fold in walnuts and enough milk to give a soft, dropping consistency.
- 9). Spoon mixture into two prepared tins, spreading out evenly.
- 10). Bake for 25-30 minutes, until the tops spring back when gently pressed.
- 11). Leave in tins for 10 minutes before turning onto cake rack.
- 12). **Buttercream** – Beat butter to a cream.
- 13). Add icing sugar and coffee essence and beat until light and creamy.

- 14). **Icing** – Sift icing sugar into a bowl.
- 15). Add coffee essence and 1-2 tblsps boiling water, and mix until thick.
- 16). **To finish** – Spread one of the cooled cakes with buttercream.
- 17). Sandwich together with second cake and cover the top with icing.
- 18). Sprinkle walnuts on top.

Recipe source: River Cottage Cakes Handbook

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

Book Review

The North Water

By Andrea Appleton

'I'd venture the Good Lord don't spend much time up here in the North Water,' he says with a smile. 'It's most probable he don't like the chill.'

It's not for the fainthearted, and it's heavy on gore, foul language, murder, and general moral bankruptcy ... but *The North Water* by Ian McGuire is one hell of a ride (or rather, voyage).

The north water is the destination of the Volunteer, a whaler being trimmed and packed in harbour in Hull as a collection of hard, shadowy men assemble to make up its crew. Only a tough man survives an 1850s whaling ship heading for the Arctic, where extreme weather, elusive whales, and a boat full of other tough men bunking down in close quarters can lead to nothing but trouble.

The North Water opens with an insight into one of the Volunteer's men, harpooner Henry Drax. He kills a Shetlander within the first couple of pages and continues on with a number of vile deeds, simply to flex some muscle prior to the confines of the ship. Former army surgeon Patrick Sumner has also signed up as doctor on the Volunteer, yet his story of biding time before coming into an inheritance appears to hide some other motive or intrigue.

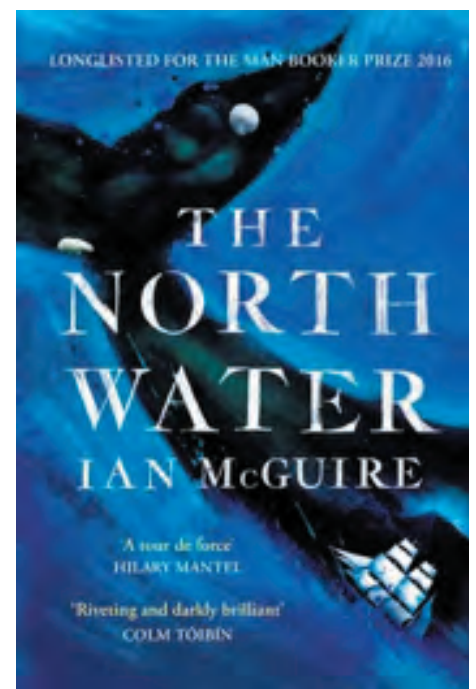
Wild stories and rumour abound as the motley crew consider their captain, Brownlee, a sailor of dubious pedigree. He has previously captained another ship which was wrecked and caused great loss of life: why, then, has he been entrusted with another ship? Everyone knows Brownlee is tarnished unlucky. As the Volunteer

sets sail and heads towards seeming inevitable doom, we learn that Brownlee is not unlucky, but rather unscrupulous and dangerous: he plans to intentionally wreck the ship and reap the rewards in insurance fraud.

Meanwhile, though, the crew undertakes the gruesome tasks of killing whales and clubbing seals, and in their downtime investigate who sexually assaulted the cabin boy. The freezing, howling weather creates a dark, sweaty, seamy environment in the cabins of the creaky ship, yet the men don't realise how lucky they are until their ship starts to splinter around them.

Bailing out of the stricken Volunteer, Brownlee seeks rescue from another ship nearby, but it has disappeared. The cold and the dark of the Arctic engulf the men as they count survivors, erect makeshift shelter, and begin rationing supplies.

The North Water is not a tale of redemption; it is a tale of survival. Drax and Sumner are unwittingly pitted against one another, against the perils of an unforgiving, frozen world, and against the uncertainties of fate. Sumner may be a flawed individual, yet he is a saint compared to the loathsome Drax. Will Sumner prevail? Will Drax get his comeuppance? Will either of them make it out of the Arctic alive?



Ian McGuire
Scribner
London, 2017
RRP: \$19.99

From the Archives

THE COMMONWEALTH GAMES IN BRISBANE, 1982



An insight into police preparations for the 1982 Brisbane Commonwealth Games. We've come a long way in 36 years! Baton training, the QEII Jubilee Sports Centre, a procession led by the Mounted Unit on 30 September, and training the Games radio operators.

Pictures source: The Queensland Police Museum

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.

OUR GAMES INVOLVEMENT

ALL specialised training for the 1,000 members involved in the Commonwealth Games should be completed by the end of July, the Games Police Commander, Superintendent Ron Redmond told Vedette.

"Planning for our involvement in this event began in 1978 when I was sent to Edmonton in Canada to study police action in the last Games," he said.

"In January, a Planning Group was assembled to deal with the many complex arrangements to be made in such areas as traffic control, V.I.P. protection, security, staffing, equipment and vehicles.

"We have already selected members who will be required for specialist squads, and they are currently being advised of their duties. As well, we are selecting police from country areas who will assist local officers during the Games.

"In fact, the response from country police has been very good, including officers who have volunteered to stay with relatives.

"Police will man each of the Games Venues, and will be under the control of Venue Commanders who were selected some two years ago and have undergone the necessary training."

Superintendent Redmond said that on September 9 the Planning Group would become operational for the duration of the Games.

"An independent operations room, known as a Major Incident Room, has been established at Headquarters and will function 24 hours a day with total command," he said.

"The Queensland Police Academy and College will be closed down and used for accommodation as required. Some interstate detectives will visit Brisbane during the Games and will work under the direction of the Detective Superintendent in charge of the C.I.B.

"The Australian Federal Police and other Federal Agencies also have commitments during the Games and will have access to the Major Incident Room."

Superintendent Redmond said one of the main considerations in Games planning was the welfare of police involved. Travel and other allowances had been discussed with the Police Union, and Union representatives would be on duty at the Major Incident Room to attend to complaints. They would also liaise with Departmental Personnel Officers so that the needs of both police and their families would be adequately catered for.

"The Legal and Training Section is preparing a handout for police on new legislation which will apply during the Games, and the question of parking space for police is being considered by the Planning Group, the Department and the Games Foundation," Superintendent Redmond said.



THE Commonwealth Games Planning Group: (left to right) Detective Sergeant 1/c N. Sprenger, Senior Sergeant G. Lane, Miss Margaret Barry, Miss Sharon Seage, Sergeant 1/c L. Bracken, Superintendent Ron Redmond, Senior Sergeant R. Kirkpatrick and Sergeant 1/c L. Crank. Absent were Senior Sergeant R. Lewis, Sergeant J. Hopgood, Sergeant D. Williams and Sergeant D. McKean.

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Proposal for the introduction of Meritorious Service Awards for Police and other Emergency Services

By Mark Burgess, PFA Chief Executive Officer

As far back as 2005, a proposal was discussed to recognise outstanding, conspicuous, and meritorious service or endeavours by non-Defence Force personnel within the Australian Honours System. Since 1989, the Australian Defence Force (ADF) has been able to recognise non-warlike actions with Conspicuous Service decorations, but there has been no corresponding award to recognise outstanding acts by members of Australia's police, fire, ambulance, and rescue agencies.

The Police Federation of Australia (PFA) has made numerous formal submissions and informal representations on the appropriate recognition of Australia's police and emergency services personnel since 2009.

Various PFA submissions have focused on the tremendous work of police and other emergency services in the 2011 Queensland and Victorian floods, 2009 Victorian bushfires, 2006 Cyclone Larry in Queensland, 2004 Indian Ocean tsunami, 2003 Canberra bushfires, and the 2002 Bali bombings.

We argued that in each of those incidents there were a number of events and acts by individuals and groups that were worthy of particular recognition, but that did not meet the narrow qualifying requirements for recognition under the system that existed.

ADF personnel involved in these events were eligible for recognition, and did receive various conspicuous service awards under the Australian Honours System.

While the PFA fully supports the current system of occupational awards such as the Australian Police Medal (APM) and the Australian Fire Service Medal (AFSM), we have previously argued they are not designed to cater for the recognition of individual or group acts in events such as those outlined above. Some of the limitations we have highlighted include:

- the requirement for long and distinguished service, which in practice means a career of service
- the awards are only able to be made once to a member, and
- the number of awards made is restricted by a calculation of the organisational strength at a point in time, not based on the efforts of the individual in the circumstances of the event in question.

On Australia Day 2011, the establishment of the National Emergency Medal (NEM) was announced by Prime Minister Julia Gillard to recognise all service during nationally significant emergencies.

NEM was hurriedly cobbled together in response to several natural



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disasters, particularly the Queensland cyclone and floods of December 2010 and the Victorian Black Saturday fires in February 2009. While the PFA supported the new medal, it had several obvious shortcomings, which we raised with the government at the time.

This included the government's fast tracking of the proposal to recognise all those who worked tirelessly during those previously mentioned major incidents, which meant that the NEM was only able to recognise operational service and not outstanding service.

There is a big difference. We argued that to establish a single medal to cover the myriad of extraordinary contributions made in these exceptional circumstances was unnecessarily limiting.

By recognising all service as the same, and with only one award, causes a reduction of its status in the eyes of the community.

In our discussions we highlighted that other classes of awards within the Australian system have the ability to provide recognition on a varying scale so the Australian people can appropriately recognise the truly exceptional from the outstanding and dedicated. Such an example is the Order of Australia, the Australian Bravery Decorations, and a range of military awards.

SO WHAT DO WE SUGGEST BE IMPLEMENTED?

The PFA proposes the introduction of meritorious service awards to provide an equitable and measured mechanism to appropriately recognise the professionalism, dedication, and commitment to duty by members of Australian police forces and emergency services.

military community in this fashion is not a new concept. In Canada there is a military and civilian division of their meritorious service awards and indeed within the Order of Australia we distinguish between awards made for ADF service separate to other service.

We even have an idea of what the medal and ribbon design should look like, and have gone to the effort to put forward a proposed medal and ribbon using a design that draws a link between these awards and the equivalent military conspicuous service awards with the use of yellow within the ribbon. The ribbon recognises the colours of the eligible services – police, blue; fire, red; ambulance, green; and emergency services, orange.

The two principle design elements are the Federation Star for Australia and the shards of light. Light provides warmth, security, hope, and life: concepts that are allegorist to the daily provision of services by Australia's police and emergency services, and yet also at the heart of exemplary service in all its contexts.

“Other classes of awards within the Australian system have the ability to provide recognition on a varying scale so the Australian people can appropriately recognise the truly exceptional from the outstanding and dedicated.”

From a policing perspective, another issue with the NEM is that it is designed only to recognise significant national emergencies, with no capacity to recognise the full range of outstanding police work, particularly when it comes to major long term protracted investigations.

Currently there is no way for such work to be recognised except with a jurisdictional-based award process, which are not part of the Australian Honours System.

Our arguments also considered other issues such as equity, scope and design, precedent, and equivalency within the current system: lessons learnt from the introduction of the Australian Bravery Decorations.

Interestingly, the November 2013 meetings of the Australia & New Zealand Police Commissioner's Forum (ANZPCF) supported and endorsed the concept of meritorious service awards for police but indicated they could not talk on behalf of other emergency services workers.

We argue that these new awards will complement the existing military conspicuous service awards and therefore should be awarded under a similar regime.

This proposal is specifically and carefully designed to protect the

“This proposal is specifically and carefully designed to protect the integrity of the honours system by not introducing a new type of award, but rather extends the ability of the Australian community to recognise the outstanding efforts of the members of the police and emergency service workers.”

integrity of the honours system by not introducing a new type of award, but rather extends the ability of the Australian community to recognise the outstanding efforts of the members of the police and emergency service workers.

Recognising conspicuous service within the civilian as well as the

This proposal offers a unique opportunity for Government to provide a very tangible and ongoing formal recognition of the exemplary contribution that is made by police and emergency service workers, both salaried and volunteer, to the Australian community.

Figure 1. The effect of the concentration of the *Agrobacterium* strain on the transformation efficiency of *Agrobacterium* strain on *Arabidopsis* cells. The *Agrobacterium* strain was cultured in YEA medium for 24 h. The cell concentration was adjusted to 10⁸ cells/ml. The *Agrobacterium* strain was then co-cultured with *Arabidopsis* cells for 24 h. The transformation efficiency was determined by the number of transformants per 10⁵ cells. The results are shown as the mean ± SD of three independent experiments.

Union Dues

Union Dues for 2018/2019 Ticket Year

Rank	Yearly	Yearly Discount 10%	Half Yearly	Half Yearly Discount 5%	Quarter	Quarter Discount 5%	Direct Debit, Credit Card
Sworn	\$968.85	\$871.95	\$484.45	\$460.20	\$228.30	\$242.20	37.15
Recruits	\$484.45	\$460.20	\$242.25	\$230.15	\$114.15	\$121.10	\$18.60
PLOs/Pipe Band/ Watchhouse Officers/TSIPSO	\$678.20	\$610.40	\$399.10	\$322.15	\$159.85	\$169.55	\$26.00
Part Time PLOs/ Pipe Band/ Watchhouse Officers/TSIPSO	\$488.30	\$439.45	\$244.15	\$231.95	\$114.80	\$122.05	\$18.75
Part Time Sworn 2 – 64 hours	\$697.60	\$627.85	\$348.80	\$331.35	\$164.40	\$174.40	\$26.75

The 2018/2019 Membership year runs 1 July 2018 to 30 June 2019.

- Union dues are GST inclusive.
- To receive the Yearly discount (10%), the dues must be paid in full by 1 July 2018.
- To receive the Half Yearly discount (5%), the dues must be paid in full by 1 July 2018 and 1 January 2019.
- To receive the Quarter discount (5%), the dues must be paid in advance before the start of the Quarter: 1 July 2018, 30 September 2018, 1 January 2019, and 1 April 2019.

If a member wishes to change their payment method to take advantage of the discount, please contact Kaye, Carly, or Melissa at the Union office on **3259 1900** or e-mail **membership@qpu.asn.au** before 30 June 2018.





Australasian Police Basketball Championships 7-12 October 2018



The Queensland Police Basketball Association (QPBA) are travelling to Melbourne between 7 and 12 October to participate in the Australasian Police Basketball Championships.



The championships are an annual tournament open to both males and females of all skill levels, from beginners to NBL or WNBL players. Police employees both sworn and civilian and their families are all invited.

It is a great week playing basketball and building relationships with fellow officers from around Australia and New Zealand.

If you think you might be interested or just want some more information, please contact anyone from the below list via e-mail or in person.

Gillian Brown – QPBA President, Beenleigh CIB

Dane Sheraton – QPBA Vice President, Gold Coast CIB

Shannon Midgley – QPBA Secretary, Morningside CPIU



Free influenza vaccination program now available

QPS and PSBA are once again pleased to provide a free influenza vaccination program to all QPS and PSBA employees.

Due to the Commonwealth Games, the 2018 program will run from 30 April to 8 June across approximately 90 locations.

To book an appointment, visit: <https://www.gobookings.com/au/clients/02191681931712>

For more information about the program, email ourpeplematter@police.qld.gov.au.

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The \$30/year fee* covers PCYC Club Membership only. QPS Club Membership is valid to all QPS employees. By becoming a QPS Club Member, QPS employees will have access to any PCYC Queensland Gym at no additional cost. Please note this offer does not include group fitness or personal training classes. Gym access is available to the serving QPS employees not their family members.

New online health platform for QPS employees and families

As part of the Our People Matter strategy, Safety & Wellbeing are introducing the *Healthy Bodies* program to all QPS employees and their families.

Healthy Bodies is a free health and wellbeing online platform that connects employees and families with innovative, interactive, and evidence-based resources on a range of health topics that change each month.

The platform provides users access to the following:

- Health webinars and access to webinar recordings for that month
- Live exercise classes facilitated by an Exercise Physiologist
- Health Byte – a short video delivered by a health professional on a particular health topic (a new topic is available each month) and
- Posters on health topics for display in workplaces (eg. lunch rooms, noticeboards, and stairwells).

Users can view and participate in the webinars and live exercise classes individually or in a group as a team building activity. All webinars and exercise classes are recorded and made available on the platform for later viewing.

The *Healthy Bodies* platform can be accessed at work, home, and on smart devices, irrespective of location.

To access the platform, visit www.healthybodies.com.au and enter the code **QPS514**.



For more information about Healthy Bodies, please e-mail ourpeplematter@police.qld.gov.au



OUR PEOPLE MATTER

POLICE WEEK

A CELEBRATION OF OUR NATION'S POLICE

The Police Federation of Australia (PFA) will be holding the inaugural Police Week from 15 – 29 September 2018.

Bookended by the Wall to Wall: Ride for Remembrance and National Police Remembrance Day; the event will draw the policing community together to honor those officers who have paid the ultimate sacrifice, while celebrating the selfless work undertaken by Australia's police right across the country.

Providing a unique opportunity to meet others who work in law enforcement, Australia's Police Week 2018 aims to bring together supporters of policing in a range of formal and informal activities.

While a focus will be on the National Police Memorial in Canberra, all jurisdictions will be holding their own events under the auspice of Police Week.

This includes events such as the Wall to Wall: Ride for Remembrance, a 100km Century Bike Ride, a Police Summit Conference, the inaugural National Police Bravery Awards, the 2018 PFA Federal Council Meeting and the International Council of Police Representative Associations (ICPRA) Biennial Conference.



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Psychological Injuries and Reasonable Management Action

By Ryan Heath and Lilia Fermor, Sciaccas Lawyers

As members will be aware, Sciaccas Lawyers have provided advice to QPU members over the previous years on a range of issues dealing with claims for compensation arising out of motor vehicle accidents, workers' compensation reviews, and common law claims. The scope of these claims have included both physical and psychological injuries.

Psychological injuries are becoming more common in the workplace, creating a necessity for employers to take further measures to prevent such injuries from occurring.

However, claims for psychological injuries have often been disparaged by employers, which may be attributed to a lack of understanding about the causes and severity of psychological injuries, and also due to the high costs that such claims incur for employers.

The Workers' Compensation Regulator Statistics Report for 2016-2017 has revealed that approximately 62.9% of psychological injury claims at the review stage to the Workers' Compensation Regulator were rejected. This is a significantly higher percentage than for all other types of injuries.

The significant difference in the percentage of rejected psychological injuries compared with all other types of injuries is attributed to the challenges that the *Workers' Compensation and Rehabilitation Act 2003* imposes on injured workers.

In order to be successful in a psychological claim for compensation, the applicant must prove they are a 'worker' who has sustained an 'injury'

within the meaning of s32(1)(b) of the Act. Under s32(1)(b), a compensable injury is defined as a personal injury arising out of, or in the course of, employment if the employment is the major significant contributing factor to the injury.

Similar criteria is used to determine physical injuries and this definition can usually be substantiated on the medical evidence and factual evidence available.

However, in psychological claims for compensation, section 32(5) of the Act operates to exclude claims arising out of, or in the course of 'reasonable management action, taken in a reasonable way' by the employer in connection with the worker's employment.

"The injured worker then has the evidentiary onus of proving that the conduct of their employer has been unreasonable management action taken in an unreasonable way."

It is this section of the legislation that operates to exclude the vast majority of psychological injury claims.

An injured worker firstly must lodge an application for compensation with the relevant insurer within six months

of first consulting with their doctor about their injury caused from work.

If the insurer rejects the application, then the worker is able to lodge an application for review with the Workers' Compensation Regulator within three months of receiving the insurer's written reasons for decision.

Sciacca's Lawyers can assist members to do this and members are encouraged to contact us as soon as possible once they receive a decision.

In the event that the application is rejected by the Workers' Compensation Regulator, the worker



REASONABLE MANAGEMENT ACTION

Numerous causative factors of workplace psychological injuries have been identified, such as bullying and harassment by colleagues or management, excessive workloads, workplace pressures, inadequate staffing, unsupportive management, or having been part of or witnessed traumatic incidents.

A significant number of injured workers attribute their condition to the conduct of management. In order to limit the acceptance of psychological claims, s32(5) of the Act is applied to claims that detail any aspect of management action as causative of the worker's condition.

The injured worker then has the evidentiary onus of proving that the conduct of their employer has been unreasonable management action taken in an unreasonable way.

Substantiating that management action has been unreasonable has proven to be a difficult feat for injured workers. Workers need to provide clear evidence from other employees or provide documentation to support a contention that management has acted in an improper manner.

Often witnesses are reluctant to provide supporting statements for injured workers against their employer due to a fear of repercussions they may face. Accordingly, it can be very difficult for injured workers to satisfy that the conduct of management has been unreasonable.

It is very important that injured workers keep the stressors that they detail on their applications for compensation brief. Injured workers should only include stressors on their application which have been the most significant contributing factors to their psychological condition to prevent being trapped by the limitations imposed by s32(5) of the Act.

It is detrimental for a worker to detail multiple factors of lesser significance on their applications for compensation where such factors relate to the conduct of management. If the injured worker has one strong factor as causative of their condition, it is important that they limit their application to detailing this particular factor and do not attempt to rely upon a range of weaker factors related to the conduct of management.

DELANEY V Q-COMP

A common case referred to by the Workers' Compensation Regulator when determining claims which involve incidents joined by subject matter, time, and personality is the Industrial Court decision of *Delaney v Q-Comp* [2005] QIC 11. Here a global approach in determining the reasonableness of management action across multiple stressors was applied by President Hall.

Mr Delaney had made an application for compensation for a psychological condition that arose out of a series of incidents by management, which in isolation were considered mere 'blemishes' on the part of management.

However, President Hall considered that Mr Delaney's case involved repetitive blemishes joined by subject matter, time, and personality in a discordant workplace where management had knowledge that this worker had previously suffered a psychological injury; thus a global evaluation of the reasonableness of management action was appropriate in the circumstances.

The global approach in assessing whether management action over a period of time has been reasonable has generally resulted in greater success for injured workers in having their claims accepted.

However, this area of law is still developing and the particular

approach used by the Workers' Compensation Regulator or the Industrial Relations Commission when determining whether or not the psychological injury arose out of or in the course of reasonable management action or unreasonable management action will be dependent upon the circumstances of each particular case.

“We remind officers that it is important to limit the factors in their application to those which are the most significant.”

IMPORTANT THINGS TO REMEMBER

It is important for police officers to have reference to the following matters when completing any application to WorkCover Queensland for a psychological injury:

- (1) *To avoid the provisions of s32(5) of the Act, we remind officers it is important to limit the factors in their application to those which are the most significant.*
- (2) *Often the Claims Advisor for WorkCover will ask injured workers whether there are any other factors they believe have contributed to their condition. Officers should be cautious of detailing too many insignificant factors verbally or in writing which may result in their claim ultimately being defeated.*
- (3) *If management action does not form a significant causal factor to the psychological condition, then do not refer to any aspect of management action in the application for compensation.*

Sciaccia's Lawyers are available to advise any member who has a query with respect to any workplace injury or injuries. Please direct any queries to Mr Ryan Heath on **3867 8839**.

**Police Federation of Australia
Queensland Police Branch
Scheduled Election E2018/74**

Election Notice

Fair Work (Registered Organisations) Act 2009

Nominations are called for:

- Conference Delegate (9 positions) *(see attached listing for Region, Clusters and Districts)*

NOTE:

1. Nominations must be
 - a) In writing,
 - b) Signed by the nominee,
 - c) Seconded by 3 members,In accordance with the Election Procedure Rule 42
2. Only Members, financial as at the date of the calling of nominations, may nominate for, second any nomination for or vote in an election for any office in the Branch or a Sub-Branch. Please refer to Election Procedure Rule 42, calling for Nominations Rule 47 and Nomination Procedure Rule 48.
3. Nominations open at 12:00 Noon Monday 9th April 2018 and must reach the Returning Officer at the office or postal address below not later than 12:00 Noon Tuesday 8th May 2018.
4. Candidates may submit a statement to be included with ballot material. Only statements which comply with the Organisation's rules and are received by the Returning Officer by **12:00 Noon** on 8th May 2018 will be published.
5. Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.
6. Nominations cannot be withdrawn after 5:00pm Tuesday 15th May 2018.
7. As a candidate you will be sent an acknowledgment.
8. It is your responsibility to ensure that your nomination is received by the Returning Officer **before** nominations close.

HOW TO LODGE NOMINATIONS

By post: GPO Box 1060, BRISBANE QLD 4001

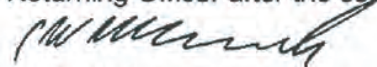
By fax: (02) 6293 7631

By hand: Level 7, 488 Queen St, BRISBANE QLD 4000

By email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to brisbanemetrosouth@aec.gov.au

The ballot, if required, will open 12:00 Noon Wednesday 23rd May 2018 and close at 12:00 Noon Wednesday 20th June 2018. Only a person who was a Member 30 days before the opening time for nominations may vote in the election. The ballot will be decided by a first-past-the-post system of voting.

Note: A copy of the AEC's election report and the results can be obtained from the Organisation or from the Returning Officer after the completion of the election.



Chris McCormack
Returning Officer
07 3834 3449

4 April 2018



One Branch Conference Delegate from each of the following clusters (9):

FAR NORTHERN REGION	
Clusters	Districts
2	Babinda, Cardwell, El Arish, Innisfail, Mission Beach, Mourilyan, Silkwood, South Johnstone, Tully
NORTH COAST REGION	
Clusters	Districts
17	Caloundra, Coolumb, Cooroy, Eumundi, Kawana Waters, Landsborough, Maleny, Maroochydore, Nambour, Noosa Heads, Palmwoods, Pomona, North Coast Regional Headquarters, Beerwah
SOUTHERN REGION	
Clusters	Districts
20	Boonah, Booval, Esk, Goodna, Harrisville, Ipswich, Kalbar, Karana Downs, Lowood, Marburg, Rosewood, Toogoolawah, Yamanto, Springfield
SOUTH EAST REGION	
Clusters	Districts
28	Logan Central, Browns Plains, District HQ, Crestmead
29	Beenleigh, Loganholme, Springwood
30	Jimboomba, Beaudesert, Canungra, North Tamborine, Rathdowney
METROPOLITAN NORTH REGION	
Clusters	Districts
35	Brisbane City, Metropolitan North Regional H.Q.
METROPOLITAN SOUTH REGION	
Clusters	Districts
37	Academy, Driver Training
42	Specialist Services

Nomination Form

Police Federation of Australia – Queensland Police Branch Election - E2018/74

Conference Delegate (9)

Candidate:
Full name (block letters)

For the office of:

Location:
(Region/Cluster/District)

We, the undersigned members of the Queensland Branch, nominate:

Conference Delegate

Nominators (at least three required):

Full name (block letters)	Signature	Date
		/ /
		/ /
		/ /

Candidate's consent:
(Print your name as you wish it to appear on the ballot paper)

Salutation:

Postal address:

Contact details:

Signature and date:

I,	
Consent to nomination for the above office for which I am eligible under the rules.	
Mr, Mrs, Miss, Ms	
Postcode:	
Email: <small>(This is the preferred method of contact with candidates. Please print clearly)</small>	
Work:	Home:
Mobile:	Fax:
Signed:	Date: / /

NOTE:

- As a candidate you will be sent an acknowledgment by return mail or email.
- It is your responsibility to ensure that your nomination is received by the Returning Officer **BEFORE** nominations close.

How to lodge nominations

By post: GPO Box 1060, BRISBANE QLD 4001

By fax: (02) 6293 7631

By hand: Level 7, 488 Queen St BRISBANE QLD 4000

By email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to brisbanemetrosouth@aec.gov.au Senders of emails to the AEC email mailbox be aware that incoming emails that appear to be spam emails may be blocked. Emails larger than 6MB in size also may not be accepted by the AEC's firewall. It is the responsibility of the sender to ensure that their email reaches the AEC email mailbox before the deadline. Please be aware that email is not a guaranteed delivery system. If you do not receive a receipt confirmation email within 60 minutes of sending please contact the AEC.

Chris McCormack, Returning Officer
(07) 3834 3449

Police Health



YOU ARE WHAT YOU EAT

When it comes to diet, there's no one-size-fits-all. Forget the fads. Don't be scared of carbs. You don't need a lemon detox. There's really only one rule that applies to everyone: eat healthy and exercise regularly.

For police officers especially, it's so easy to fall into unhealthy dietary habits. Working shifts means you might often miss home cooked meals. It seems easier to grab a cheeky burger to fill in the time until you get home.

"Forget the fads. Don't be scared of carbs. You don't need a lemon detox."

UNDERSTAND YOUR HABITS. ARE THEY HEALTHY?

A lot of it comes down to habit. Do you skip breakfast? Are you relying too much on caffeine to keep you awake? Do you feel sluggish after eating a particular food?

Being healthy is a critical part of your success as an officer, and your overall health will be determined by your lifestyle choice and daily habits.

Think about what you eat. Are you covering all the food groups? Are you drinking enough water? A lot of the time we might not even think we're eating badly, but it could be as simple as not including something in your diet.

This is where the value of a professional comes in. A dietitian can help you make informed decisions as to what you're putting in your mouth.

Many people think dieticians are only useful for assistance in losing weight, but that's not the case.

All of our bodies function differently, and a dietician can help you understand how to use food to energise your body and live a healthy life. Dieticians can help anyone, not just police officers.

Fuel your body the right way with a dietician's advice. Your shopping list will be full of greens and healthy goodies, so you and your family are preparing great meals.

HERE ARE A COUPLE OF TAKEAWAY TIPS THAT YOU CAN IMPLEMENT TODAY:

- Give sugar a big kick in the butt. Don't rely on it for energy. Limit your sugar intake to the good kind: a couple of pieces of fruit in the morning.
- Drink more water. Make it a habit to drink at least two litres per day. Pack a drink bottle in your workbag and refill it during the day.

"Think about what you eat. Are you covering all the food groups? Are you drinking enough water?"

If you visit a professional, recognised dietician and you're covered by Police Health's Extras, you'll be eligible to claim up to 80% back (waiting periods may apply). For more details give us a call on **1800 603 603**.

Transform your kitchen – transform your life.

For more health and wellness tips, visit the Police Health Kitbag at <http://policehealthkitbag.com.au/>

– A free, online resource for police officers and their families.

Ups and downs are for your working week, not your super.

In the world of law enforcement, you never know what the day will throw at you. That's why it's good to know while you get on with your job, we're striving to deliver strong returns with less risk.

Welcome to the QSuper feeling.



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Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950

THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family
by immediately contacting:

The QPU office Ph 3259 1900 (24 hours)
or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – April 2018

State President:

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

State Secretary:

Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com



MESSAGE FROM GREG EARLY, STATE PRESIDENT

THE NATIONAL POLICE SERVICE MEDAL

Just recently a long standing member got hold of an application form and hopefully has completed and forwarded it to the Honours and

Awards Unit for processing. If you know of someone who has not applied for the medal, it is never too late for them to apply. This includes widows of former Queensland police officers who can apply to the QPS Honours and Awards Unit for the medal to be issued to them posthumously. Recent presentations of the medal: at the 27 March Sunshine Coast meeting President John Walker presented Trevor Chalk with this medal, and at the meeting held at the Tenterfield Golf Club on 2 March Inspector Brian Cannon presented John Rockley with the medal (more on this meeting appears in the Southern Downs and Granite Belt branch segment).

FUTURE LUNCHEONS

22 May – Sunshine Coast – Headland Golf Club –
Roly Dargusch 5479 4651

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

1 August – Southern Downs and Granite Belt – Warwick TAFE
College – Monica O'Mara 0438 154 834

23 August – Gympie – further information to be advised.

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

23 October – Darling Downs – TAFE College, Toowoomba –
Kev Weise 4636 0348

NEW MEMBERS

- Former Sergeant Mark Austin (Gold Coast)
- Former Sergeant Stephen Bain (Gold Coast)
- Former Detective Senior Constable Kym Joanne Goldup-Graham (Gold Coast)

- Former Sergeant (NSW Police) Michael John Harman (Sunshine Coast)

NEW ASSOCIATE MEMBERS

- Sue-Ellen Mary Hughes, widow of Stewart Hughes (Logan-Beenleigh)
- Gladys May Waters, mother of member Maxine Renouf (Ipswich)

OBITUARIES – MAY THEY REST IN PEACE

Members: Life member and former Inspector Norman Stanley Thorne, 10 March, 93 years; veteran member and former Senior Sergeant Richard Stewart Cooke, 15 March, 84 years; and veteran member and former Senior Sergeant Colin James Nicholas, 24 March, 87 years.

Non-Members: Former police officer Brian Henry Maguire, February; former Senior Sergeant Errol Johnathon Glenn Dellit, 4 March, 67 years; former Senior Sergeant Stirling Keith Butler, 6 March, 91 years; former police officer Edward Keith Furner, 8 March, 90 years; former Superintendent Alexander Tudhope, 26 March, 95 years; and former Detective Sergeant Mark Beardmore, 30 March.

Family: Monica Frances Creevey, widow of former Assistant Commissioner Noel Creevey, 23 March, 82 years.

QRPA CERTIFICATES

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

- Emmanuel Anthony (Brisbane)
- Trevor Francis Hart (Brisbane)
- Heath George Hansen (Bundaberg)
- Kenneth Douglas Strohfeltdt (Bundaberg)
- Ross Malin Beer (Gold Coast)
- Clement Frederick Edwards (Gold Coast)
- Robert Kevin Minette (Redlands)

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

- Russell William Robertson (Gold Coast)

90 and over

- Vince Beutel, 94 years on 5 April (Ipswich)
- Alma Cecilia Edwards, 96 years on 14 April (Redlands)
- John Beaumont Vaudin, 91 years on 14 April (Logan-Beenleigh)
- Colin Christopher Grieshaber, 90 years on 23 April (Sunshine Coast)

AROUND THE BRANCHES

BUNDABERG

The 23 March meeting was held at the Bundaberg RSL Club. Welfare: Welfare Officer Ian Hargrave and Secretary Grannie Pearce visited Basil Courts at Palm Lakes, Bargara. He was in good spirits and appreciated the visit. Bob Hayes is having a reprieve from highway driving at the moment. He is okay. Joan Bick has had her daughter Betty home for about three weeks. Grannie has spoken to Heather Storer and Gordon is unhappy about being in Riverlea. Heather Sherlock is having some medical issues at the moment but is in good spirits. Evelyn Mienert is still having treatment for the melanoma in her bronchial tube. She has had radium and now is having immune therapy. She has this treatment every three weeks and it has lots of side effects. Maree Read was to have surgery on her eye. Russell Crook had an operation on his left eye and everything is okay. Ken Strohfeldt was in the ICU at the Friendlies Hospital with Influenza A. Cec Austen seems to be on top of an infection, he has good and bad days. Hilary had a melanoma removed from her back and is progressing well. Planning for the annual Bowls Day in May is well advanced. More sponsors are being sought so the monster raffle is of the standard of previous years.

GOLD COAST

The Southport RSL Club was the venue for the 6 March meeting. The February social meeting at the Nerang RSL Club proved popular with members. The 29 March BBQ was hosted by Dennis and Jan Chalker. It was a great success. Due to traffic concerns no meetings will be held in April. President Russell Robertson presented senior certificates to Haydon Stokes and Len Reynolds. Due to travel commitments, Secretary David McNamara will miss the May, June, and July meetings and Des Sorensen has kindly agreed to fill in for him. Welfare: Robyn Stokes is travelling okay and has attended a number of branch meetings recently. Colin Sullivan has again visited Pat O'Brien, Graeme and Elaine Jefferies, and also Boyd and Betty Barratt. Russell Robertson recently spoke to Kerry Cullinan and David Joachim. Sandy Burns's mobility and speech continues to deteriorate and she will move into permanent care in April. Guest speaker: Tim Love, former Scottish police officer and Venue General Manager for the Commonwealth Games, who gave a very interesting presentation regarding his 33 years working with the Scottish Police and his involvement with previous major sporting events, as well as his role with the Commonwealth Games. Next BBQ is due to be held on 31 May and a host is sought.

GYMPIE

The Victory Hotel in Gympie was the venue for the 28 March meeting. President Laurie Pointing welcomed all to the meeting with a special welcome given to former Sergeant Greg Hasenkam who advised his willingness to join the Association. Welfare: Laurie and Frank Davey attended the funeral of Mal Churchill in Maryborough. Welfare Officer Chris Sang advised that Peter Eiby has undergone surgery for cancer in his nasal passages, with the operation hopefully being successful. He had phoned Bob Matthews who had a spell in hospital and

also phoned Annabel Andrews, Rod Frain, and Alan Miller. Former Commissioner Bob Atkinson will hopefully be the guest speaker at the Annual Luncheon on 23 August. A sub-committee comprising Laurie, Chris, and Treasurer Glen Durre will organise the luncheon.

LOGAN-BEENLEIGH

Yet again another successful meeting was held on 15 March with the usual large number of members attending. Guest speaker Michelle Perry from Pres Centre gave members interesting information about aged care. Members from our branch attended the Logan Medal Presentation on 1 March which as always was a time to catch up with the local members and renew old acquaintances. Welfare: President Max Moloney was absent because he was having a check-up after his heart operation in 2015. No problems for Max. It was good to see Dave Manfield back at a meeting and Ray Brand attended with good news from his doctors. With the new requirements for money held by our branch, we are looking at ways to use excess money to benefit our members. One suggestion is to again run our Annual Luncheon with no cost to our members and another suggestion is to relax the membership fees for our members for the upcoming year. Both suggestions will be discussed at future meetings for approval, if funds are considered adequate. An associate member application by Sue Hughes was recommended for approval, as was a transfer application by Roland McCartney from Brisbane to the branch. Keep well and remember With Honour We Served. *(Terry Ahearn, Secretary)*

SUNSHINE COAST

The last meeting was held at the Headland Golf Club on 27 March. President John Walker presented Trevor Chalk with the National Police Service Medal. An application to join the QRPA by Michael Harman, former NSW Sergeant, was recommended for approval. The transfer of Kevin Darch from Brisbane to the branch was endorsed. Planning is well advanced for the branch's Annual Luncheon on 22 May. Guest speaker: Barry Cheales from the Buderim Men's Shed spoke on the history of the Men's Shed organisation and the activities that take place in the Buderim Shed. The members showed their appreciation by acclamation.



President John Walker presenting Trevor Chalk with the National Police Service Medal.

SOUTHERN DOWNS AND GRANITE BELT

The 2 March meeting was held at the Tenterfield Golf Club. President Laurie Bell welcomed everyone including Inspector Brian Cannon, his wife Jill, and the NSW members of the

New England branch of RPA. Welfare: Treasurer Kay Cliffe is not well, Jim Seymour is recovering, and Ted Forbes was in ICU at Prince Charles Hospital. (Information received on 11 April indicated that after 55 days, Ted had been moved out of ICU and was in a normal cardiac ward where he can receive visitors and phone calls.) Inspector Cannon presented John Rockley with the National Police Service Medal. The Inspector took the opportunity to acknowledge the wives and partners of serving and retired police officers, keeping up with the constant changes within the QPS, the sadness experienced by many serving and retired officers at the loss of officers, and challenges faced. Keith Stafford (Brisbane) and John Rockley (Gold Coast) have transferred their membership to this branch.

ROCKHAMPTON

The 7 March meeting was held in the convention room of the Frenchville Sports Club. President Barry Self read the Ode and a minutes silence was held in memory of the late Inspector Mal Churchill who passed away on 28 February. Mal was well and favourably known during his time in the Mackay and Rockhampton Districts and Central Region Office. The Reverend Glenn Louttit spoke briefly on the Service's commitment to the Commonwealth Games and its impact locally, including the baton relay through Rockhampton on 23 March. Cavill Heywood spoke regarding the BBQ at the Beach. The pros and cons of using the facilities at the Lions Park on Ross Creek were discussed. Welfare: Gloria Heywood is on the mend. The 4 April meeting: Welfare: Gloria Heywood is still doing rehab. Discussion ensued about those wishing to march with the police contingent on Anzac Day. Feedback was given by President Barry on the BBQ at the Beach on 18 March, which was attended by 14 members. The next BBQ will be held at the same venue, the Lions Park on Ross Creek, on 16 September.



Attending the BBQ at Yeppoon. Standing: Brian Smith, Bob Moore, Terry Connolly, Graham Weeks, Jan Connolly, Cavill Heywood, Ernie Benson, Andria Benson, Barry Self and Gloria Meyer. Front: Tom Young, Gloria Heywood, and June Young.

MACKAY-WHITSUNDAY

The 17 March meeting was held at Souths Suburban Bowls Club. President Bob Maher congratulated Barry Downs on his second retirement as a Security Officer after nearly 12 years at the Mackay Court House. Several members attended Barry's send off at Mojo's Restaurant. Bob also mentioned the number of members who do not attend meetings or social activities and he urged members present to come up with some ideas on how they can attract more of our members to come and join in the fellowship. Bev Houley, Treasurer and Newsletter Editor, mentioned two new sponsors: Donut Empire and Leigh

Cairns of Theatre Arts, Mackay. Welfare: Barry Downs reported that he had been in contact with Tony Wynne, Ray Hodgson, Ernie Hocking, and Dave Gray. He reported that all are on the road to recovery from their respective medical conditions, although there was not much improvement in Tony Wynne's condition. Barry was also happy to report that Dave Gray had recovered well from recent surgery at the Mater Hospital. Social Director's Report: Dennis Hansen suggested a visit to Sarina for a meeting or social activity, and also it was agreed to have the June meeting at the Whitsunday police station. Tail Twister: Some of those present were reminded of their minor indiscretions since the last meeting during this segment.



Barry Downs retiring from being a Security Officer at the Mackay Court House.

IPSWICH

The 8 March meeting was held at Yamanto Police Complex. It was good to note President John McCrae was back in the chair after a serious illness. Guests included former Commissioner Bob Atkinson, Acting Assistant Commissioner Brian Huxley, Acting Superintendent Mick Trezise, Acting Inspector Heath McQueen, Allan Fynes-Clinton, Evan and Jan Morgan, Beverley Latter, Di McCrae, and Karen Dixon. (Ipswich adopts a desirable practice of including partners of members as guests and allows them to sit in at the meetings.) The work undertaken by Maxine and Mal Renouf in producing the February Newsletter was acknowledged with thanks. Chairman John expressed his relief that he had been relieved of this portfolio. Welfare: Barry Cannon has undergone further surgery for sun cancer removal. Trevor Eltherington had been in touch and again tendered his apology for not being able to attend meetings. Fred Maynard had an argument with his garden hose and suffered some minor facial injuries. Chairman John spoke on his health issues and offered thanks to both branch members and the police at Yamanto for their thoughts and cards. An application for associate membership from Gladys (Gladdy) Waters, mother of member Maxine Renouf, was recommended for approval. Acting Assistant Commissioner Huxley and Ipswich City Council are combining to make the 2018 National Police Remembrance Day service at the James Sangster memorial a special event. It was decided to donate \$200 to the Gardener Family Trust in order to support Detective Senior Constable Max Gardener and his family following their horrific motor vehicle accident in NSW. Acting Inspector McQueen briefed the gathering on Max's condition and invited QRPA members to support a fundraising golf day to be held at Sandy Gallop Golf Course on 24 May. Guest speaker: Bob Atkinson spoke on his five years with the Royal Commission into Child Abuse. It was an absorbing address into the dark side of our society

sprinkled with a few lighter moments that occurred during his tenure in what must have been an extremely tedious and sometimes daunting task. Chairman John thanked Acting Assistant Commissioner Huxley for the use of the complex. He also thanked Sergeant Wendy O'Neill for co-ordinating the event and Senior Sergeant Gareth James for being the host chef. Meeting held on 12 April: The guests were President of the Redlands branch Paul Fitzpatrick and his fellow guest speaker Editor and owner of Writer's Reserve Eric Angle, photographer Norman Bull, retired QPS employee and applicant for Associate Membership Faye Kenworth, Inspector Mick Trezise, Acting Superintendent Keith McDonald, and Beverly Latter. Bob Latter reported on planning being undertaken for a 125 years commemoration of the death of James Sangster in conjunction with the National Police Remembrance Day service to be held in Browns Park on Friday 28 September. Sergeant Peter Reilly, a serving police officer stationed at Goodna station and direct descendant of James Sangster, will work with other family members to supply information and photographs for a power point presentation. The family of James Sangster will be asked to lay a wreath on NPRD. Welfare Officer John Hawkins reported that he had visited Graham Broom, possible applicant, in the Ipswich Hospital. He has had a stroke. Elaine Dale is recovering from a hernia operation. Barry Cannon was having surgery for sun cancers. John McCrae informed the meeting of his continuing treatment. Guest Speakers: Paul Fitzpatrick and Eric Angles who spoke on their journey to all states and territories in Australia seeking information on methods used to remember and acknowledge the deaths of serving police officers. Members were given a preview of the yet to be printed publication on their findings. The talk was most informative and covered the history of the Wall of Remembrance in Canberra and the role played by John (Bluey) O'Gorman in the introduction of the National Police Remembrance Day service. Acting Superintendent Keith McDonald presented the following: Dennis Young: National Medal, National Police Service Medal, and Queensland Police Service Medal; Bob Fitzsimmons: National Police Service Medal and Queensland Police Service Medal; Terry Bohn: QRPA Veteran Certificate.



President John McCrea, wife Di, and guest speaker Bob Atkinson at the 8 March meeting.



Fred Maynard, Ken Morris, and John Hawkins at the 8 March meeting.



Acting Superintendent Keith McDonald presenting Dennis Young with the National Medal, National Police Service Medal, and Queensland Police Service Medal.



Acting Superintendent Keith McDonald presenting Bob Fitzsimmons with the National Police Service Medal and Queensland Police Service Medal.



Acting Superintendent Keith McDonald presenting Terry Bohn with his Veteran Certificate.



Acting Superintendent Keith McDonald presenting new Associate Member Gladly Waters with her name badge.

TOWNSVILLE

The 7 March meeting was held at the Townsville RSL Club. President Trevor Errington gave a special welcome to Police Chaplain Father Dave Lancini. Welfare Officer Gordon Thomas informed the meeting that Pam Barter had been re-admitted to hospital and she was still in there at the time of the meeting. Margaret Butterworth was in hospital having some tests. Trevor Errington had been in hospital after having a 'slight' stroke but he was able to attend the meeting. Barry Lewthwaite was undergoing a small operation on the day of the meeting. As usual special OBE cards were made out and after being signed by the members present were presented to Eileen Kassulke and Stan Goffin. Fred Angus has again undertaken to arrange the venue for the annual June meeting in Ingham and Barbara Zupp has again volunteered to supply morning tea. Warren Butterworth mentioned the possibility of having a BBQ either at his residence or at the Balgal beachfront. President Trevor displayed two pens which had been donated to the branch by Sergeant Mark Whebell to raffle.

GLADSTONE

The McDonalds Family Restaurant at Kin Kora was the venue for the 7 March meeting. Members were pleased to see Sharon Noy because she has not been able to attend for some time due to business and travel. Welfare: Graham Cousins was expected home on the day of the meeting after having spent five weeks in the Wesley Hospital and at his daughter's place in Brisbane. Zoe Mortimer was back in Gladstone Mater Hospital for a few days to help her leg mend. Max Mienert was admitted to Gladstone Hospital with a heart problem and an elevated temperature. While due to be flown to Brisbane for further tests, the cause of his complaint was discovered and he was discharged from hospital. Glenn Churchill reported that his brother Mal's funeral service was well attended. (There were six Churchill boys who became police officers but sadly three of them have passed on.) Glenn also advised that his wife and associate member Sue has been continuing with treatment for a brain tumor since 2013 and now has been given a clean bill of health. General business included a discussion regarding travel and accommodation assistance availability for medical appointments. Discussed also was the importance and necessity of having one's affairs in order, a current will in place with consideration to any digital property one may have (Facebook accounts, etc), enduring power of attorney, advanced health directive, and listing information to assist next of kin and family in the event of an unexpected or untimely event affecting health or sudden passing. The 4 April meeting at Calliope Central Bowls Club: The proposed social meeting of former police officers in the Gladstone Region is still being planned. The branch made a donation to MS Foundation for the Bay Ride 2018 sponsoring Trent Williams, whose partner suffers from MS. Welfare Officer Keith McCann reported that there was no change to Val Caterson's condition. Gordon Jones was back from Brisbane and at the time of the meeting was in Gladstone Hospital. Doctors and specialists are unable to find out exactly what is wrong with Gordon. Gordon's partner Heather is going okay. She is being assisted by family and other community support bodies. Judith Saw recently spent a

week in hospital suffering with a viral chest infection and she is slowly getting back to her old self again. Judith was supporting Glenn Josefski while he was receiving his immuo therapy treatment. Keith did not have an update on Graham Cousins but believes he is coming along okay. Ann Vidler advised that she has sold her home at Boyne Island and will move in with family until a unit at Bindaree Lodge, Boyne Island, becomes available for her. Further discussion on members updating their personal affairs received a request for a visit from the Public Trustee and Centrelink representatives to address members on matters such as benefits and entitlements. Members played trivial pursuit in lieu of barefoot bowls.



Members at the April meeting. Left, front to rear: Denis Connolly, Gail McCann, Ann Vidler, Keith McCann. Right, front to rear: Glenn Churchill, Max Mienert, Stan Janas, Chris Lette, Debbie Lette, Diane Janas, and Doug Jones.

DARLING DOWNS

The 8 March meeting was held at the West Toowoomba Bowls Club. Welfare: Bob Scarff mentioned that his specialist was now happy with his condition. The Memorial Wall Service will be held on 25 August. It was resolved to contribute the necessary funds to place a plaque on a memorial gate being promoted by the Crows Nest RSL sub-branch to commemorate military personnel who served in the various wars. The plaque on behalf of the DDRPA would commemorate police who lost their lives during these wars. The next meeting was held on 12 April at West Toowoomba Bowls Club. Welfare: Mention was made of the passing of Loretta Brennan, wife of member Bill Brennan. Roger Deshon advised of his health situation and Treasurer David Lynch advised those present of the health situation of member Len Penrose. The contribution by the branch for a plaque, as mentioned at the previous meeting, was received by the Crows Nest RSL sub-branch with gratitude.

NEAR NORTH COAST

Caboolture Sports Club was the venue for the 19 March meeting. New member Vicki Lee was welcomed to the meeting by President John O'Gorman. It was generally resolved that the branch would subsidise coach travel to suitable Annual Luncheons. Discussion ensued about the branch having regular social outings with the first one being set down for 4 April.

REDLANDS

The 27 March meeting was held at the Redlands Sporting Club. President Paul Fitzpatrick congratulated the organisers of the Annual Luncheon for a job well done. A letter of appreciation was forwarded to member Narelle Walker for her kind donation which was used as a lucky door prize at the luncheon (the prize was won by Senior State Vice President Bob Pease).

Ken Luskie stood in for Welfare Officer Leigh Gorrie who had a fall recently. A copy of a photo of Mick Harvey (Bundaberg branch) and Jim Long, which appeared in a local paper, has been forwarded to Mick. Guest speaker: Savannah Falzon from Retirement Care Solutions, who gave a very informative and interesting talk on retirement and aged care. She explained a lot of different scenarios which could affect people and the assistance available.

FAR NORTH QUEENSLAND

Café Brasil at Earlville was the venue for the 23 March meeting. President Ian Swan gave a special welcome to long-term friends Joe Glendon, Trevor Crawford, Graham and Louise Vickers, and Bill Jefferies, all of whom gave a great contribution to the QPS and the community of Queensland. Welfare Officer Jock Macdonald advised he had visited Maureen Bickoff, Trevor Adcock, and Ray Sutton, who have been hospitalised in recent times. All have now been released and are on the road to recovery. Kev Agombar has also been receiving treatment and is on his way to recovery. Jock gave a small presentation on former Police Tracker Johnson Upton who served in the Cape from 1943 – 1973. Johnson passed away on 23 June 1971 and was buried in an unmarked grave in Martyn Street Cemetery, Cairns. Jock is currently arranging for the grave to be marked and a plaque to be placed on the grave site recognising Police Tracker Upton's service with the QPS. The branch donated \$200 to assist in the project. Jock will seek donations from other sources including Friends of the Police Museum. The following venues have been chosen for future meetings: April – Obi's at Yungaburra, May – Edge Hill Bowls Club at Cairns, June – Gateway Hotel at Mareeba, and July – Pearl Gardens Chinese Restaurant at Cairns. The Red Beret Restaurant at Redlynch will be the venue for the Christmas Luncheon.

HERVEY BAY

The Hervey Bay RSL Club was the venue for the 20 March meeting. President Grahame Gronow welcomed all and gave a special welcome to guest speaker Lou Collings of Fraser Coast Libraries, who later spoke on what is available at libraries under the control of Fraser Coast Regional Council. Grahame thanked her for the presentation and presented her with a Certificate of Appreciation. Grahame thanked all members who attended the February BBQ where he had pleasure of presenting Frank (Smokey) Dawson with his Veteran Certificate. Travellers: Bob and Dot Summers have returned from Hong Kong and Singapore. Welfare: Margaret Bradshaw has again had problems with veins in her legs. Upcoming Event: BBQ on 17 April at The Pines, Point Vernon.



President Grahame Gronow presenting Frank (Smokey) Dawson with his Veteran Certificate.

VAN DIEMEN'S LAND

Hello to you all from us all here in Tasmania. We held our first meeting for 2018 on the east coast at Bicheno on 7 March. We all met in Lion's Park at 10.30am where we had a fabulous morning tea provided by Craig and Helen Robertson, who are residents of the town. This was the first time we had travelled to the east for a meeting and the weather was perfect. We welcomed Keith and Lyn Bunkum (both members of Gympie branch) who were travelling in Tasmania. After morning tea and our meeting, we adjourned to the local hotel for a nice counter lunch and then at about 1.30pm everyone was on their way back home. We had Don McKean as a visitor in February. He stayed at the Gretna Green Hotel for a night and I was able to get there for a glass of ale or two. He then headed off around the state. I heard he was able to catch up with Chris Blom at Stanley and then Don Green and Vic Belbin when back down south. Commissioner Ian Stewart and his wife Carol were down in Tasmania for a Commissioners' conference and we were pleased that they could meet with us at the Gretna Green Hotel on 23 March for dinner. Another great evening. It was good to catch up with Ian and Carol and also Darren Hine, the Tasmania Police Commissioner, an Honorary Member of our branch, who has always given us great support since our first meeting. We also had Phil Bridge with us. He is a former member of the Rockhampton Radio and Electronics Section and was staying at the Hotel overnight in his caravan while travelling around Tasmania. Our Vice President Ian Johnston has written a great book titled *Paradise Lost*. It is about the story of his life as a police officer in Papua New Guinea just before Independence. It is a great read and if you are interested you can get a copy by contacting his wife Jennifer on i.a.johnston@bigpond.com, or ring 0413 143 305. Our next gathering will be our AGM on 23 and 24 June at the Tamar Valley Resort, Grindelwald. Remember, if travelling down this way, please let us know if we can help. Until next time, all the best from Tasmania. (Andy Beasant, President/Secretary)



Enjoying dinner at the Gretna Green Hotel: Jenny and Ian Johnston, Anne and Lindsay Baldock, Ian Stewart, Phil Bridge, Darren Hine, Karen and Andy Beasant, and Carol Stewart.



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