

POLICE

CONFERENCE EDITION 2018

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



QPU CONFERENCE 2018



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COVER STORY

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QPU CONFERENCE 2018

The annual Queensland Police Union Conference was held on 31 May and 1 June at the Grand Chancellor Hotel in Brisbane. Union delegates from around the state gathered to debate and vote on Union rules as put forward by branch members throughout the year. Legal and industrial panels provided relevant information to keep delegates up-to-date with the latest issues.

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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also in this issue...

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SUBMISSIONS: The Journal accepts letters and articles to be considered for inclusion.

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General President, General Secretary, and
Assistant General Secretary are ex-officio
members of all committees.



IAN LEAVERS

WORKFORCE ANALYSIS 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 us in improving the lives of our members. Please look out for an upcoming e-mail regarding its distribution, and provide full and frank feedback to enable us to fight for what is important to you.

As we lead into the commencement of Enterprise Bargaining negotiations it is important that you complete this survey so we know how you see yourself within the Queensland Police Service.

DISCIPLINE SYSTEM

Over the last 25+ years, every review into the operation of the Queensland Police Force or Service has been critical of the discipline system.

The common issue in all reviews was the time taken to investigate and then discipline police.

It is not unusual, even today, for discipline investigations to take over 12 months. We currently have some which, if they were children, would be starting school now.

It was with some cynicism that the QPU took up the invitation of the CCC Chair to be part of a working committee on police discipline.

I am pleased to say the cynicism was misplaced. The QPU supports the current plans for the changes to the discipline system.

The QPS, CCC, and two Unions were able to establish some common ground, and from there we were able to negotiate to attempt to resolve our individual organisations' issues with the current discipline system.

We devised a short list of matters which the QPU believed needed to

be resolved. Those matters were identified through conversations with members, the experience of Executive members through their own involvement in the discipline process, and feedback provided to the Union over the years through surveys at EB time and so forth.

Our biggest issue was timeliness. In relation to this, I am pleased to say that there will be time limitations on disciplinary proceedings as a result of the new amendments.

Despite this, the CCC will still be able to bring proceedings in QCAT for corrupt conduct. That is basically misconduct that is so serious it warrants dismissal. In the last 10 years there has only been one such prosecution, which I am pleased to say was unsuccessful.

The QPU's second issue was pay points. These are an unfair sanction. For Constables facing progression, the loss of a pay point means a deferral of progression. For officers approaching retirement, a pay point reduction can amount to tens of thousands of dollars.

For everyone else, the sanction is ongoing in that officers need to claw their way back to their former pay points over a matter of years.

We wanted a system which was timely, and which focused on supporting our people. A single mistake in an otherwise flawless career should be seen for what it is, and the officer involved should be allowed to move on, with their employer's support.

"A single mistake in an otherwise flawless career should be seen for what it is."

I am pleased to say the new proposed discipline system should achieve significant changes for officers. It should be quicker and fairer. It should adopt a supportive and educational approach.

The QPU is pleased with the progress that has been made to date, and will continue to work with the QPS and CCC to improve the system as it is rolled out and trialled from 1 July.

THE FEDERAL COURT'S PALM ISLAND APOLOGY

We at the Queensland Police Union are no longer surprised by some

of the unfathomable decisions that courts make.

In response to this court ordered apology, the Queensland Police Union gave serious consideration to running our own full page newspaper ad response. We previously circulated our response to you, the members, some weeks ago.

the court orders and as I stated 18 months ago, the only apology should be to the police.

I say we should not rewrite history.

THE BROKEN AND DYSFUNCTIONAL POLICE PROMOTIONS SYSTEM

The clear point I made at this year's annual conference is the parlous state

doubt on their bona fides in being promoted.

We need to return to a central convenors' unit for panels to instil fairness and equity back into the system. We need to remove the perception that lingers that you need a "patron", "sponsor" or a personal "supporter" if you are to have any chance of being promoted.

This is the next big reform project for me and the QPU is to reform the promotions system and I ask if you have any suggestions to e-mail me directly and I will ensure I take it forward.

"We at the Queensland Police Union are no longer surprised by some of the unfathomable decisions that courts make."

As such please see our response to the court ordered apology on the following page which we also compiled in consultation with some of our members in communities involved and I reiterate that in our opinion we as police have nothing to apologise for, irrespective of what

of the Queensland Police Service's promotions system.

No-one has a good story to tell about the system. Everyone knows it is broken, dysfunctional, and gives no satisfaction even to those who are promoted as it can sometimes cast

Ian LEAVERS

General President & CEO

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

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



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Dear Members,

The Federal Court has now handed down the decisions regarding the outstanding matters such as a court ordered apology and ratify the settlement terms in the matter of Wotton v State of Queensland.

As police we understand better than anyone we have to abide by the decision of the courts irrespective of whether we agree with a verdict.

We have seen the culmination of a Federal Court decision that ordered an apology and wording for that apology was agreed to by the parties in court and was ordered by the court to be published in newspapers.

We obviously were not party to that court order or agreement, and as such we are not bound by that apology settled by the court.

So we say the following. In the opinion of Queensland's police we have nothing to apologise for and it is the police who are owed the apology.

We firmly believe the apology settled by the court should go both ways.

During the period defined in the apology settled in court, much suffering was also wrought upon those police on Palm Island by locals. Some of these criminal, heinous and illegal acts were confirmed by the courts and offenders were appropriately convicted and sentenced to prison.

Clearly this apology is only being given because it has been ordered by the courts.

We need to remember that the police on Palm Island all received bravery awards for their actions and these awards were supported and endorsed by the then Premier and her Government.

We reject the suggestion that police acted illegally and the fact they received bravery awards for their actions demonstrates that they actually acted with courage.

The trauma many of these police suffered continues to this day. At that time they were threatened with murder during the riot, the police station was set on fire around them by Palm Island locals, and these police desperately called their loved ones, genuinely believing they would not survive the day.

Former Queensland Police Commissioner Bob Atkinson AO APM said of the police on Palm Island during this time that, "...the officers there showed great restraint, courage and outstanding judgement in terms of the way they handled the matter." We as Queensland Police continue to endorse Bob Atkinson's words and we all know that these brave officers continue to be a credit to themselves, their families, the Queensland Police Service and the community of Queensland.

We also know that in turn the community of Queensland supports us as police as we undertake the often dangerous, difficult, and sometimes thankless job that we perform in our efforts to keep our society safe.

The implications of this matter are quite profound and far reaching. Police stationed in Indigenous communities do a terrific job and are often selfless in their devotion to their role.

We finish by saying we should not rewrite history and we believe we have nothing to apologise for.

Stay safe.

Ian Leavers
General President

Mick Barnes
General Secretary

Shayne Maxwell
A/Asst General Secretary

& the entire Queensland Police Union Executive



MICK BARNES

WHY IS IT DIVERSE TO INCLUDE?

In recent years we've seen an increase of activism from many sectors of our community seeking inclusion in what should be normal, day-to-day activities. These sectors need not just be those identified in antidiscrimination legislation—eg. those of diverse gender, race, or religion—but also those with any disability. Has the community become so divisive on so many issues that it has generated the need to highlight these inequities? Clearly, yes. And the Queensland Police Service (QPS) is meant to reflect what is happening within our community.

The demographic of the QPS should ordinarily reflect the makeup of the community that it polices and I'm confident that the QPS bases many of its recruiting and campaign decisions on that philosophy. I'm fortunate in my position as General Secretary to have a view of behaviours and cultures across the state when it comes to a true acceptance of inclusion in policing the community, but also of officers within the workplace.

I often see the subconscious bias of many QPS managers through their decisions, including their body language, if I'm present in their workplace at the time. Inclusion is relevant to appropriate workplace behaviour, which includes bullying. Both behaviours do have a negative outcome on individuals, as well as a whole cohort.

Inclusion, or the lack of it, is often blamed by some within the QPS on complying with policy in excluding officers from normal duties. Many thanks to Felicity Menzies from Include-Empower.Com for the use of the below graphic. It succinctly portrays what inclusion should look like within a workplace.

“In the robust profession of policing, external influences may create a belief that officers are never fully supported.”

Admittedly, in the robust profession of policing, external influences may create a belief that officers are never fully

supported, however this graphic relates to the workplace and the way in which workers, Queensland police officers, should be treated.

I have to question the emotional intelligence of QPS management when I see the destructive outcomes for officers who have not been identified because of any performance issues, but rather because of the attitudes they display that I'd consider irrelevant to their duties.

I've read and heard all the leadership hype within the QPS on achieving the best from officers and establishing a culture to maximise performance, however this is clearly questionable when you stop and take the time to read through Felicity's graphic. Read it again and I'll let you be the judge.

Are you and your colleagues and loved ones being treated as respected members of the police family?

Surely it should not be diverse to include everyone in each and every workplace.

REPRISALS AGAINST OFFICERS WHO MAKE A COMPLAINT

Every good officer worth their salt will be cognisant of their obligation to report any suspected misconduct or breach of discipline pursuant to s.7.2 of the PSAA. Incidents have now been identified where officers who have made complaints are subjected to reprisals within the workplace.



This includes instances where Ethical Standards Command have communicated to those officers that their complaint falls within the *Public Interest Disclosure Act* and that any reprisal against them will constitute an offence.

“My advice is to advise upwards and if directed to make a complaint, place that direction from the senior officer in the complaint itself.”

Imagine for a moment how you'd feel if you're being treated poorly (I'm being polite) within the workplace because you reported a matter that you're obliged by law to do. Such is the effect that it takes a toll on your wellbeing and that of your family relationships.

In one case, the officer sought the advice of the OIC, RDO, PPM, and specialist section before following the advice and submitting a formal complaint QP466. Clearly this has made no difference. My advice is to advise upwards and if directed to make a complaint, place that direction from the senior officer in the complaint itself.

Stay safe.

Mick BARNES

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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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DENIS SYCZ

This is my first article in some time. It will also be my last. For the last 23 years I have been involved in the running of your Union and have had the honour of representing the very fine men and women who make up the Queensland Police Service.

From the highs of helping negotiate enterprise bargaining agreements that made our lot a far better one, to the lows of having to attend the funerals of those who never made it home from their shift, and to assisting those who needed help, be it industrial or legal: it was a pleasure to try and help.

I saw my way through five Commissioners. Even though I only got to know three after working with them, they all had their own style and had their own way of treating your Union. Some worked very well with us, and some refused to work with us at all, even though publically they talked a good game.

I also worked with many Deputy Commissioners and in my estimation most of them were decent people doing a difficult job, even though it must be getting harder because they currently don't last very long before they ride off to better pastures. I served on countless committees and I'm not sure what I achieved, but I had a go.

"To our branch officials, you truly are the backbone of the Union. Without you, the Union wouldn't exist."

To the many branch officials who helped with the day-to-day running of the Union, I think I trained most of you: a big thanks for being there when we needed help. You truly are the

backbone of the Union. Without you, the Union wouldn't exist.

To all those members I met in my many travels around Queensland, thank you for making me feel most welcome, even in the most remote places and at times in very trying conditions. I've met some of the most wonderful people and for that I'm grateful.

"I intended to have one last free kick at the QPS but I figure I shouldn't lay the boot in to someone who's down."

I intended to have one last free kick at the QPS but I figure I shouldn't lay the boot in to someone who's down, so I'll leave it at that. To those I should thank, there would be too many to name and I'd probably forget some of you, so as not to upset anyone: thanks to you, you know who you are.

By the time this hits the printer I'll be enjoying retirement. I'll be spending some time with my wife, Tricia, and my three girls and son, their partners, and grandson, Noah. Stay safe and you'll always have my greatest respect. You all do an awesome job.

Again, thank you.

Denis SYCZ

Assistant General Secretary
0417 724 883





VOTE 1
DENISSYCZ





PETER THOMAS

Where has this year gone? All I know is that it is tax time again and we are counting down to the end of the year.

DISCIPLINE SYSTEM

The last few months has seen the police discipline review information sessions being conducted across the state.

For many, many years we as a Union have complained of the slow moving and punitive discipline system that did nothing to remediate our members. With extensive consultation between the QPU, QPS, and CCC a new approach to discipline has finally been achieved.

Having attended a number of information sessions, it appears that attendees concur that the new discipline system will have matters dealt with in a timely manner and will be educative.

applies as always: no Union rep = no interview.

If you did not get to one of the sessions, plans are in place for our Townsville and Mount Isa Professional Practice Managers and myself to travel to stations to conduct information sessions.

OUR PEOPLE MATTER

I cannot express how excited I am with the uptake of the Our People Matter strategy by the Townsville and Mount Isa District Workplace Champions.

The strategy ownership is now with our people, and the Our People Matter steering committee role will now be to guide and expand the strategy, as well as fine tune a few areas.

support and information, for not only themselves but also their families.

A huge congratulations to Workplace Champion Sharon Larkin for her amazing efforts putting together an excellent Health Support Expo for our members and their families.



Tony Ross from QBank, Detective Senior Constable Sharon Larkin, and Peter.

“More matters will be referred back to the supervisor for resolution at local level, so it is timely to advise that there is no such thing as an informal chat about a discipline matter.”

More matters will be referred back to the supervisor for resolution at local level, so it is timely to advise that there is no such thing as an informal chat about a discipline matter.

DO NOT participate in informal chats, provide statements, or e-mail versions without requesting a direction or consulting with your local branch officials or Regional Representatives. Anything you say without the relevant response can be used in many different legal forums. The same rule

On 12 June the Our People Matter Health Expo was conducted at the Aitkenvale PCYC with over 30 community support agencies presenting stalls covering areas from financial health, dieticians, health checks, health supplements, and martial arts.

The feedback has been absolutely fantastic, with many of our administration staff, recruits, and officers speaking highly of the



MENTAL HEALTH AND WELLBEING

I cannot emphasise enough the need to look after yourselves and your significant other's mental health and wellbeing. Not only do the effects of everyday policing impact you as officers, but the flow-on to our significant others and family is massive.

When you strip away the noise and nonsense that goes with this job, you find the most amazing career and most dedicated people you could ever imagine. Every day our officers venture tirelessly and continuously into the unknown, where most would not, and most could not.

We need to strip away the stigma of mental health issues and speak about psychological health just like we speak about a toothache or a sprain.

Just like getting a service on your motor vehicle, servicing your mental health is crucial.

You can access mental health support through mental health care plans through your general practitioner, Early Intervention Treatment Plans through the QPS (totally confidential), or WorkCover. I would strongly urge you to seek advice from Ryan Heath at Sciacas Lawyers if you intend on making a WorkCover claim for

assistance if you are doing it tough, attend your next Union branch meeting, and remember: no Union rep = no interview.

Peter THOMAS (Thommo)

Regional Representative
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“We need to strip away the stigma of mental health issues and speak about psychological health just like we speak about a toothache or a sprain.”

This is an extraordinary job, where our officers run to the danger while members of the public run away. Yet we rarely do anything to protect our mental health from exposure to such incidents.

My concern is that many of our heroes are breaking; and breaking unnecessarily.

a psychological injury. The phone number for Sciacas Lawyers is 3867 8888.

If you are struggling psychologically and need support, please do not leave it too late.

Until next month, take a 'time out' for yourself and your family, seek



THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



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KEV GROTH

CONFERENCE

Once again the Annual QPU Conference has come and gone. It was great to catch up with branch officials and their partners and show appreciation for the work they do week in and week out all across our state. Thanks to the tireless effort of our branch officials, members' rights are in safe hands. It is good to know we have so many dedicated officials out there protecting the rights and looking after the welfare of our membership.

We also cannot forget the contributions of their partners. They are the stabilising force allowing officials to be out there looking after our members. So to all our branch officials and partners I say thank you.



Also, I was proud to have the honour of awarding my good friend and colleague Jason Goodwin with the Darren 'Beefa' Lees awards for Branch Official of the Year. Anyone who has had dealings with Jason knows he is an absolute champion who puts others' welfare and needs before his own. This is just one of many reasons Goodie was a worthy recipient of this prestigious award, and I know he will continue to work hard carrying on the legacy left for us by Beefa.



Congratulations also to QPU Health & Safety Officer Rosemary Featherstone. The work Rosie has put into the Our People Matter project could not go unrecognised. The countless hours Rosie put into the project was overwhelming and without her drive, passion, and tenacity we may not be where we are today with this cultural shift in thinking.

We at the Executive could not let this body of work go unrewarded. So a special award was created to show our appreciation for what Rosie has done to look after the safety and wellbeing of our people. It was heartwarming to see Rosie's reaction when she realised the award being presented was for her. Rosie, thank you for all that you do for our members and their families.

"There must be a massive black hole somewhere in the state because everywhere I have travelled throughout Central Queensland is screaming out for staff."

STAFFING

There must be a massive black hole somewhere in the state because everywhere I have travelled throughout Central Queensland is screaming out for staff. There are vacancies everywhere and we cannot seem to attract staff.

This could partly be due to the fact that general duties sections at Mackay and Rockhampton have not been advertised for many years due to the high volume of FYCs in training, but surely we should be advertising to try and attract some senior, experienced staff to the region.

"Mackay was even at the stage of having Constables relieving as Sergeants because there were no Senior Constables available to fill positions."

Don't get me wrong: there is nothing wrong with FYCs and second years who are sent into CQ for their initial placement, and if it wasn't for them, Rockhampton and Mackay would have probably imploded by now. But we need senior officers to guide and train the new officers.

Far too often we have second and third year Constables mentoring FYCs; this is not fair on the second and third years who are still learning the job themselves. It's not fair for the FYCs, either.

Mackay was even at the stage of having Constables relieving as Sergeants because there were no Senior Constables available to fill positions. We are setting ourselves up for failure. There has to be a better solution.

REMEMBERING BRENDAN POUSTIE

I had the honour of attending a memorial gathering to honour Brendan Poustie at Mackay Northern Beaches station. It has been 12 months since we lost BP and it was a chance for the staff to get together and remember a great man, a friend, and a colleague. Thoughts go out to Jakki, Liam, and Lucy: you will always be in our thoughts and hearts.



Inquiry. Time limitations for disciplinary investigations to be completed will save years of anguish and suffering for members, allowing them and their families to carry on with life.

The new system marks a change in culture because it is focused on training and performance reforms as opposed to being predominately a punitive approach to correcting behaviour.

This could not have happened without constructive input from all agencies involved. There has been review after

review of the system, but never any real or tangible change. I congratulate all those involved from the QPS, CCC, and both Unions in finally getting together to fix what we all knew was well and truly broken.

That's my rant for this month.

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

Kev GROTH
Regional Representative
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NEW DISCIPLINE SYSTEM

I had the chance to get around the region and assist with the presentation regarding the upcoming changes to the disciplinary system. I believe these changes will see the biggest reforms to the discipline system since the Fitzgerald

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

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



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GRANT WILCOX

GOOMERI PUMPKIN FESTIVAL

What a great surprise! I headed out for a snappy visit with the troops at Murgon and I got a chance to catch up with the Police Pipes and Drums at Goomeri on the way home.

I swelled with pride as they led the march and I watched the crowd cheer and holler. Later, in the middle of the stalls and crowds, I again heard the pipes and drums belt out. I was again drawn to them for some photos and a chat.

During our quick chat I worked out that not a great deal is known about our lads and lasses who make up this great group of people who entertain young and old, representing the best that is the QPS. I really appreciate the effort and commitment that goes into their performances representing the QPS, and the duties they undertake.

I also ran into police from Kilkivan and had a quick yak. Sorry about the doughnuts consumed in front of you! Congrats again to our new OIC Hans at Kilkivan.

All in all the Goomeri Pumpkin Festival was a great distraction before heading home. I even got to see some pumpkins rolled down Policeman's Hill!



I'm thinking of ineffective costings, like asking for basic DV protection orders. There is an inordinate cost both in time and resources for what should be a given between appropriately identified partnerships.

We should all be able to keep the peace and be of good behaviour; action by police should be for breaches and additional conditions, where required. It would also free up resources to assist the frontline. Why can this not be the norm rather than the exception?

"It's just ridiculous that police are undertaking hours of duty to address a civil issue with the end result that the court produces a piece of paper telling the respondent they should keep the peace."

LET'S DO MORE FOR LESS

Imagine my surprise to hear the clear message from the QPS that they need the frontline to do more with less. For the next four to five years, there will be no growth.

I recently attended our QPU Conference and the Commissioner basically asked, 'Where can we save and get more funds for frontline services?'

Does that sit well with any of us? There are staff shortages across the frontline everywhere and the hierarchy is asking for more to be done with less.

The exception is killing our time and resources. It's just ridiculous that police are undertaking hours of duty to address a civil issue with the end result that the court produces a piece of paper telling the respondent they should keep the peace and be of good behaviour for a period of time. Shouldn't this already happen? The only difference is that they are provided with a piece of paper.

Let's save some time and dollars there, Commissioner Stewart: make some



noise where the legislators can reduce this needless initial involvement.

Another thought: we could stop buying high powered cars and painting them with wonderful art jobs which cost heaps of dollars. After all, when do we need high powered police vehicles? They are usually driven to undertake traffic duties.

That's my two cents' worth.

PRIORITY CODE JOBS

It has come to my attention that a lot of our members, junior in service, are being pinged by the ever-increasing number of roadside speed detection devices.

I'm talking in the very low range, but nevertheless you need to be performing a function of your duties (s.2.3, *Police Service Administration Act*) and if by chance you activate the speed detection device, there are obligations on you if you are aware that you have activated when engaging the detection zone.

Most don't flash, so at very low speed you may be unaware you have activated the device. However, these days the location and existence of a speed detection device is on IMS or LCAD for the information of all.

If you believe you have an excuse, check with the QPU legal team who can set you straight before you put it in writing or articulate the excuse to the QPS: call 1800 015 000. Or, check with your local Rep of the Executive.

You have all heard mention when attending jobs, Priority Code 2 or 3 usually. In both of these there is no mention of going faster than the speed limit.

Do yourself a favour: with the QPS constantly over-viewing your best intentions, they always seem to look at speed activations while attending jobs. Code 2 usually gives you the exception to drive fast, but at all times exercising due care and attention.

"Cars are not the only thing that can be recalled by the maker. Be careful."

Still, have an accident and see if you can justify your speed at any stage attending the priority call for service. Urgent duty driving is inherently dangerous. Your decision to drive fast reduces your ability to avoid risk and escalates the obligations on you and on other road users.

Be smart, drive with due care and attention, and only exceed the speed when it is absolutely necessary and safe to do so. Expect the unexpected. The QPS is not going to be charged with Dangerous Operation when it all goes bad, but you might be.

Cars are not the only thing that can be recalled by the maker. Be careful.

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

Grant WILCOX
Regional Representative
North Coast Region
0411 359 555
gwilcox@qpu.asn.au

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au



COL MULLER

CONFERENCE

Conference 2018 has come and gone and I would like to thank the District representatives who gave their time to attend and participate in the representation of the members of the Southern Region.

The members of our region were on the front foot with firing questions at the guest speakers. Thanks again to Scott Pogan from Miles, Bill Mitchell from Toowoomba, Morag Costello from Ipswich TCS, Steve Ryan from Millmerran, Ian Buckmaster from Warwick, and Jim Beck from Tambo.

APPLICATIONS FOR TRANSFER AND PROMOTION

Wherever I travel and whenever I get into lengthy conversations with police, there appears to be a growing perception of jobs for the boys/girls and unfair advantages. In our increasingly competitive environment, there is a call from our members for a fairer system. Many members want the return of a Central Panels Unit and there's also a call for non-identifiable resumes. QPS, it is time for a revamp.

OUR NEW DISCIPLINE SYSTEM

Our new discipline system begins on 1 July and I had the pleasure of attending the roll-out information sessions in Toowoomba and Ipswich. Shifts prevented me travelling further afield but I do see some very positive ground gained.

OUR FAILING FLEET

One has to wonder where we are headed with the QPS fleet of vehicles. Many stations that I visit have shortages of vehicles, and many have vehicles that are less than suitable for the situations in which they are used. Our fleet is diverse and I am aware this also causes issues when service and warranty dealerships for the vehicles can be hundreds of kilometres away.

I don't have all the answers and I get it that there are budget constraints, but we keep some of these vehicles for such a long time that issues often arise with them, making them unusable or unsatisfactory for our duties.

I am interested in taking specific issues forward with the QPS, along with solutions or ideas, if members wish to e-mail me with concerns in relation to their vehicle allocations.

"I was amazed to hear that staff are sometimes using their own vehicles for meetings and training and even property lodgement."

It was recently brought to my attention when Lowood station was on the hunt for a vehicle to borrow that they are allocated only two vehicles for a station of 17 staff.

Their training commitments, court, property lodgement, and watchhouse needs are in Ipswich, 30 kilometres from the station. I was amazed to hear that staff are sometimes using their own vehicles for meetings and training and even property lodgement. In 2018, this is not good enough.

STATION AND PERSONAL SECURITY

I think we should always maintain focus on station and personal security. The QPS is currently conducting audits

on stations, including many of our country and smaller stations. In the last week a member of the Ipswich District had his vehicle damaged when travelling to work in uniform in his private vehicle.

Another incident occurred on the same night when an officer from the Railway Squad was followed from work by a male in a vehicle who performed some dangerous manoeuvres of road rage. Happily, I can report the offender was arrested outside the Ipswich police station.

On a number of occasions, a male offender has managed to enter the secure car parking at Ipswich station simply by following officers through the roller doors. One can never be too vigilant.

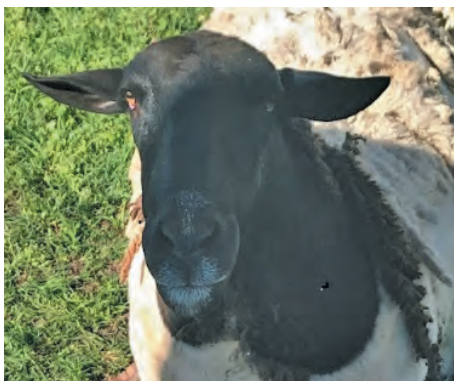
Lowood station has been subjected to multiple occasions of broken glass doors and windows and an attempted arson by placing a wheelie bin against the station building and setting it alight. It's definitely time for some serious upgrades to security at Lowood station, please QPS.

STAFFING

Staffing is becoming an issue across the Southern Region, with smaller numbers of first year Constables to spread around and less second years to fill positions in western stations. There are many vacancies around the Region, from Ipswich in the south-east corner to Eromanga in the west.

Eromanga is looking for a new Senior Constable OIC. Eromanga is situated 1,080km west of Brisbane and sports a

low crime rate, flat rate 35%, isolation leave, two family return flights to Brisbane per year, and a Rural Locality Incentive Payment. An opportunity awaits some country adventurer.



Wallumbilla welcomes their new OIC Jeremy Smith: gladly the station pet sheep will be lonely no longer.



Miles station welcomes Constable Linette Swales, the only and possibly the first female police officer in town.

Warwick farewells Sergeant Bob Bushman 3575 who retired from the QPS on 26 May. Thanks, Bob, for not only your years of service but your commitment and service to the QPU. Enjoy your retirement.

"Wallumbilla welcomes their new OIC Jeremy Smith: gladly the station pet sheep will be lonely no longer."



Congratulations to retired Senior Sergeant Tom Bales who was presented with his National Service Medal. Tom was the OIC at Rosewood for seven years, and also the OIC at Ipswich police station for approximately 12 years. I never worked with Tom but know officers who did, including my father. Tom is always spoken highly of. Congratulations.

I visited Laidley station this week as a result of a critical incident that occurred. Welcome to Senior Sergeant



Regan Draheim, the new OIC. I must say that the officers from Laidley and Gatton were extremely professional and Regan is lucky to have such a great team out there.

This is a sentiment that was echoed by all persons involved on the day. I was assisted by Sergeant Mick Loveday, one of the QPU representatives from Toowoomba: a big thanks to him for his assistance and support.

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



TONY COLLINS

LETTER TO THE PREMIER OF QUEENSLAND

Dear Premier,

I would like to thank you for negotiating in good faith during our last EB and getting it done in such a professional and timely manner. Both sides of the table were respectful, and we look forward to more of the same next year. I would also like to thank you for your election promise of fully funding 400 extra police officers.

However, I am writing to you on behalf of the QPS with regards to funding. You see, you fund us to do police work. Last time I checked, we are sitting on quite a substantial budget of around \$2.4 billion dollars, and I thank you for this budget. But the reality is we are performing roles that fall well outside our core function that are the responsibility of other government departments, and we are not being remunerated for this work.

“The department charged with ensuring the very important role of ensuring the safety of our most vulnerable abrogate their responsibility come 4pm Friday afternoon.”

Firstly, we currently have Corrective Services prisoners in our watchhouses all around the state. What has compounded this has been your Government’s decision to recategorise 17-year-olds as juveniles. This means we are now housing more ‘juveniles’ than ever before. To cap this off, your prisons and juvenile detention centres

are currently over capacity, so the QPS will be housing Corrective Services prisoners for some time to come. Not really our job.

Just to follow on from Corrective Services prisoners is the transportation of them. Once a prisoner has been remanded in custody they should be a Corrective Services problem. But they are not, so we transport them to and from the watchhouse for court appearances. Not really our job.

Further, the QPS is basically the unpaid, after-hours arm of DOCS. It is hard enough getting support for juveniles during normal working hours, and this moves to impossible after hours. For some reason, the department charged with ensuring the very important role of ensuring the safety of our most vulnerable abrogate their responsibility come 4pm Friday afternoon. So we also pick up the slack for DOCS. Not really our job.

Mental health is another field that we have too much exposure to. Mental health sits firmly in the domain of the Health Department. While we have managed to extricate ourselves from a large number of EEAs, we still have too much exposure in this environment. It is not really our job.

So, Premier, you might be asking yourself, ‘why is the QPS in these fields?’ It’s simply because our role is to ‘protect and support the Queensland community’ and police have been

“Our role is to ‘protect and support the Queensland community’ and police have been written into every piece of every other government department’s legislation as the go-to for solving problems.”

written into every piece of every other government department’s legislation as the go-to for solving problems.

I know Treasury have recently been called in to review the QPS’s expenditure and look at our books to see if savings can be made?

Can’t you just take our word that we are using all our funding appropriately and look at the extra slack we pick up for the other government departments and say, “Righto”? I ask that you continue to fund us until such time that you can fix these other government departments so they do the job you pay them to do. Then perhaps we can discuss the budget again?

Kind regards

Tony Collins

OUR PEOPLE MATTER

What is the QPS doing at the corporate level?

The QPS has done a fair bit of work in this field, with more to come. They have instigated Workplace Champions for every district and obtained free PCYC memberships and station gym equipment. Go to Our People Matter on the intranet to check out what else is happening service-wide in this field.

What is South Brisbane District doing for Our People Matter?

Superintendent Virginia Nelson has instigated the Black Dog Breakfasts to South Brisbane District to talk about mental health awareness and healthy minds and bodies as well as safe, fair, and positive workplaces.

Superintendent Nelson chaired a committee consisting of Senior Sergeant Ian Cameron of Acacia Ridge, Senior Sergeant Larissa Miller of Capalaba, and Senior HSOs Kishwar Maloney-Salam and Paul Koning. To date each patrol group has conducted one breakfast and a second round is planned.

Each breakfast has a guest speaker from a variety of areas and they are quite interesting to listen to. The sessions provide information and allow time to ask questions of the speakers. These breakfasts have been sponsored by the QPU, Sciaccas Lawyers, and Police Health. Police Health have also kindly donated fitness trackers to each participant to help count daily steps: a great initiative.



With Broncos CEO Paul White and other attendees at the Riverside Patrol Group Black Dog breakfast.



Riverside Patrol Group Black Dog breakfast.

What are we doing at station/section level?

A couple of fun activities have been completed by West End and Morningside stations.

On Saturday 9 June, 12 officers from Morningside station took on the challenge set by fellow officer Constable Murray Cavanagh to climb to the peak of Mt Barney. The officers left the base at 8:30am and after walking five hours up some very steep and uneven stairs, and then some hairy climbs, they reached the peak.

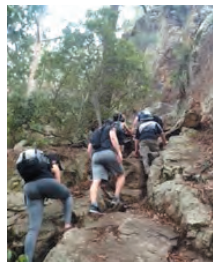
The views from the top were reported to be surreal, and the accomplishment was worth every step. The crew arrived back at their cars just on dark at 5:30pm. By all accounts, an amazing experience.



Morningside officers ready to attack Mt Barney.



Morningside officers reach the peak of Mt Barney.



During.

Sergeant Eireann Philipson of West End station organised a group of West End and South Bank able bodied staff to go rock climbing at Urban Climb, West End on 23 March this year. The centre was delighted to host some local police for the afternoon. The team completed a few hours of climbing that caused them to become quite hungry and require a burger and beer at an adjacent pub afterwards.



West End and South Bank officers about to hit the walls.



In action.

Tony COLLINS

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Metropolitan South Region
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SHANE PRIOR

PROMOTION

It is the one thing police officers of all job types generally share: acquisition of experience and skills expands our competency and capability and will be recognised and rewarded by the QPS through the clearly defined career progression that is rank.

That advancement is via an administrative process of advertised vacancy, essential criteria, formal application, submission of a resume (within a uniform framework), and a repeated fixed interview structure and questioning, conducted by a set panel for that vacancy.

The promotion process, designed to be eminently consistent and fair, is nonetheless arguably the least trusted of all QPS practices. Officers of all ranks openly ridicule and deride the QPS promotion system, completely cynical of its operation. The outcomes of the QPS promotion system often only serve to validate officers' suspicions.

"Officers of all ranks openly ridicule and deride the QPS promotion system, completely cynical of its operation."

Why is this view so widely held? I suppose one obvious explanation is that people often perceive themselves differently to how they are, and almost invariably honestly believe they are better than they really are. *'Any system that doesn't recognise my ability and promote me must be flawed.'*

But is that really the explanation, or is there some truth to the idea that the promotion system is actually broken and corrupt?

Like you, I know many officers who have sought promotion and failed: some repeatedly. Disappointment is understandable, and indeed inevitable, whenever there is competition that results in 'winners and losers'.

But hearing these officers recount their promotional experience, I've discovered again and again that more often than not it is not that they were beaten for the position per se that upsets them, but by whom they were overlooked for. You cannot hide who you are in this job.

Officers who work with each other on a daily basis can't help but get to know each other: knowledge, skills, work ethic, intellect, beliefs, attitude, personal situation, ambitions, abilities, etc.

You cannot help but carry a reputation, a branding, a type, that in a few words describes you as an officer and a person, which is held uniformly and is usually very accurate. We all know who is who in this job.

So when an officer misses out on a promotion and is disappointed, not just because they didn't get it, but because they, along with other respected candidates, missed out to an officer with a lesser reputation in the workplace, I think that is something that needs to be examined.

Why is the QPS promotion system founded on a word-limited resume for shortlisting and then a 20 minute interview? Borrowed from and extensively used in the commercial

world, a resume and interview process is necessary simply because the sheer number of businesses, jobs, and population means applicants aren't known at all by their prospective employer.

"Why is the QPS promotion system founded on a word-limited resume for shortlisting and then a 20 minute interview?"

That is not the case in the QPS: in fact, it's quite the opposite. For example, with the first promotable rank as Sergeant, officers have usually acquired 10 to 20 years employment with the QPS at the time they apply. Surely the QPS has had enough time to know the officer by then: but no.

Instead of capitalising on the officer's cohort and using a close, contemporaneous, detailed, evidenced and accurate resource, the QPS chooses to ignore it completely.

They have instead decided that managers will exclusively determine an officer's career (managers who are perhaps unknown to the applicant and in any case several levels above) by reading a 250-word response to five separate criteria and a twenty-minute interview. Is that best practise?

My understanding from modern management theorem is that a 360-degree process is best practise. But the QPS, a self-declared innovator, still uses the same promotion practise introduced following the Fitzgerald Inquiry, when criticism of the length of service promotion system was made back in 1989.

Fitzgerald said promotion should be on merit: a noble, equitable, and organisationally effective system that will see the best, most capable person selected to lead and manage. The merit process is hard to argue against.

So the QPS designs the administratively fair promotion system as described earlier, everyone is told about jobs, and everyone applies the same way and within the same identified set criteria. Plus it's all based on merit!

Next comes the panel: it's above board, everything's the same, it's administratively fair, based on merit ... and so it's a 'nothing to see here' approach, right?

It is right at this moment that the wheels start to come off, and that is because the panel is operated by people, people of different varying backgrounds, experiences, and expectations as to what a resume and interview process should look like.

Generally, these panel members are senior officers, unknowing of an officer's real work and accompanying reputation, other than the applicant's scribbles on each criteria and their own subjective view on that person's reply.

With officers applying for the same job, mostly comprising of similar service, skills, and experience, this subjective approach where different panels commonly give complete opposite feedback to an unsuccessful candidate demonstrates the system is far from being the best it can be.

I have heard of officers changing resume responses on the advice of

one panel of senior managers only to then miss out, precisely because another panel of senior managers didn't agree with the style of the amended change recommended by the other panel of senior officers.

Then of course there's the interview. When video cameras can be issued to first year Constables, why on earth can't a panel have a small camera to record the interview when they are potentially deciding an officer's immediate future and perhaps ultimately impacting their whole life?

Is it cost, or is it that senior managers are reluctant to have a record, preferring instead to rely on the interviewers' say-so as to how an interview transpired? It is precisely because it is not electronically recorded that a panel's reflections on any police officers' interview can never be objectively reviewed as it actually occurred.

One has to ask why the QPS continues with the laborious, subjective note taking instead of a real recording. We know it's not cost: cameras are being rolled out across the state and look at any recent *Police Gazette*: vacancies are pretty sparse, so why?

Is the lack of transparency and constant inconsistency between panels a driving factor here, so decisions made can never be truly objectively reviewed?

The current QPS system is not working properly. It is failing to consistently select the best. As discussed earlier, coppers know each other.

Does management really believe that a group of proven, good candidates can be overlooked for someone less proven and that we are all so naïve as to think, *'oh, those candidates must have mucked up their resume or gone badly in their interview'*. Because I can confidently and unequivocally say that we don't believe.

We need to fix the promotion system that many of your officers have lost faith in.

- Commence an open review on the current promotion process.
- Take some responsibility as an employer in fairly tracking and knowing your own employee's abilities.
- Be prepared to explore new innovations like 360-degree profiling in the promotion mix.
- Electronically record interviews so that sunlight can be finally let in to open the process to complete transparency.

Finally, I am happy to inform you that the issue of QPS promotions is considered serious by the QPU and was a key agenda item at our most recent Annual Conference.

As a first step we have asked the QPS to reintroduce central convenor panels to allow for greater consistency and mitigate some of the bias perceived in the system.

I am commencing a committee within my own Region to seek your input and submissions on how the system can be improved. I will then advocate for these changes to be actively pursued by your Union.

Shane PRIOR
Regional Representative
HQ & Support Region
0414 383 182
sprior@qpu.asn.au



PHIL NOTARO

OUR PEOPLE MATTER

A lot has been said of late of the Our People Matter (OPM) strategy. Last week I was privileged to attend the first 'site visit' of the OPM in the South East Region, where the strategy was better explained, and discussion was had on how the OPM Committees would operate within the District.

All became a lot clearer on exactly how the OPM would be progressed. What certainly became apparent is the rank and file are firmly in the driver's seat, with unprecedented consultation and input from the members at the coalface. And every step of the way, the QPU is represented; as your Regional Representative, I have a seat at the OPM Committee, along with your Workplace Champions.

While things won't change overnight, I can honestly say that in my 34 years' service, I have never seen such will and commitment to actually change the way we do business and how we treat our people.

"Our People Matter is not about forgetting the past: in fact, I see it more as a recognition of the past and the real need to improve how the QPS treat and deal with their people."

As your Union rep, I have received criticism in relation to getting on board with the OPM strategy. There are simply members out there who have been deeply hurt by the QPS, and will forever remain cynical of any attempt by the QPS to mend their ways.

I understand where those people are coming from and they are entitled to

their opinion. But can I say that the OPM is not about forgetting the past: in fact, I see it more as a recognition of the past and the real need to improve how the QPS treat and deal with their people.

Unfortunately, we will still see members treated badly; we will still see managers at various levels do bad things and treat our members in a way that is not acceptable and flies in the face of the OPM strategy. But I think it's important to recognise that this is not a failing of the OPM strategy, but rather a failing of an individual.

Rather than throwing the baby out with the bath water and criticising the OPM strategy, as an organisation and individuals, we need to recognise and work on correcting those failings of that individual. And I think there is enough good will and intent to ensure that will occur.

How the OPM strategy will develop in our Region will depend largely on our OPM Committees, and our Champions. While we are seeing some quick wins already in place, the development of the strategy will depend on the input of our people.

As I said, those at the coalface are now firmly in the driver's seat. We are all in the position to drive this organisational and cultural change. It is up to all of us as individuals to buy in and invest, and create the future we want to see.

The easy option is to sit on the sidelines, criticise everything, and

regularly cough up with a cynical, 'our people matterapparently'. Or you can take the harder option and put your hand up as a Workplace Champion. Be prepared to give a little and be part of the change.

People who know me know that I didn't come down in the last shower. I have been around a while and I am not afraid to call a spade a spade, and where necessary take the QPS to task. I have seen and heard the hollow promises before, so it's easy to be cynical.

But the OPM is not simply lip service. I honestly believe this is the real deal, with a lot of very good people (both in the QPS and QPU) doing a lot of good work to make this thing work, and to effect real change.

No one is asking you to forget past injustices. It's important we don't forget so we never digress back to those dark times. But rather than be negative, use that knowledge and experience to forge the future and make real change.

Together we can all do this.

FLEXIBLE WORKING ARRANGEMENTS

A week after the OPM site visit, I was pleased to attend the first Flexible Working Arrangement Workshop at Logan District Office.

As part of the OPM strategy, what a major shift this is.

Along with legislative change, the QPS now recognises the requirement

to balance the organisational requirements and the personal needs of individual employees. All employees are now entitled to make application to access flexible working arrangements.

The major changes are that the employee's reason for making such application will not be merit tested. The key issue will not be whether the approving delegate considers that a stated reason is acceptable, but whether there is an operational ability to meet the service delivery obligations of that work unit.

“A major change is that the employee's reason for making a Flexible Working Arrangement application will not be merit tested.”

Your reason may be that you want to go and ride your Harley Davidson every Friday, and you want to work reduced hours to facilitate that.

What's more important is that the employer can only refuse the application on reasonable grounds. In a way, it reverses the onus once the request is made, placing responsibility

on the employer to demonstrate reasonable grounds for refusing a request.

There are also firm legislative timeframes in place, with the employer required to respond within 21 days after receiving the request. Should the application be refused, there is a review process in place to have the matter considered by the QPS Flexible Hours Committee, and then a further dispute process with the Queensland Industrial Relations Committee.

Again, this is a result of a large body of work by some very committed individuals over a number of years. At times, we, the QPU, have been very critical of how long this process has taken. But it's finally arrived and is a vast improvement on our old antiquated Part Time Agreements.

Again, interesting times ahead.

CARS

A few months ago I wrote in this Journal about our missing police cars.

To recap, I spoke of the promises of extra police cars due to the \$2.3 million savings per year when we went to the cheaper Sonatas.

You may recall that on the figures supplied by the government at the time, the financial years 2016-2017 and

2017-2018 should have seen a saving of \$4.6 million, which was to be re-invested into the fleet to the tune of 108 extra cars over two years.

That's about seven extra cars per Police District. Well, I'm not sure what's going on with other police districts, but I can certainly tell you that the South East Region's vehicle fleet has not grown by 14 cars over the last two years.

So where are the extra and much needed police cars? Where has the \$4.6 million gone?

I asked these questions of the Commissioner of Police at the recent QPU Conference. His response: 'I can't answer that question and will get back to you'.

Hopefully the COP will be true to his word and I will have the answers for you by the next Journal. Stay tuned.

Stay safe out there. Available 24/7.

Phil NOTARO
Regional Representative
South East Region
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THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

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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:



HEROES NIGHT OUT

Celebrate state and federal police employees, metro and rural fire departments employees, volunteer based fire service personnel, ambulance service employees and their families at a special shopping event!

AUGUST 16TH 2018
5PM - 8PM

**COMPLIMENTARY PIZZA AND DRINK
FROM THE FAMOUS COSTCO FOOD
COURT FOR ALL EVENT TICKET
HOLDERS**

WHAT IS HEROES NIGHT OUT?

Costco Members

Heroes Night Out is for you and your family to come and enjoy some delicious Costco Food Court pizza on us! Mix and Mingle with your local hero community, enjoy free samples, exciting product demos, delicious snacks and of course shop at Costco!

Please reserve your free ticket using the Eventbrite link below. Then check in with our friendly staff on the night to collect your exclusive Hero's coupon booklet valued at over \$200.

Not a Costco member?

If you are not yet a member of Costco and would like to "Discover the Costco Difference" then reserve your free ticket using the Eventbrite link below.

Then check in with our friendly staff on the night to collect your VIP shopping invitation. This invitation will allow you to shop at your local Costco location between 5pm and 8pm.

We know you will love the Costco difference and if you sign up for a Costco membership at this event you will receive an exclusive Hero's coupon booklet valued at over \$200.

**Visit www.eventbrite.com.au/e/costco-wholesale-heroes-night-out-tickets-48017053299
to reserve your free ticket**

**PLEASE BRING A FORM OF ID THAT SHOWS YOU OR A MEMBER OF YOUR FAMILY BELONGS
TO ONE OF THE FOLLOWING:**

State and Federal Police

Metro and Rural Fire
Departments

Volunteer based Fire
Personnel

Ambulance Service

If you are unsure if you or your family qualify for this event, please contact your local warehouse.

WHICH WAREHOUSES ARE PARTICIPATING IN HEROES NIGHT OUT?

AUBURN

17-21 Parramatta Rd,
Lidcombe
2141 NSW
(02) 8756 4600

CROSSROADS

20 Parkers Farm
Place, Casula
2170 NSW
(02) 8778 7300

MARSDEN PARK

10 Langford Drive,
Marsden Park
2765 NSW
(02) 9854 3700

CANBERRA

39-41 Mustang Ave,
Majura Park, Canberra
Airport 2609 ACT
(02) 6246 7500

DOCKLANDS

381 Footscray Road,
Docklands
3008 VIC
(03) 8602 0300

RINGWOOD

29 Bond Street,
Ringwood
3134 VIC
(03) 8873 6700

MOORABBIN

8 Chifley Dr,
Moorabbin Airport
3194 VIC
(03) 9552 7700

ADELAIDE

404-406 Churchill Rd,
Kilburn
5084 SA
(08) 8360 3700

NORTH LAKES

17-39 Cook Court,
North Lakes
4509 QLD
(07) 3482 8600

QPU Conference 2018

The annual Queensland Police Union Conference was held on 31 May and 1 June at the Grand Chancellor Hotel in Brisbane. Union delegates from around the state gathered to debate and vote on Union rules as put forward by branch members throughout the year. Legal and industrial panels provided relevant information to keep delegates up-to-date with the latest issues.

Members of the Union were honoured for their service: this year, Jason Goodwin was named the Darren 'Beefa' Lees Branch Official of the Year, and was presented with his award by last year's recipient, Kev Groth.

"Members of the Union were honoured for their service: this year, Jason Goodwin was named the Darren 'Beefa' Lees Branch Official of the Year, and was presented with his award by last year's recipient, Kev Groth."

The Conference is also the forum for presentations from invited guests, who are representatives of the organisations the Union regularly works with.

Among the guests this year were Police Minister Mark Ryan, Shadow Police Minister Trevor Watts, Police Commissioner Ian Stewart, past Police Commissioner Bob Atkinson, former Royal Commissioner Child Abuse, and Chair of the Crime and Corruption



Commissioner Alan MacSporran.

POLICE MINISTER MARK RYAN

The Minister of Police Mark Ryan addressed Conference and spoke on various subjects. His main points:

- The QPU and the Palaszczuk Government have a lot in common when it comes to wanting a safer community, wanting to ensure that we support our police, and wanting to ensure we have good working relationships with every industrial body which represents workers in Queensland.
- The tone that every single member of our Police Service and the tone that this Union sets is reflected across the state in the face of our officers.
- The least the Government can do to repay the debt of gratitude

that we owe you all for the service you provide is to have an honest conversation around post traumatic stress disorder (PTSD) and the

"A review is currently underway with a view to introduce presumptive PTSD legislation similar to that achieved for firefighters in relation to smoke inhalation."

wellbeing of our officers.

- The QPU sought an election commitment from political parties about support for officers with PTSD. The Labor Party very quickly gave a commitment.
- One of my first actions as Minister was to write to the Industrial Relations Minister to ask to get the work done as quickly as possible to honour that commitment.
- A review is currently underway with a view to introduce presumptive legislation similar to that achieved for firefighters in relation to smoke inhalation.
- We are committed to continuing to roll out technology helping to

support you in your work including QLITES and Body Worn Cameras.

- Over the next 18 months there will be an additional 1,400 QLITES distributed, bringing the total to 6,800.

“Over the next 18 months there will be an additional 1,400 QLITES distributed, bringing the total to 6,800.”

- You are serving in an era based around technology and we are proud to be supporting the rollout of that technology and cutting-edge resources wherever we can.
- We made another election commitment to a review of the police structure.
- We have communicated with the Chair of the CCC Alan MacSporran to ask him to spearhead that review and taskforce.
- Similar to the review of police discipline, it will be a tripartite, collaborative approach with the CCC, the QPS, and the QPU involved.
- Great success was achieved in reviewing the police discipline system with that process and we are confident of achieving success with this other election commitment.
- Thank you for your contribution wherever you might have been, whether serving at the Commonwealth Games or supporting community safety outcomes across the state as part of business as usual.
- The feedback we received is that the interactions that police had with spectators, athletes, officials, visitors, and local residents made the Commonwealth Games a success.
- It was one of the important factors around creating a good, safe, and successful Games, and as

members of our Police Service you should be very proud of those compliments and feedback.

- It is not just because of that feedback, but also because of the hard work that you provided during the Games period, that I am very supportive of the two days additional leave for officers as a result of your contribution to the Games.
- Approval has come from the Premier that that leave will apply during the next financial year.
- Feedback from last year’s annual Conference:
 - The idea of using an abandoned school, Stuart State School, for training of officers as well as other agencies.
 - There is an informal agreement in place and I continue to talk to the Education Department about what else can be done.
- Thank you to you, delegates. It is not about being political; it takes a lot to stand up for your mates and do things in your own time.
- Your contribution as members of the Union leads to better service and better conditions for your colleagues.

The Police Minister took questions from the floor about:

- Plans for Police Headquarters - nothing concrete.
- Commitment to Body Worn Cameras - not only does it mean that you are safer doing your jobs but it helps resolve complaints more quickly and it helps create efficiencies in court.
- Efficiencies to be achieved by streamlining the DV Order process - explore putting PPNs onto QLITES.
- Extra 24 DV co-ordinators taking the state-wide number to 54.
- Behavioural change programmes being piloted in relation to domestic violence perpetrators - some is voluntary and others are court ordered.



SHADOW MINISTER FOR POLICE TREVOR WATTS

The Shadow Minister for Police Trevor Watts addressed Conference and spoke on various subjects. His main points:

- The LNP want to understand where we are at and what we need to do going forward.
- Queensland needs to be a safe community and you should have everything you need to ensure that.
- The LNP always wants to be tough on crime.
- My job is to hold the Government to account.
- The community must be safe and it must feel safe.
- The Police Service needs the resources to ensure that, whether it is cars or housing; you need what it would take to make the world’s best practice.
- We are interested in understanding processes, eg. DV applications, the pursuit policy, and what improvements can be made.
- We want to concentrate on what we are doing for the individuals who make up the Service, to make sure you have the best equipment to protect your personal safety and do your job.
- What are the factors that will make Queensland a leading Police Service in the world?
- We need to ensure proper resourcing so your service does not change with geography across the state.

The Shadow Police Minister took questions from the floor about:

- Commitment to numbers and where they are placed.
- Keeping Comms centres open outside of Brisbane.
- Staffing - need a commitment to fill vacancies - members are asked all the time to breach the EB to do the Service a favour.

“The LNP wants to know what factors will make Queensland a leading Police Service in the world.”

- Consider a relieving pool of staff.
- Wages - the last time the LNP was in power we had the worst pay rise in history.
- If you want to have the world's best practice Police Service, it cannot be the worst paid.
- Commitment to consult – previous LNP Governments said they would and ended up dictating.
- Decentralisation and the need to make remote areas attractive.



POLICE COMMISSIONER IAN STEWART

The Commissioner of Police Ian Stewart addressed Conference and spoke on various subjects. His main points:

- Our People Matter strategy - one of the greatest things we have achieved together.

- Commonwealth Games - the way that Queensland executed the security around it will be the benchmark for how these events are run. As a team we achieved world's best practice across the state, not just at the venues but also with regards to business as usual.
- New Police Memorial - grateful to the Executive members for their foresight, vision, support, and influence in getting this placed at the Botanic Gardens.
- State Discipline Review - 12 month trial underway.
- The Wotton matter - Palm Island riots class action payout.
- IT issues - QLITES and Body Worn Cameras.

“The Our People Matter strategy is one of the greatest things we have achieved together.”

The Commissioner took questions from the floor about:

- Lack of communication to affected officers about the Palm Island decision prior to its release.
- Police vehicle fleet numbers.
- Reinstatement of Central Convenors Unit.
- Attracting staff to remote areas.
- Pursuit policy
- Training for workable policy, eg. rolling road block - need consistency.
- Budget implications of handing work onto Corrective Services - management of watchhouses and escorts.



CHAIR OF THE CRIME AND CORRUPTION COMMISSION ALAN MACSPORRAN

The Chair of the Crime and Corruption Commission Alan MacSporran addressed Conference and spoke on various subjects. His main points:

New Discipline System

- I commend Ian Leavers and the QPU for the cooperation shown in the facilitation of the new disciplinary system and the CCC is extremely happy with the way things have gone.
- It will be a successful project for everyone - the Union, the Police Service, ourselves, and most importantly the public who expect these things to be dealt with in a transparent and accountable way and in a timely fashion.
- I have been heralding it from the rooftops at every public opportunity I get, but we have to be on our guard because there are still people, most notably in the media unfortunately, who do not want to know anything about a good news story and it does not sell papers or rate on the TV.
- A classic example of that recently was when I was approached by the ABC; they came to us with a series of excessive use of force cases, all of which are publicly known.
- When the journalist approached the Union, you confirmed that we were all on the same page and it was a good thing, you were very supportive of it and it was working brilliantly.
- But the media does not seem to be interested in anything that does



not create conflict between the CCC, the QPS, and the QPU.

- A joint press conference was held upon the signing of the MOU, however there was very little media reporting on that.
- I say this to point out that if you continue to see negative media reporting, or unbalanced media or anti the Union or anti the individual members, just bear in mind that it is not necessarily the entire context in which the comments were made or it may have been only part of the comments that were made.
- There will always be cases where we are critical as part of our role and we will always maintain our independence and we regard that oversight function as a very serious role for us, but, as I say, in this space that we are now talking about there is so much that is good and positive to refer to, it is a shame it is not being promoted more.
- I mention that because what it means is that each of you,

and in fact, everyone in the Police Service, Government, the Opposition, and us too, do need to be actively promoting this initiative because at some point it will become the reality.

- You do need to be actively engaged and keen to see this work.
- Where the CCC doesn't maintain or take over the investigation, it sends it back to the Police Service or ESC to deal with.
- In the past that has created some tension since the report would

“We will meet in a genuine attempt by the CCC and ESC to try and move disciplinary processes forward in a respectful and productive way, and that is for the benefit of everyone, including the subject member.”

come back to us a few months later and we would say, ‘no, these points need to be covered before we can sign off on this’.

- The QPS, who had done the investigation in good faith, were personally affronted (as you would be) that we, as the oversight



body, would tear apart your good efforts.

- It was compounded by not being spoken about face-to-face but by e-mails or letters.
- The fundamental plank of this whole reform process is that we meet regularly in the joint assessment moderation committee process.
- Part of that is talking about what the expectations are of the CCC, particularly with the Regions where the workload is enormous and it is difficult to prioritise some of these things that are complex.
- The discussions that are held early now are designed to bring to a head any points of contention about what we expect the investigation to include.
- It is designed to help to maintain consistency in how these things are approached.
- It is a genuine attempt by us and ESC to try and move these things forward in a respectful and productive way, and that is for the benefit of everyone, including the subject member.
- The other positive move is that the new regulations refer to an abbreviated disciplinary system which is effectively a replacement of the ACDP.
- Examples of good will and bona fide attempts to make this new system work.





- If you have any concerns about any aspect of this new system that you are not comfortable with, or have legitimate concern about, you should come and tell the Union, the ESC, the Police Service, or come to us.
- It may affect you one way or the other and you should take ownership of it.
- If you do not understand what is proposed, talk to your Union members.

Research division of the CCC

- A lot of research is promulgated in collaboration with the Service, Griffith University, UQ, and so on.
- One of the projects currently underway is to use data analytics to identify what we call 'at risk' police officers.
- The idea is to then nip that behaviour in the bud – identify it



and then genuinely try and correct it before it becomes misconduct.

- The data we are talking about is the complaints history.
- If you are genuine about correcting your behaviour, the Service will give every assistance that you deserve and can be given to you.

Joint Task Force Activity

- The CCC does not have the luxury of routinely parking investigations even if under-resourced because people expect them to be dealt with, especially if they are serious allegations of corrupt conduct.
- What we have had to do is effectively seek assistance.

- In the first instance, we have always come to the Police Service and they have been exceptionally helpful to the CCC in that we have had resources given to us by the Commissioner.
- People have been placed with us under taskforce arrangements and become part of particular investigations, and we are grateful for that.
- The feedback is that the police who have joined those taskforces and worked in those teams with investigators, both police and civilian, financial analysts, accountants, intel officers, lawyers, etc, have enjoyed and valued the experience.
- It is an asset to the Service when people go back from us to their normal roles with that additional experience.
- It is another reason why you should consider putting your hand up to come and do a secondment at the CCC.
- It is a great environment for an investigator to work in a smaller team and a multi-disciplinary team that regularly gets good results.

Coercive Hearing Powers

- Referred to as 'Star Chamber' work
- It is, in my view, our most important investigative tool.





- Whenever you as a police officer interview someone, you are constrained by the judges' rules and the court processes – you cannot cross-examine a suspect to clear up ambiguity.
- We do not have that problem in the coercive hearings; people do not have a right to silence.
- The rationale is that we want to find out what happened and we are entitled to cross-examine.
- The trade-off is that whatever a witness says on oath at a coercive hearing cannot be used against that witness.
- We cannot use their evidence to prove a case against them but we can use it to prove a case against someone else.
- We can call that person as witness to give evidence and if they refuse we can have them declared a hostile witness and so forth.
- So you can immediately see how important and valuable an investigative tool that is.
- It has huge benefits in QPS cold cases, eg. the McCaulkin cases from 1974.
- The associates were forced to admit on oath that they had heard confessions from those two men and both were subsequently convicted of murders.
- You can come to us and ask for assistance – you make an application and it goes before the

Crime Reference Committee for assessment.

- They do not have to be cold cases but they need to be ones that you have not been able to advance with the ordinary police powers.
- I commend that to you as a very worthwhile initiative to be aware of.
- It is there for your benefit to get these things dealt with.

“You can come to the CCC and ask for ‘Star Chamber’ assistance – you make an application and it goes before the Crime Reference Committee for assessment.”

Perception of Oversight Role

- There can be a perception that we pay too much attention to our oversight role of police.
- We do value that role, it is critically important, it is the foundation plank for the community having confidence in the system of policing.
- The reality is that our jurisdiction is much wider than police oversight, as you would know.
- We have a focus currently on local Government.

- We have just finished the first bracket of public hearings into the Corrective Services department.
- Our crime function investigation area does not oversee your work, it assists your work – cold call investment fraud, organised crime, drug trafficking, money laundering, our investigations into lawyers.
- In that context is our continuing campaign against computer hacking, right across the public sector.

The CCC Chair took questions from the floor about:

- Use of data analytics on senior officers.
- Factoring in interaction – if you are in a hot spot, data analytics will pick that up.
- Looking at the history of the complainant when assessing complaints against police eg. are mental health issues a factor.
- Most complaints are genuine, there are very few false complaints.
- Computer hacking will continue to be dealt with at the CCC – it is a criminal offence and the other issue is that there needs to be a deterrent, and until serious sanctions are imposed there will not be a deterrent.
- The special case of the member who was acquitted and the subsequent appeal steps taken by the CCC.



- o I sympathise with him personally in terms of the delay for which he is not responsible
- o He is a victim of sorts in this process and that will all be taken into account together with his good record, his character, and so on.
- o This point of law was so important that we could not let it lie.











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Police Legacy Race Day

By Inspector Craig McGrath

The 2018 Gold Coast Police Legacy Race Day was another outstanding success. This year we were proud to have LEGEAR on board as our major sponsor, and we look forward to their continued support at future events. Due to the increase in popularity we said goodbye to 'The Dome', which has accommodated us for the last seven years, and moved into the Gold Coast Turf Club's new Event Centre.

The new centre lived up to expectations and easily catered for the 600 enthusiastic race goers. The crowd was welcomed by Acting Assistant Commissioner Marty Mickelson (SER), and Lindsay Rattray from Queensland Police Legacy offered a few words of thanks.

As the afternoon went on, and after devouring a fantastic buffet lunch, we were entertained by one of Australia's best corporate bands, Magic Carpet Ride, who were awesome and are a terrific supporter of this day. Fashions on the Field was eventful and winners were chosen, but this year the fashion across

Overall the event was a fantastic success and raised \$12,500 for Police Legacy, and \$5,000 for the Wall to Wall Ride for Remembrance. We invite you and your friends and family to join us next year, where our goal is to sell more than 800 tickets. We look forward to seeing you. Book your table now and pay for it next year because tables will be limited. E-mail Andrew Frick.

"Overall the event was a fantastic success and raised \$12,500 for Police Legacy, and \$5,000 for the Wall to Wall Ride for Remembrance."

"We invite you and your friends and family to join us next year, where our goal is to sell more than 800 tickets."

Before the festivities and fellowship got underway, celebrant and former QPS member Terry Ryan officiated on a short wedding renewal ceremony for Heidi and James, who won this prize in last year's raffle. Heidi and James had family members and close friends, along with 600 strangers, watch their special day.

all racegoers was tremendous. Next year we will be providing a catwalk for entrants to glide down and be judged.

Event organiser Andrew Frick arranged the complimentary use of a photo booth this year, which was very popular, and I am sure many memorable photos were taken.

Next up is the annual Wall to Wall Ride for Remembrance, which is to take place on 15 September, where some 2,500 motorcycle riders from every Australian state and territory converge on the National Police Memorial in Canberra to remember our colleagues who have fallen in the line of duty and to promote awareness around road safety.

All enquiries to participate in or contribute to this next Legacy charity fundraising event to Senior Sergeant Andrew Frick.



**OUR PEOPLE
MATTER**





Bruce and Annabel Kolkka.



Andrew and Jorja Frick.



Kelsey Jordan, Jodie Moore, Tori Moody.



Adam and Robyn Rosewarne.



Kevin and Disa Hill.



Maurice Yates and Sonya Yates-Leeding.



Craig and Kerrie McGrath.



Sabrina Vanrstell and Breanna Grimshaw.



Maria Oresganin and Natalie Cooper.



Megan Down and Mick Banyari.



Paul and Wendy Marshall.



David Sammons and Bec Grotegoed.



Jessica McGrath and Cameron Smith.



Rebecca Jordin, Katrussha Zalucki, Candi Walsh, Claire Szysz.



Emily Murray, Danita Clarke, Kimberley McNamara, Mano Barwick.

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Polair 2 'Brett A Forte'

On Friday 8 June, a year and a day after a huge crowd gathered in Toowoomba for Senior Constable Brett Forte's funeral, another large crowd gathered in Highfields in honour of Brett.

At Mary MacKillop Catholic College, where Brett's son Brodie is a student, POLAIR 2 landed in front of Brett's family, police officers, dignitaries, and school students, who were assembled to take part in a naming ceremony of the helicopter. The helicopter is now known as the 'Brett A Forte'.

"POLAIR 2 is now known as the Brett A Forte."

Police Commissioner Ian Stewart and Police Minister Mark Ryan both gave an address, and Brett's wife Senior Constable Susie Forte took part in the official naming. Following a blessing, all in attendance were invited to inspect the helicopter. Brett and Susie's children, Emma, Brodie, and Sam, were keen to check out the helicopter named in honour of their Dad.

Light refreshments were served, where stories about Brett were told, and then it was back outside again to wave off the newly-named Brett A Forte as it circled above the school and back to duty.



**SENIOR CONSTABLE BRETT A FORTE
25 August 1975 – 29 May 2017**

Senior Constable Brett Forte was born on 25 August 1975.

He was sworn into the Queensland Police Service on 27 November 2001.

He served with distinction at Ipswich, Cunnamulla, Caboolture, and Toowoomba stations, before becoming a dedicated and valued member of the Toowoomba Tactical Crime Squad.

On 29 May 2017, Senior Constable Brett Forte was fatally wounded by an armed offender while executing his duties.

He was awarded the Queensland Police Valour Medal posthumously for his actions.

It was with great pride that the Queensland Police Service named POLAIR 2 in his honour.

The 'Brett A Forte' is the first helicopter to carry the name of a late police officer.





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32 Years Continuous Service in the Courtroom

By Sergeant Kerrilee Lovaszy

Sergeant Michael Robinson retires after achieving a remarkable milestone. He has performed the role of a police prosecutor for a continuous 32 years in the courtroom, being appointed to Brisbane Police Prosecution Corps on 31 May 1986. Sergeant Robinson is the longest serving police prosecutor; he is dedicated to his role and has provided a valuable contribution to Prosecution Services.



Sergeant Robinson has diligently performed the role of prosecutor at Brisbane, Beenleigh, Holland Park, Ipswich, Dalby, and

In the courtroom, he has prosecuted against solicitors and barristers who have become Magistrates and Judges, with one becoming the President of the Supreme Court of Appeal.

Superintendent Brownhill herself as a Constable back in 1996.

Sergeant Robinson will be 'excused from the bar table' for the last time on 29 July upon reaching the compulsory retirement age of 60.

"Sergeant Robinson has prosecuted against solicitors and barristers who have become Magistrates and Judges, with one becoming the President of the Supreme Court of Appeal."

Superintendent Amanda Brownhill, Commander of Prosecution Services, has stated the contribution Sergeant Robinson has made is very significant.

Aside from the many court matters, Prosecution Services can't place a value on the advice and mentoring

"Prosecution Services can't place a value on the advice and mentoring Sergeant Robinson has provided to many junior (and senior) officers and prosecutors."

Toowoomba Corps, prosecuting as a Constable, Senior Constable, Sergeant, and Acting Senior Sergeant.

Sergeant Robinson has provided to many junior (and senior) officers and prosecutors along the way, including



Book Review Fatal Impact

By Janice Hemmings

Author Kathryn Fox's main character in *Fatal Impact*, Dr Anya Crichton, is like author Patricia Cornwell's Dr Kay Scarpetta, a forensic pathologist. *Fatal Impact* is Kathryn Fox's seventh novel with Dr Anya Crichton as the main character.

While on a visit to her home in Tasmania to visit her mother and deliver a conference paper about violence against women and children, Anya becomes involved in her next adventure. Post conference Anya is asked to look into the death of a woman's grandson, help locate her daughter, and check on the welfare of her other grandchildren. When she finds the house they have been living in, what she discovers is a small dead child stuffed into a toy box.

A large amount of blood is also found at the scene, which leads Anya and the local police on a frantic search to find the missing mother and child. The autopsy reveals a deadly form of food poisoning, one which may be the start of an epidemic.

When more people become sick, including a family relative, Anya becomes more involved, finding herself in the middle of an investigation surrounding the death of the child in the toy box, murder, genetically modified foods, and corruption in the corporate world.

There are several subplots, including the unfolding story around Anya's relationship with her mother, whose erratic behaviour has Anya thinking her mother may be struggling with mental health issues as a result of the disappearance of Anya's sister years previously.

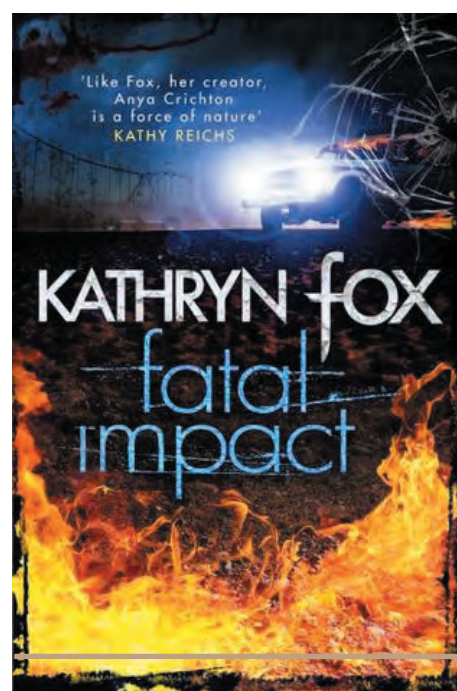
This is compounded by her mother's strange paranoid behaviour and conversations about conspiracies and plots against her and her friend, who is the owner of the neighbouring farm. The conflict and relationship struggles between Anya and her mother are played out throughout the book as the storyline progresses, adding an intimate human side to the characters and story.

Anya pairs up with Detective Oliver Parke as they race to find the connection between a virulent strain of food poisoning, genetically modified foods, shady deals with a multinational corporation, and the death of a local scientist.

Their investigation doesn't go down well in the close knit Tasmanian agricultural community where the contaminated food originated from, and Anya begins to distrust everyone as her life and family is threatened.

As the story gains momentum, both the reader and protagonist struggle to decipher whose side everyone is on. As the stakes become higher and more dangerous, Anya races to uncover the truth before more deaths occur, including her own.

There are many different smaller characters in the book which make the storyline more complex and interesting, however at times it is difficult to keep track of who is who!



Patrick DeWitt
Granta Books
London, 2011
RRP: \$29.95

It was surreal to read a story set in Tasmania and Kathryn Fox strays a little from her usual forensic science writing style of earlier novels, however it was interesting to read about genetically modified foods versus organic food and hormones in animals, topics quite relevant today.

Kathryn Fox is both a medical practitioner and Australian writer. Her current novel *Private Sydney* is co-written with James Patterson.

Police Recipes

SWEET CORN CHOWDER

It's soup season! We are really spoilt for choice with all the awesome soups out there, and this one is a lighter option that doesn't compromise on warmth and comfort.

If you want to up your vege intake and add some greenery and crunchiness, blanch some snowpeas, beans, or peas and throw them in right at the end.

What do I need?

- 1 tablespoon olive oil
- 2 rashers streaky bacon, chopped
- 1 onion, chopped
- 1 garlic clove, crushed
- 250g frozen corn kernels
- 2 carrots, diced
- 2 celery sticks, chopped
- 400g potatoes, cut into 1cm cubes
- 2 tablespoons cornflour
- 2 cups chicken stock
- 1 cup milk
- 2 tablespoons snipped chives or parsley

What do I do?

- 1). Add oil, bacon, onion, and garlic to slow cooker and cook on high setting for 10 minutes.
- 2). Add corn, carrot, celery, and potato.
- 3). Mix cornflour with a little water to make a smooth paste and dissolve into stock or milk.
- 4). Pour stock and milk into cooker and season with pepper.
- 5). Cook on high setting for 3 hours (or reduce to low setting and cook for 6 hours).



- 6). Spoon into serving bowls and garnish with chives or parsley.

TIP: No slow cooker? This soup can also be cooked in a saucepan on a stovetop. Follow steps 1 – 4 above and simmer on low heat for 30-40 minutes or until vegetables are tender.

Recipe source: Woolworths June Fresh Magazine

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

From the Archives

PW 42, 1970



Joyce Campbell, Anne Forrest, and Margaret being sworn in in 1970.



Jimmy Crooks, Margaret, Clyde Kussrow (Margaret's husband), Ron Shillington, and Jim Esson at Brisbane Police Communications.

Margaret Kussrow (nee Poole) attends the Police Union once a month for a meeting with the Police Widows, continuing an association with the Queensland Police Service that began in 1969. Accepted into the Queensland Police Force as a probationary in November of that year, she undertook three months' training and in early 1970 was sworn in as PW 42, the forty-second Queensland policewoman. She was issued with a handbag, a pair of handcuffs, and a baton, but rarely carried her baton because it did not fit in the handbag. After working in Fortitude Valley, the 'Gabba, and Brisbane City, she decided she would like to travel further afield and was transferred to Cairns in 1971 as the first policewoman in the far north. After moving back to Brisbane, Margaret worked in police communications from 1975 until retirement in 1989. When asked about her most memorable arrest, Margaret nominates a young gent who asked her for directions out of the Brisbane Exhibition Grounds in 1974. It turns out this young gent was carrying a large bag full of handbags he'd just removed from the Country Women's Association pavilion. He was looking for a quick getaway and can probably be forgiven for asking a police officer for directions while carrying stolen property: at the time, Margaret was attending a party at the Ekka and was dressed in a clown suit!

ORIGINAL PWs REUNION LUNCH
Tuesday 30 October
Victoria Park golf course, Herston
11:30am – 4:00pm

A reunion of former Queensland policewomen who were sworn in between March 1965 and November 1975 and given a 'PW' registered number. There were 379 PWs

inducted into the QPS. The registered numbers were later changed to be simply numeric when both women and men were combined into one list.

Women have already RSVPed from all over the state, as well as interstate. While contact has been made with nearly 200 former PWs, organisers are still in the process of trying to

locate others. Any information which would assist to locate former PWs would be greatly appreciated.

Contacts for the event:

Tonya Carew - 0467 554 114
Trudi McKechnie - 0407 587 856
Jillian Steinkamp - 0411 401 596
E-mail qldpws@gmail.com

Police Living

FITBIT VERSA SMART FITNESS WATCH

The Fitbit Versa is a lower-cost Apple watch alternative. It's designed to be your personal fitness and wellness calculator, helping you live your best life! It's compact and lightweight and easily tracks your fitness goals and progress, as well as your heart rate and sleeping patterns.

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FEATURES

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Got a great shot of you and your colleagues at a police event? We have a \$50 BCF voucher up for grabs for our favourite photo, so send your pictures to us at journal@qpu.asn.au and you might see yourself in the next Journal.



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3. Click 'Join a team'
4. Enter 'Queensland Police Service' as Team Name
5. Enter your personal details and finalise your registration
6. Collect your t-shirt and cap from PHQ gym

Post-race breakfast:

Safety & Wellbeing are providing a **FREE** post-race BBQ breakfast to QPS, PSBA, QBank and QSuper employees and their families participating in Bridge to Brisbane.

Breakfast will be served at the **Queensland Maritime Museum, Southbank** from **7:30am**.

Participants will also receive **FREE** entry into the Maritime Museum.



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For more information, phone PHQ Gym on 3364 6419 or email ourpeoplematter@police.qld.gov.au.



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Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au

FACT SHEET

Employee Wellbeing



OUR PEOPLE MATTER

1800 ASSIST (1800 277 478)

What is 1800 ASSIST?

1800 ASSIST is a confidential short-term counselling service available to current QPS employees, their partners and children as well as retired QPS employees, paid for by the QPS at no cost to you. This service is provided by an external, independent, professional employee assistance provider. All counsellors are qualified, experienced professionals who have extensive training and experience. Face to face sessions are available in various locations across Queensland.

Is the service confidential?

All 1800 ASSIST consultations are strictly confidential. As part of an ethical and professional service, they will request your name and a contact number. Next of kin information may be requested for emergency purposes. For statistical purposes only, they will also request if you are a police officer, staff member or family member, your rank, your Region and District. Optional information they may request includes your email address, residential address and date of birth.

Your personal information will not be provided to the QPS. 1800 ASSIST does not share information about you with anyone unless authorised to do so by you in writing, or if required by Australian law.

When can I call 1800 ASSIST?

The service is available 24/7. Telephone support will be provided by a psychologist for out of business hours contact, if required. Further appointments will be made based on availability and need.

What can 1800 ASSIST provide?

1800 ASSIST will provide short-term, solution focused counselling. It can be provided face to face, over the telephone or via video counselling, whichever is more convenient for you. In the case of a workplace issue, you may authorise your counsellor to discuss the matter with your manager, local Senior Psychologist/ Social Worker, Human Resources Officer or another person you nominate to help address the situation.

1800 ASSIST can also assist you with coaching and strategies to deal with your work and life journey. After counselling, your counsellor may suggest that other further assistance may be useful. If you choose to take up a referral outside of 1800 ASSIST, you are responsible for any costs that may apply. Where possible, referral is made to a service that is provided free of charge.



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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OFFICIAL LAWYERS

FOR THE QUEENSLAND POLICE UNION OF EMPLOYEES

INJURY COMPENSATION EXPERTS COVERING

- Workplace Injuries – physical and psychological
- Workers Compensation Reviews and Appeals
- Motor Vehicle Accidents
- Superannuation and TPD Claims
- Income Protection Claims



Sciaccas
LAWYERS
ABN: 74 126 179 084

Call Toll Free 1800 658 525
for your first free consultation

Contact: Ryan Heath on 07 3867 8839
or email rheath@sciaccas.com.au

Icon Place – Level 4, 270 Adelaide Street,
Brisbane City
www.sciaccas.com.au

Our People Matter Calendar

Keep up to date with what's going on using our regular calendar of events.

A two-month calendar will appear in the Journal alongside a description of scheduled events.

We will also provide descriptions of upcoming events that will appear in our calendar in later months.

For information about any of these events, please e-mail ourpeplematter@police.qld.gov.au

EVENT DESCRIPTIONS

Our People Matter District / Command Visits

Throughout July and August, Safety & Wellbeing are visiting all Workplace Champions and members of District and Command Our People Matter Committees to assist in local implementation of the Strategy, discuss the functioning of half-day Our People Matter Committees, and provide an update on the Strategy from a whole-of-organisation perspective.

Prostate Cancer Information Seminars

Safety & Wellbeing, together with Operations Support Command, are coordinating information seminars on prostate cancer for all emergency response personnel and their family members from May to July. Free to attend, the two hour seminars are delivered by a local urologist and prostate cancer specialist nurse, and educate attendees on symptoms, detection methods, treatment options, and post-operative care.

Championing the cause is Senior Constable Steve Lindsey from the Ipswich Dog Squad who is a survivor of the disease. He shares his story with attendees at each seminar. Registrations

can be made by visiting <https://qpsprostatecancer.eventbrite.com.au/>

Health Expos

As part of the Our People Matter Strategy, Safety & Wellbeing have funded a series of half day health expos for District Workplace Champions to coordinate and deliver locally to their employees and family members throughout June and July. Free to attend, the expos will feature cooking demonstrations, health assessments, exercise sessions, interactive displays, giveaways, and much more.

Life Beyond the Service Seminars

To better support employees in their transition into retirement or separation from the QPS, a series of *Life Beyond the Service* one-day seminars are being delivered to employees aged 50 years or older and their partners under the Our People Matter Strategy.

Two seminars will be delivered in each Region from August – October. The seminar will include presentations from a range of internal and external groups on superannuation, managing your finances, keeping well in retirement, employment options post separation, and much more.

Flexible working arrangements workshops

A change management and communication plan is currently being finalised to support the commencement of the new Flexible Working Arrangements policy and Flexible Hours Agreements guidelines from 1 June.

Flexible Working Arrangements is an umbrella term referring to a change in

OUR PEOPLE MATTER

the way an employee works, such as a change to the employee's ordinary hours of work (eg. compressed hours or flexible [part-time] hours), a change to where the employee works (eg. telecommuting), or a change to the way the employee works (eg. the use of different equipment as a result of a disability, illness, or injury).

'Flexible Hours Agreements' is the new terminology for 'Part-Time Agreements'.

Flexible Working Arrangements information workshops will be conducted throughout Queensland in order to inform all members of their entitlements and obligations. Advice will be provided on the application and negotiation process for Flexible Hours Agreements, including an explanation of the supporting HR/Finance practices.

We encourage all members to attend these sessions, particularly commissioned officers, OICs and managers, rosters clerks, and existing part-time members.

| July | | | | | | |
|----------------------------------|--|---|---|--|----------|--------|
| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
| | | | | | | 1 |
| 2 | 3 | 4 Health Expo Rockhampton 10am – 2pm | 5 | 6 | 7 | 8 |
| 9 | 10 Health Expo Mackay 10am – 2pm | 11 OPM Visit (CCC) (excl. Policelink/ Programs Group) 1:30pm – 3:30pm | 12 OPM Visit (Maroochydore) 10am – 2pm | 13 OPM Visit (ESC) 1:30pm – 3pm | 14 | 15 |
| National Diabetes Week 9th- 15th | | | | | | |
| 16 | 17 OPM Visit (Roma) 9am – 1pm | 18 | 19 OPM Visit (LD) 10am – 12pm | 20 OPM Visit (Caboolture) 9am – 1pm | 21 | 22 |
| 23 | 24 OPM Visit (Mt Isa) 9am – 1pm | 25 Health Expo Inala 10am – 2pm | 26 OPM Visit (Toowoomba) 9am - 1pm Prostate Cancer Seminar Longreach 4pm – 6pm Health Expo Carindale 10am – 2pm | 27 Health Expo Toowoomba 10am – 2pm | 28 | 29 |
| 30 | 31 OPM Visit (Rockhampton) 10am – 2pm | | | | | |

| August | | | | | | |
|---|---|---|--|--|----------|--------------------------|
| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 OPM Visit (North Brisbane) 9am – 1pm | 7 OPM Visit (Gold Coast) 9.30am – 1.30pm Health Expo Hills District PCYC 10am – 2pm | 8 Health Expo Sandgate | 9 Health Expo Sunshine Coast | 10 OPM Visit (SCC) 8.30am – 12.30pm | 11 | 12 |
| 13 | 14 OPM Visit (PCAP) 8.30am – 12.30pm | 15 EKKA PUBLIC HOLIDAY | 16 Health Expo Logan 10am – 2pm | 17 OPM Visit (SCTC) 9am – 12noon | 18 | 19 |
| Men's Health Week (11 – 17 June) | | | | | | |
| 20 | 21 Life Beyond the Service North Brisbane District 7:30am – 3:30pm | 22 Health Expo Bundaberg 10am – 2pm | 23 Life Beyond the Service Gold Coast District 7:30am – 3:30pm OPM Visit (ICSC) 9am – 12noon | 24 | 25 | 26 Bridge to Brisbane |
| 27 | 28 | 29 Life Beyond the Service Far North District 7:30am – 3:30pm | 30 | 31 OPM Visit (South Brisbane) 9am – 1pm | | |

Life Beyond the Service Seminars

The QPS, together with QSuper and QBANK, is pleased to provide *Life Beyond the Service* seminars for employees and their partners aged 50 years or older considering or at the point of separation from the QPS.

Preparation and support in transitioning to life after the Service were identified as important needs by employees and family members in the Our People Matter strategy consultation last year.

Free to attend, the full-day seminars will feature expert presentations on the following topics:

- How to be financially fit in retirement
- Superannuation: how to build, manage and access your super
- How to keep physically and psychologically fit in your 50s
- Support and assistance for seeking employment post separation from the QPS

Morning tea, lunch, and light refreshments will be provided.

Dates and locations are listed below.

| | Date | District |
|----|------------------------|-------------------------|
| 1 | Tuesday 21 August | North Brisbane District |
| 2 | Thursday 23 August | Gold Coast District |
| 3 | Wednesday 29 August | Far North District |
| 4 | Wednesday 5 September | Darling Downs District |
| 5 | Wednesday 12 September | Capricornia District |
| 6 | Wednesday 19 September | Moreton District |
| 7 | Tuesday 9 October | South Brisbane District |
| 8 | Thursday 11 October | Sunshine Coast District |
| 9 | Tuesday 16 October | Ipswich District |
| 10 | Thursday 18 October | Townsville District |



To register, visit
lifebeyonddtheservice.eventbrite.com.au

For more information, e-mail
ourpeplematter@police.qld.gov.au

OUR PEOPLE MATTER

If you're a police officer it pays to learn what you can claim at tax time



To claim a deduction for work-related expenses

- you must have spent the money yourself and weren't reimbursed
- it must be directly related to earning your income
- you must have a record to prove it.*

You can only claim the work-related part of expenses. You can't claim a deduction for any part of the expense that relates to personal use.

* You can use the ATO app myDeductions tool to keep track of your expenses and receipts throughout the year.

Phone and internet expenses



- ✓ **You can claim** phone and internet usage if your employer needs you to use your own personal devices for work. You can only claim the work-related portion of the use of your personal device.

Car expenses



- ✓ **You can claim** a deduction when you:
 - drive between separate jobs on the same day – eg travelling from your job as a police officer to a second job as a security guard
 - drive to and from an alternate workplace for the same employer on the same day – eg travelling to a crime scene.
- ✗ **You generally can't claim** the cost of trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – eg night or public holiday shifts.

There are limited circumstances where you can claim the cost of trips between home and work, such as where you carry bulky tools or equipment for work – eg a police diver carrying scuba diving equipment. The cost of these trips is deductible only if:

- your employer requires you to transport the equipment for work
- the equipment was essential to earning your income
- there was no secure area to store the equipment at the work location, and
- the equipment is bulky – at least 20kg or cumbersome to transport.

If you claim car expenses, you need to keep a logbook to determine the work-related percentage, or be able to demonstrate to the ATO a reasonable calculation if you use the cents per kilometre method to claim.

Self-education expenses

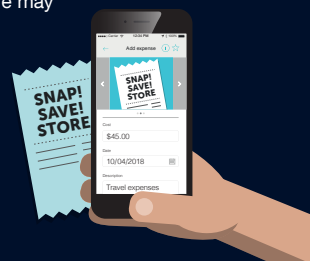


- ✓ **You can claim** a deduction for self-education expenses if your course relates directly to your current job – eg defensive driving course.
- ✗ **You can't claim** a deduction if your study is only related in a general way or is designed to help get you a new job outside of the police force.

Other common deductible work-related expenses



- ✓ As long as the expense relates to your employment, **you can claim** a deduction for the work-related portion of the cost of:
 - union and professional association fees
 - technical or professional publications.
- ✗ **You can't claim** a deduction for the cost of:
 - haircuts, grooming, weight loss programs or supplies even though there may be specific regulations
 - attending social functions
 - fitness expenses except if your role requires a level of fitness well above ordinary police standards, such as special operations.



Clothing expenses



- ✓ **You can claim** a deduction for the cost of mending or cleaning your police uniform.
- ✗ **You can't claim** a deduction for the cost of buying or cleaning plain clothing worn at work, even if your employer tells you to wear it, and even if you only wear it for work.

This is a general summary only.
For more information, go to ato.gov.au/occupations



Australian Government
Australian Taxation Office

NAT 75026-05/2018 C127-000034

Workers' Compensation Claims – Time Frames

By Ryan Heath, Sciacca's Lawyers

Sciacca's Lawyers has proudly joined with the QPU in sponsoring the Black Dog Breakfasts in the South Brisbane District. The Black Dog Breakfast initiative is in line with the Our People Matter strategy and attempts to bring awareness and support for colleagues, family, and friends who suffer from mental illness.

In the course of advising police officers over the last 10 years, we have noticed an increase in mental health issues generally and particularly psychological injury claims. This has proven to be a very difficult field to provide advice, particularly given the stigma that is sometimes attached to mental illness.

Generally speaking, officers are reluctant to disclose mental health issues due to the fear that it may impact their reputations and career aspirations.

For this reason, Sciacca's Lawyers have been proud to be associated with the Black Dog Breakfasts given that any action taken to reduce the stigma attached to mental illness will ultimately be a positive for police officers and the Queensland Police Service more broadly.

Furthermore, quite apart from the stigma associated with mental health issues, police officers generally face a difficult process in having psychological injury claims successfully determined through the workers' compensation scheme. In this regard there are very strict timeframes that operate in lodging a WorkCover claim for a psychological injury.

In recent times we have noticed an increase in the amount of rejected

workers' compensation claims on the basis they have been lodged 'out of time'.

In Queensland, a claim for workers' compensation pursuant to the *Workers' Compensation and Rehabilitation Act 2003* (the Act) is only valid and enforceable if the application is lodged by the claimant within six months after their entitlement to compensation arises.

In accordance with section 141(1) of the Act, a claimant's entitlement to compensation is said to 'arise' on the day the worker is 'assessed' by a doctor.

In this regard we are aware WorkCover and the Workers' Compensation Regulatory Authority are currently guided by the Industrial Relation Commission decision of *Andrew Toward v Simon Blackwood (Workers' Compensation Regulator)* (2015) ICQ 008 (*Toward*) in determining when a claimant's injury has been 'assessed'.

In accordance with the decision in *Toward*, we note circumstances where a worker:

- (a) attends upon their medical practitioner for treatment; and
- (a) the medical practitioner makes a diagnosis or conducts an assessment of an injury; and
- (a) the doctor has formed some conclusion or has expressed an

opinion that the injury arose out of or in the course of the workers' employment.

This will be sufficient to give rise to the six-month timeframe under section 131 of the Act to run.

The biggest issue we have encountered recently with the above approach taken in *Toward* is the number of claims which have been rejected for psychological injuries sustained over a period of time.

We are aware of a number of claims being rejected in circumstances where the development of the injury and the severity of symptoms have waxed and waned over a period of time leading to a complete deterioration in the worker's capacity to work. This is usually in the context of a short period of sick leave followed by extended absence from work caused by the psychological injury completely overwhelming the worker.

In circumstances such as this we have noticed a trend that WorkCover and the Workers' Compensation Regulator will reject a claim on the basis it was lodged out of time if the medical evidence shows on officer's treating medical practitioner first assessed their



psychological condition more than six months prior to them lodging their application.

In a number of these decisions it is irrelevant whether the officer was completely incapacitated for work at the time of first seeking treatment, unless it is evident they had suffered a new and separate injury in the form of an aggravation of a pre-existing psychological injury contemporaneous to lodging their claim.

Should the claim be for a psychological aggravation it will be restricted to the stressors relating to the causation of the aggravation, not the pre-existing condition. Again, the application for compensation must be lodged within six months from the first attendance upon a medical practitioner for treatment of the aggravation.

When providing advice to officers about their prospects of success in reviewing a decision by WorkCover to reject their psychological injury claim for being lodged out of time, we are required to address a number of questions in relation to sections 131 and 141 of the Act.

In particular, we need to identify:

- (a) *What is the nature of the injury that is the subject of the officer's application for compensation?*
- (a) *How did the injury occur and where?*
- (a) *When did the injury occur and the entitlement to compensation arise?*
- (a) *When was the application for compensation made?*
- (a) *Why did the officer fail to lodge the application within the prescribed time period?*
- (a) *Should the decision maker waive the requirement in section 131 to lodge the application for compensation within six months after the entitlement to compensation arose?*

An application for review must be lodged within three months of receiving WorkCover's written reasons for decision.

Upon exploring the above matters, if it is confirmed the officer first sought treatment for their injuries more than six months prior to lodging their application for compensation, we must then determine on the evidence whether the timeframe for applying could be waived by the decision maker, on the basis it was lodged out of time due to:

- (a) *Mistake; or*
- (a) *The claimant's absence from the state; or*
- (a) *A reasonable cause.*

In the recent case of *Weder v Workers' Compensation Regulator* [2018] QIRC 022, Industrial Commissioner Thompson was required to determine whether Mr Weder's application for compensation was lodged out of time and if so, whether he could prove his failure to lodge the application in time was due to a mistake, an absence from the state, or a reasonable cause.

Mr Weder sought treatment from his doctor on 9 September 2013 for a stress related condition. A medical certificate was issued and it identified Mr Weder as being unfit for duty for a two week period. Mr Weder did not use the certificate and continued to work.

Mr Weder continued to receive treatment from his doctor and continued to exhibit intermittent deterioration and improvements in his mental state, although he experienced an overall slow deterioration.

On 16 March 2015 following a consultation with his doctor, Mr Weder was assessed as unable to work due to a psychological injury and was issued with a workers' compensation medical certificate to that effect.

The doctor recorded the injury as having developed over a period of time, with Mr Weder having first seen the

doctor on 9 September 2013. Mr Weder subsequently lodged his application for compensation on 4 August 2015.

In accordance with the test introduced by the decision of the Industrial Court in *Toward*, Industrial Commissioner Thompson found Mr Weder's entitlement to compensation arose on 9 September 2013 and therefore he had lodged his application for compensation out of time by almost two years.

We note it was not sufficient for Mr Weder to argue that despite being issued with a medical certificate on 9 September 2013 that rendered him unfit for duty for a two week period, he continued to work and therefore his entitlement to compensation should not have 'kicked in' at that time but from 13 March 2015 when he stopped work because of the injury.

Due to the changes to the law as a consequence of *Toward*, the focus by Industrial Commissioner Thompson was no longer on when Mr Weder had been assessed by a medical practitioner as having an incapacity for work. Instead

“Unfortunately, in our experience, stoicism—in the absence of there being any other explanation—does not amount to a reasonable excuse for a failure to lodge a workers' compensation claim within time.”

it was on the evidence that his treating practitioner had assessed the worker as having sustained a work related injury and has communicated that diagnosis to Mr Weder, giving rise to the 'technical' six month time limitation to run.

Industrial Commissioner Thompson went on to determine there was insufficient evidence before the proceedings to satisfy the court that Mr Weder's failure to lodge the application was due to a mistake, an absence from the state, or a reasonable cause.

We have also found a workers' lack of knowledge with respect to the time limits which apply to making a claim for workers' compensation in Queensland does not amount to sufficient argument for a mistake or reasonable cause.

a compensable injury as defined under section 32 of the Act.

Given all of the above, it is crucial that a police officer obtains prompt and accurate legal advice to assist in either lodging their WorkCover claim or seeking a review of an unfavorable decision to the WorkCover Regulator.

Sciacca's Lawyers have been providing advice to police officers over the last 10 years to assist them in either WorkCover or compensation claims arising from workplace injuries or motor vehicle accidents. Should officers require any advice they should not hesitate to contact Mr Ryan Heath of Sciacca's Lawyers on **(07) 3867 8839**.

"We have noticed an increased difficulty for officers to satisfy a decision maker that their failure to lodge an application for compensation was due to a mistake or a reasonable cause."

In making this finding, Industrial Commissioner Thompson gave particular consideration to Mr Weder's position within the QIC that 'attracted a relevantly high salary commensurate with the duties he was required to undertake and was not by any means an "unsophisticated" person without the knowledge or whereto to have made a claim for compensation within the relevant period'.

In this regard, we have acted for a number of Queensland police officers seeking advice with respect to decisions to reject their claim for being lodged out of time in relation to psychological injury sustained over a period of time.

In particular, we tend to see that the member has held off making a claim for compensation on the basis they do not wish to expose their psychological vulnerabilities or are able to continue working with treatment from time to time until they are no longer able to cope.

Unfortunately, in our experience, stoicism—in the absence of there being any other explanation—does not amount to a reasonable excuse for a failure to lodge a workers' compensation claim within time. This is especially so in circumstances where the worker chooses to soldier on despite having the knowledge and ability to lodge a worker's compensation claim.

We emphasise the time frame for applying for compensation in Queensland has become very strict following the test introduced by *Toward*. In circumstances where a claim has been lodged 'out of time' we have noticed an increased difficulty for officers to satisfy a decision maker that their failure to lodge an application for compensation was due to a mistake or a reasonable cause.

"It is crucial that a police officer obtains prompt and accurate legal advice to assist in either lodging their WorkCover claim or seeking a review of an unfavorable decision to the WorkCover Regulator."

In this regard, officers need to provide very detailed responses in addition to factual and medical evidence to explain the delay in lodging their application in order to be successful in having their application deemed valid and enforceable under the Act. Once the application is deemed valid, it is only then that the decision maker will go on to assess whether they have sustained

Police Health



NUTRITION: BEAT STRESS AND ANXIETY WITH THESE FOODS

Stress is a tricky condition to manage, because it's different for everyone. What you're triggered by might not be what sends your partner or friend into fight or flight mode.

It's important to spend the time getting to know your mind, and the thoughts or scenarios that put your body in a state of stress. Your diet plays an essential role in the health of your mind. There are foods that both help and hinder your stress and anxiety levels.

It's easy to fall into the habit of reaching for comfort food when you're feeling blue. If you're short on time, takeaway foods are the quick option. You don't have to think, which is attractive when you're mentally exhausted, but is it the best option for your body (and mind)?

There are certain foods that help beat stress and anxiety. Include some of these foods in your diet every day.

YOUR STRESS-BUSTER SUPERFOODS

Asparagus

There's a link between depression and low levels of folic acid. Consuming one cup of asparagus provides two-thirds of your daily needs. This vegetable is easy to include in just about any meal. Add a serve of sauteed asparagus to your brekky omelette or grill it with fish for lunch or dinner.

Avocado

What Aussie doesn't like avos? And best of all, it's great for you. Studies have shown that feelings of anxiety may be connected to a

B vitamin deficiency, which compromises healthy nerves and brain cells. Avocados taste great and are rich in B vitamins, monounsaturated fat, and potassium (which naturally lowers blood pressure).

Next time you're feeling like something sweet, instead of going to town on a tub of ice-cream, make your own dessert by blending avocado, banana, vanilla extract, and nut milk. Drink it as a smoothie or freeze it.

Blueberries

This small berry has big health benefits. Blueberries pack a powerful antioxidant and vitamin C punch. When you're stressed, your body needs this to help repair and protect cells. They taste great and are easy to add to your yogurt bowl or high fibre cereal.

Salmon

A diet packed with omega-3 fatty acids, such as those found in salmon, levels out your cortisol and adrenaline when you're tense. Fish helps keep your mind at ease, so aim to consume 100grams at least three times a week. Your head (and heart) will love you for it.

Turkey

Fill up your plate with turkey. Its strength is in the amino acid tryptophan, which tells the brain to release the feel-good chemical, serotonin. You'll feel calmer and less tired.



Oatmeal

Smash stress with more serotonin by eating oatmeal. It gets the calm-inducing hormone flowing through your body. Choose the plain, thick-cut oats that you need to cook. Avoid instant options that have higher sugar levels. Coarse oats are rich in fibre so they keep you full for longer.

Yogurt, milk, and probiotics

Gut bacteria plays a role in the production of serotonin, dopamine, and gamma-aminobutyric acid, all neurotransmitters that are central to your mood. Bacteria in the gut is connected to the brain and immune system, so restoring your gut's balance through probiotics will treat (and even prevent) anxiety. If fermented foods don't agree with you, consider taking a probiotic supplement.

Treat stress and anxiety the natural, proactive way through diet. Nutritional deficiencies can affect your brain chemistry and how neurotransmitters are formed.

Eat mindfully and you'll notice a newfound clarity and calmness. Pair this with other positive stress management strategies like meditation, yoga, and journaling to help promote a clear, peaceful perspective.



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – Conference 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

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



MESSAGE FROM GREG EARLY, STATE PRESIDENT

THE NATIONAL POLICE SERVICE MEDAL

I know of a couple of applications which are in the making. 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. The most recent presentations I know of are as follows: At the Ipswich meeting on 12 April Acting Superintendent Keith McDonald presented Dennis Young and Bob Fitzsimmons with the Medal as well as the Queensland Police Service Medal; at the Redlands meeting on 24 April Inspector Tony Ridge presented Heather Loughed with the Medal awarded to her late husband, Ronald; at the 17 May meeting of the Logan-Beenleigh branch John Elsworth was presented with the Medal; at the Far North Queensland meeting on 25 May Chief Superintendent Brett Schafferius presented the Medal for the late Vicki Wall (nee Greenhill) to her son Lachlan, which was a touching presentation with his Dad, Alan Wall, in attendance as well; and at the state meeting held at Police Headquarters on 4 June Assistant Commissioner Clem O'Regan presented the Queensland Police Service Medal and the National Police Service Medal to new member Ron Howden and at the same time presented the National Police Service Medal to member Debby Smart.



New member Ron Howden being presented with the Queensland Police Service Medal and the National Police Service Medal by Assistant Commissioner Clem O'Regan.



Member Debby Smart being presented with the National Police Service Medal by Assistant Commissioner Clem O'Regan.



Brisbane Welfare Officer Emmanuel Anthony being presented with his Veteran Certificate by State President Greg Early.

QRPA-POLICE LEGACY ANNUAL BOWLS DAY

This annual event to raise funds for the Queensland Police Legacy Scheme will be held at Northern Suburbs Bowls Club, Wavell Heights, on 6 July commencing at 8.30am. In the past 11 years we have handed over almost \$67,000 to this worthy cause. Interested players should contact NSBC Chairman Peter Ryan on 0418 783 289.

FUTURE LUNCHEONS/DINNER

24/25 June – Van Diemen's Land – Tamar Valley Resort – Andy Beasant 0409 030 142

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

21 July – Gladstone – Dragon Garden Restaurant – Darryl Saw 0447 417 746 / Keith McCann 4979 4222

27 July – Far North Queensland – Pearl Garden Restaurant, Cairns – Ian Swan 4056 5126 / John Hartwell 0448 020 133

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

22 August – Gympie – Albert Park Bowls Club – Laurie Pointing 5483 6404 / Norm Breen 5482 6270

13 September – Near North Coast – Centenary Lakes Function Centre, Caboolture – Merv Melling 5433 0492

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

19 October – Mackay-Whitsunday – Souths Suburban Bowls Club – Dennis Hansen 4957 2699

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

30 October – Logan-Beenleigh – Club Beenleigh – Terry Ahearn – 0404 494 877

19 November – Rockhampton – Frenchville Sports Club – Dennis Smith 4928 3245

5 December – Townsville – Townsville RSL Club – John Urquhart – 0407 734 497

5 December – Bundaberg – Bundaberg RSL Club – Rowan Bond – 4155 2180

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

NEW ASSOCIATE MEMBERS

- Gregory Patrick Davidson, supporter of Logan-Beenleigh branch
- Margaret Milham, partner of member David Stoneley, Gold Coast

OBITUARIES – MAY THEY REST IN PEACE

Members

Life member and former Superintendent John Beaumont Vaudin, 3 May, 91 years; veteran member and former Detective Inspector Colin James Thompson, 15 May, 88 years; and associate member Pamela Kay Cliffe, 28 May, 73 years.

Non Members

Former Sergeant Lloyd Alexander Crank, 9 May, 87 years and former Senior Sergeant Barry William Grogan, 15 May, 74 years.

Family

Irene Rose Plant, wife of Howard Plant, 4 April, 82 years; John Saunders, father of Associate Member Debbie Cook, April (Van Diemen's Land); and Kosta Pocius, mother of Associate Member Danuta Jackson, 28 May (Far North Queensland).

Serving Officer

Detective Senior Constable Kelly Mason, 29 April.

QRPA Certificates

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

- Phillip Walliss, Redlands
- Graham John Williams, Redlands

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

- Jill Maria Bolen, Brisbane
- Allan Alexander Nicol, Redlands

90 & over

- Stanley Albert Hanke, 92 years on 2 May, Brisbane
- Jean Goldstraw, 93 years on 6 May, Townsville

- Patrick Cornelius O'Brien, 90 years on 6 May, Gold Coast
- Arthur James Jamieson, 94 years on 17 May, Gympie
- Richard Andrew Maudsley, 90 on 15 February, Bundaberg
- Royston Frederick Jones, 99 on 24 June, Brisbane

AROUND THE BRANCHES

BUNDABERG

The 25 May meeting. Welfare: Mary has been in touch with Bob Hayes on several occasions. Ian has been to see Gordon Storer at Riverlea High Care. He is confined to his room, but seemed to be going okay. He has also been in contact with Judy Jones, wife of Elwyn. She is going along okay. Maree Read has had problems with her eyes and is still under treatment. John Read is going along okay, but has had health issues. Ken Strohfeldt is home at Riverview and is going okay at present. Keith Lipp was going to try to make the meeting but obviously was unable to make it along. Margaret Francis, wife of our Treasurer John, has just returned from Brisbane after having major surgery on her foot. She is currently unable to get around and needs constant care. John is doing a great job as chief cook and bottle washer. Hopefully she will be mobile again in the very near future. Russell Crook phoned. He is not going too well and was not able to make the meeting. The proceeds of the Police Legacy Bowls Day amounted to \$4,000 and has been disbursed as follows: Police Legacy \$3,600 and \$100 each to the Salvation Army, St Vincents De Paul, Diabetes Association, and the Cancer Fund.

GOLD COAST

The 5 June meeting was held at the Currumbin RSL Club. It was resolved that the branch subsidise the cost of fuel for a bus to be driven/provided by John O'Gorman from the Sunshine Coast to the Gold Coast Annual Luncheon, picking up members from branches along the way. The next social gathering will be held at the Lone Star Tavern on 28 June. Guest speaker: Gold Coast District Officer Chief Superintendent Marty Mickelson spoke about what the future holds for the Gold Coast District.

GYMPIE

The branch had not met since the 28 March meeting at the Victory Hotel in Gympie when it met on 6 June at the Country Club, Tin Can Bay. The branch continues to rotate meetings between the Victory Hotel and the Country Club. This works quite well and the members enjoy the change of location. A number of members are presently undergoing treatment for various cancers and three members are over the age of 90. Secretary Norm Breen will be stepping down as Secretary at the forthcoming AGM after eight years in the position. Planning has commenced for the Annual Luncheon which will be held at the Albert Park Bowls Club on 22 August. The guest speaker will be the former QPS Deputy Commissioner and Racing Integrity Commissioner Ross Barnett. President Laurie Pointing is in the throws of completing his third book, *Keeping the Peace Volume 3*, which is understood to contain some enthralling stories from former members.

LOGAN-BEENLEIGH

Well, the months seem to fly by as we move well into 2018. Sadly, this month we lost our oldest member, John Beaumont Vaudin, known to all as Jack. There was a large turnout of members for Jack's funeral which was very pleasing to see. I know Jack would like me to mention his life quote: *'Don't cry because it's over ... smile because it happened'*. Congratulations to John Elsworth who received his National Police Service Medal at our May meeting. It's been a long time coming but the wait is now over. Two other members also received Certificates: Ray Brand received his Veteran Certificate and Mal Nichols his Senior Certificate. Congratulations to all. I have asked in the past and do so again: if any member has any worthy story, police exploits or others, that could be included in a newsletter, please feel free to send via e-mail. Remember, don't let the truth get in the way of a good story. Also remember to remove the innocent to protect the guilty. On the matter of stories I thank again our member Gerry Stevens for his contributions to our newsletters with his very interesting stories. Keep well and remember With Honour We Served. (Terry Ahearn, Secretary)

SUNSHINE COAST

The Annual Luncheon was held on 22 May at Headland Golf Club. Eighty members and guests attended and enjoyed an excellent two course meal as well as probably the best outlook on the Sunshine Coast. The Near North Coast, Gold Coast, Darling Downs, Gympie, Redlands and Brisbane branches were represented. The Near North Coast branch representatives attended the luncheon courtesy of their President, John O'Gorman, and a friend's bus. Don Teague won the lucky door prize (two nights' accommodation at Coolum Dreams B & B) donated by member Narelle Walker. Guest speakers were Superintendent Darryl Johnson, District Officer, Sunshine Coast District, and Dan Keating, Director of QBank, who was accompanied by fellow Director Paul Wilson and State President Greg Early. Over 60 prizes, including the famous cakes made by Lyn Betts and Charmaine Blissner, were won by attendees. Unfortunately President John Walker was unable to attend due to a wog he picked up on a recent round the world flight.

ROCKHAMPTON

The 6 June meeting was held in the convention room of the Frenchville Sports Club. Associate member Gloria Meyer was not present and will be presented with an OBE award at the next meeting. Terry Hanly spoke on his recent trip to China and Hong Kong. He said it was a very pleasant trip and that policing methods over there were an eye opener. The Annual Dinner is on 19 November at the Frenchville Club. Welfare: June Young had a melanoma removed from her left cheek. She is recovering well and the result of the biopsy was good news. Carolyn Tomlin has recovered.

MACKAY-WHITSUNDAY

Meeting held on 19 May. Welfare: Barry advised that since the last meeting he had been in regular contact with Bob Maher (who has now returned to his employment), Col Duncan, Tony Wynn, Peter Hinschen (who had a procedure done

at Mackay Base Hospital after being admitted on 9 May), Dave Gray, Les Campbell, Ray Hodgson, and Ernie Hocking. A vote of thanks was carried for the continued good work carried out by Barry as Welfare Officer. It was resolved to support the recent comments of Police Union President Ian Leavers when he expressed dissatisfaction of the Queensland Government regarding the proposed handout to Palm Island inhabitants. Meeting on 16 June at Whitsunday police station. Past President Merv Fisher chaired the meeting and welcomed visitors John Dickinson, Dennis O'Keefe, Steve O'Connell (Acting Superintendent, Mackay District), members of Townsville branch – John Lone and his wife Fay – as well as Gordon Duncan. Welfare: Barry Downs had been in contact with President Bob Maher, Col Duncan, Ray Hodgson, Peter Hinschen, Les Campbell, Merv Fisher, Tony Wynn, Ernie Hocking, and Nora Spreadborough. An application to join the QRPA was received from former Detective Sergeant Andre Wijtenburg and recommended for approval.

IPSWICH

The 10 May meeting was chaired by Vice President John Behm. Special guests were Dennis and Denise Hansen from Mackay (Dennis is Secretary of the Mackay-Whitsunday branch). Welfare report by John Hawkins: Alison Yarrow was in the Wesley Hospital. Doreen Edwards was in St. Andrews Hospital, Ipswich, and was expected home soon after the meeting. Greg Polzin was recovering from a chest infection following a recent trip to the Philippines. Ken Farquharson was visited and was in good spirits. Cec Horne is still caring for Merle. John was to visit Vince and Mrs Beutel following the meeting. Elaine Dale is still in recovery mode after a recent hernia operation. Graham Broom is slowly recovering in Ipswich Hospital following his stroke. John McCrae was to have a platelet and blood transfusion on 9 May and then back into the Wesley on 11 May for the next round of chemo. Unfortunately he injured his leg walking behind his tractor and that injury had become infected. Coming events: Crime Stoppers Race Day on 10 August and Policing Then and Now on 9 August to be conducted with Ipswich District Police and the Police Museum. Joe and Carolyn Moskwa have transferred to Sunshine Coast branch. Guest speaker: Detective Superintendent Brian Swan, Southern Region Crime Coordinator. Brian, who is based in Toowoomba, spoke at length regarding the comparison in policing the 1982 and 2018 Commonwealth Games. He also fielded questions regarding recent crime events within his jurisdiction. Next meeting was on 14 June. Planning is well advanced for 'Recognising Policing – Then and Now' to be part of the August meeting. The Ipswich City Council has withdrawn support for the segment on Police Remembrance Day acknowledging James Sangster. Welfare Report by John Hawkins: Fred Maynard has joined the Sun Cancer Removal Club along with John Behm, Barry Cannon, and Ken Martin. Billie King, mother of Denise, was in hospital recovering from a fall. He visited Vince Beutel and found he and his wife well. He travelled to Boonah where he had lunch with Trevor Eltherington who is unable to attend meetings due to lack of transport. He also visited Merle Wallace who is still coming to grips with not being able to live at home, and he spoke with Doreen Edwards who is battling blood issues.

A donation was made towards a luncheon on 30 October for police women sworn in with PW registered numbers between March 1965 and November 1975. The birthday of Ken Morris was recognised by President John McCrae. He was presented with a CD to play during his trips from the Gold Coast to attend meetings. A musical tribute of 'Oh Lord it's hard to be humble' was played.



John Hawkins and Matt Dale at the 14 June meeting.



Margie Kussrow, Murray Cavanough, guest speaker Detective Sergeant Andrew Ayers, and Chairman John McCrae at the 14 June meeting.

TOWNSVILLE

The 6 June meeting was held at the Royal Hotel, Ingham. President Trevor Errington welcomed all to the meeting. He gave a special welcome to Police Chaplain Rev Rosemary Dunn. He also welcomed the members who live in Ingham: Fred and Laural Angus, Rodger Bow, John and Fay Lone, Graeme and Margaret McLeish, Gordon and Connie Schultz, and Nev Byers. Also welcomed were members from Townsville who were making their first visit to Ingham, Warren and Margaret Butterworth, Wayne Lord, and Tony Goddard. Guest speaker: Rev Rosemary Dunn, Ingham District Police Chaplain, who gave a brief outline of her past work history and her thoughts for the future. The President thanked Barbara Zupp for putting on the morning tea, Fred and Laural Angus for organising the venue, John and Fay Lone for providing the raffle prizes, and Merve Johnston for driving the bus.



Townsville members attending the 6 June meeting in Ingham.



Barbara Zupp, the host for morning tea on the annual visit by Townsville members to Ingham.

GLADSTONE

The 6 June meeting was held at the Royal Hotel, Mount Larcom. Arrangements are well in hand for the Annual Luncheon to be held on 21 July. Departure Point Travel, Gladstone is on board again with the lucky door prize being two nights accommodation for two adults at Heron Island Resort. The Gladstone Police Social Club has been contacted regarding a proposed gathering of retired and former police officers in the Gladstone Region. Welfare: Keith had visited Val and John Caterson. Gordon Jones is home and looks a little better, but doctors are still unsure what his ailment is. Graham Cousins and Dena are still in New Zealand: Graham has been in Waitake Hospital for the past five to six weeks, having collapsed at the airport. He was admitted to hospital with a badly infected knee and was seriously ill. Graham wants to fly back home but the hospital authorities won't allow him to until he is much better. Ann Vidler was in the Gladstone Mater Hospital for a few more days following treatment for skin problems with her lower right leg. Keith has visited Ann who is in good spirits. Max Mienert went to Rockhampton Hospital for a heart check-up during May and was then taken to Prince Charles Hospital where a stent was placed in his aorta. He was discharged the following day and spent a week recovering in Toowoomba with his daughter and son-in-law. Max is back home again and starting a rehab programme to get him fit. Jim Winn is going fairly well. He is on a health mission having lost some weight and he is endeavouring to improve his overall fitness and health. Jim enjoys living at Eureha Village. Darryl Saw reported that Judith has had an endoscopy in Brisbane regarding several cysts on her pancreas. The doctor is monitoring same for the present and Judith will undergo another test and consultation in September. Glenn Josefski is still doing well on the immuno therapy treatment. General business included a discussion on retired police dogs and their welfare.



Members attending the Gladstone branch meeting: Left side, front to back - Denis Connolly, Keith McCann, Glenn Churchill, Darryl Saw, Doug Jones, and Marlene Archer. Right side, front to back - Irene Ball, Mike Ball, and Stan Janas.

DARLING DOWNS

The 10 May meeting was held at the West Toowoomba Bowls Club. Welfare: Len Penrose stated that both he and his wife had spent time in hospital since the last meeting. He stated that he felt sure it had resulted from their reaction to the death of their son. Louis Geist stated that doctors had identified a melanoma on his leg which required surgery. Further tests had also identified a number of melanomas on his head. He urged all members to get checked. Bob Lehfeltdt mentioned the Forty for Forte Fun Run/Walk to take place at Prince Henry Drive on 27 May, with funds raised going to Police Legacy. It was resolved to donate \$200 to the event. Rod Millward advised that the site selected for the construction of the Highfields police station is next door to his residence. Meeting held on 14 June at the Stock Exchange Hotel, Toowoomba. Bob Lehfeltdt and Alan Lane gave reports on the retired police involvement in the Forty for Forte Fun Run/Walk. All went well. John Sullivan gave a report on his attendance at the Police Union annual Conference and the Sunshine Coast branch Annual Luncheon. Welfare: John Lear stated that Patricia had been paralysed down her left side by her recent stroke and it would be a slow recovery of at least seven weeks. Boyd Wilson stated that all members of the branch wished her well in her recovery. Len Penrose had been in St Andrews Hospital. It was resolved to donate \$300 to Shauna House in Toowoomba. President Boyd Wilson presented Maria Keightley with the National Police Service Medal awarded to her late husband John.



NEAR NORTH COAST

The 21 May meeting was held at Woody Point. President John O'Gorman welcomed all to the meeting but gave a special welcome to guest and former QPS officer Ken Benjamin. Welfare: Des Carmody is still receiving treatment for his melanoma at home with some nursing assistance. President John spoke on issues relating to the proposed coach travel to various luncheons. Allan Hawkins spoke on discussions he has had with BallyCara Residential Care village at Scarborough regarding their willingness to provide support for our luncheon in return for an ad in our newsletter. Allan agreed to follow this up. Discussion was then had regarding the Government's payout to the residents of Palm Island as a result of the riots that occurred there some time ago. Allan Hawkins moved that a letter be forwarded to Ian Leavers, the General President of the Police Union, that the Near North Coast branch support the comments made by him regarding this payout which is rewarding persons for criminal conduct and is totally unwarranted.

REDLANDS

The 22 May meeting was held at the Redlands Sporting Club. Discussion ensued about members continuing to donate raffle prizes or the branch purchasing prizes to be held in a prize pool. Welfare: It was great to see Eddie Gallo at the meeting. He and his lovely wife are looking forward to their trip on the Indian Pacific in June and a few days catching up with friends in Perth. Rosie recently underwent surgery and is recovering well. This interrupted their caravan trip momentarily but she and Alan hope to head off again in early June, so unfortunately they will miss the 'End of Financial Year Extravaganza' at Redland Bay on 29 June. Tony Birch is still unable to attend meetings due to ill health. Leigh Gorrie is mending slowly after his recent fall. Redland Bay police will host a social BBQ at the station on 29 June. The venue for this year's National Police Remembrance Day service on Friday 28 September was discussed and Dave Stannard will speak to the Minister at his church in Birkdale. An offer by John O'Gorman, President of Near North Coast branch, was considered: he offered to pick up members en route to Annual Luncheons in the south east corner of the state.

FAR NORTH QUEENSLAND

The Edge Hill Bowls Club was the venue for the 25 May meeting. Vice President John Hartwell chaired the meeting in the absence of President Ian Swan who is touring. John gave a special welcome to Trevor Adcock who has spent a considerable amount of time in hospital recently. John also welcomed Lachlan Wall and his fiancé Ruth as well as Chief Superintendent Brett Schafferius who later presented the National Police Service Medal for the late Vicki Wall (nee Greenhill) to her son Lachlan. It was a touching presentation with his Dad, Alan Wall, in attendance as well. Jock MacDonald gave a small but interesting presentation on an air crash that occurred on 2 September 1986. A light plane crashed into Mt William 10kms from Cairns airport. The scene was attended by then Sergeant Terry Ryan, Constable George Leesye, and GMO Dr Mike McAuliffe, who were winched into the crash site by helicopter. Both the pilot and passenger perished in the crash. Welfare: Jock MacDonald advised that Danuta Jackson had commenced her trial cancer treatment in Brisbane and that she and Joe will be absent for nine weeks.

HERVEY BAY

Meeting held at the Hervey Bay RSL Club on 15 May: Vice President Greg Morrow acted as Chairman. He gave a special welcome to guest speaker Detective Inspector Gary Pettiford, Crime and Support Services, Wide Bay Burnett District, who later gave an interesting talk on local issues and Crime Stoppers. Greg thanked all who attended the April BBQ, as well as those who supplied the little extras. Travellers: Trevor and Gwen Trost have returned from Japan, Grahame and Lyle Gronow were in Japan, and Russell and Lindy Smith have just returned from France. The branch resolved to donate \$100 to the Blue Hope charity ride. Welfare: June Close is recovering from a recent operation. Annual Luncheon held on 19 June: Fifty-one persons attended the Luncheon at the Hervey Bay RSL Club. President Grahame Gronow welcomed members from Bundaberg, Gympie, Redlands, and Sunshine

Coast branches. Speakers were Ted Sorensen MP, Councillor Stuart Taylor, Fraser Coast Regional Council, Inspector Paul Biggin, Maryborough Patrol Group, and State President Greg Early. Grahame made particular mention of the excellent support received from the Hervey Bay RSL Club since the Club was formed on 17 July 2007. He also thanked Gordon and June Close for donating the lucky door prize and other members who donated raffle prizes.

VAN DIEMEN'S LAND

Following the last meeting at Bicheno on 7 March, the branch will hold its annual general meeting on 23 and 24 June at the Tamar Valley Resort, Grindelwald. If travelling in Tasmania and looking for accommodation, please support our members:

Gretna Green Hotel – Lyall Highway, Gretna

Phil & Colleen Sharpe

03 6286 1332 – sharpet401@bigpond.com

Wilderness Hotel - Lyall Highway, Derwent Bridge

Dave & Carol Fitzgibbon

03 6289 1144 – derwentbridgewildernesshotel@bigpond.com

Stone Cottage – Main Road, Ross

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