

# POLICE

BRETT FORTE TRIBUTE EDITION 2017

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**VALE  
SENIOR CONSTABLE  
BRETT FORTE**



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**COVER STORY**

**Page 26**

**VALE SENIOR CONSTABLE BRETT FORTE**

On the afternoon of 29 May, Senior Constable Brett Forte was murdered while following a known male offender in Ringwood, on the outskirts of Toowoomba. The offender had gained notoriety throughout the district and a number of police cars were backing up Brett's vehicle in what at first appeared to be a routine apprehension.

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...

**Contents**

**Page**

General President & CEO	2
General Secretary	5
Northern Region Roundup	7
Far Northern Region Roundup	9
Central Region Roundup	11
North Coast Region Roundup	13
Southern Region Roundup	15
Metro South Region Roundup	17
Headquarters & Support Region Roundup	19
South East Region Roundup	21
Vale Senior Constable Brett Forte	26
Use of the Police Computer System in 2017	52
Dr Gilmartin's back by popular demand ...	57
Gold Coast Police Legacy Race Day	58
Police Recipes	62
From the Archives	63
Book Review - His Bloody Project	64
Police Living	65
Thousands of thoughts received for	
Our People Matter Strategy	66
Police Health	71
QRPA	72

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## IAN LEAVERS

### VALE SENIOR CONSTABLE BRETT FORTE

**On the afternoon of 29 May, I received the very worst of phone calls that you can receive in this role. One of our own, Senior Constable Brett Forte, had been shot. It took me a few moments to process the shock, and to formulate questions to ask. I was informed he had been tragically killed—murdered—by an offender, and that his actions, those of his partner Senior Constable Cath Nielsen, and other officers in back-up vehicles, had been nothing short of heroic.**

Whenever there is a critical incident, the Union will be there, but when it is the death of one of our own, it's another situation entirely. We organised for Executive members, Regional Reps, and lawyers to be on the ground in Toowoomba as soon as possible.

We steeled ourselves to talk to the media and to attend interviews with those involved. Of course, we were also there to talk to our members and to gauge and provide whatever support was required.

The officers I spoke to that night and over the following days and nights in Toowoomba are an incredibly tightknit crew. They immediately rallied around Brett's wife, Senior Constable Susie Forte, and Brett's 'work wife' Cath.

The immense camaraderie of Brett's Tac Crime Squad and indeed all officers in Toowoomba was evident as they dealt with the shock and sadness of losing one of their mates, and supported one another in their grief.

The professionalism and efficiency of those undertaking the follow-up investigations has been commented on many times, and we must also remember those officers who were involved in the overnight siege. I was proud to see the great commitment of our men and women in blue during such a trying period.

The community, too, was in mourning, as people from all walks

of life attended the station to drop off flowers and baked goods, or simply stopped officers on the street to thank them for their service. Brett's tragic death is a reminder to our community of the dangers we as police officers face every day.

Thousands of people attended Brett's funeral on the cold and sunny Toowoomba morning of 7 June. There was a sea of blue uniforms, politicians and dignitaries from the local, state, and federal arenas, representatives from all the other Police Unions and Associations around Australia, and of course many members of the community and Brett's family.

The auditorium filled up long before the funeral began, and at least the same number of mourners sat in front of a big screen outside, or stood if they were too late for a chair. Standing for the guard of honour, I looked left and right, and couldn't see the end of those waiting to pay their respects in either direction.

It was such a tragic occasion, but I also felt immense pride in the outpouring of support from our police family and all those around our state and nation who honoured Brett's ultimate sacrifice.

This Journal pays tribute to Brett and remembers him as a quintessential officer who lived for his family and 'the job'. If you have not already done so and wish to make a donation in support of Brett's family, you will find

the appropriate details of the Union's Remembrance Fund at the end of the article about Brett.

Rest in peace, Brett. You will never be forgotten.

### NEW EXECUTIVE MEMBERS

The Queensland Police Union recently held ballots for some Regional Representative positions; others were uncontested and others occur in alternate years.

This year the Regional Representative positions were decided for the Far Northern Region, Central Region, Metropolitan North Region, Southern Region, and Headquarters & Support.

Congratulations to Shayne Maxwell (Metro North) and Kev Groth (Central) who were elected unopposed. Special mention to QPU Life Member Bill Feldman who did not stand again for Central Region owing to his impending retirement from the QPS. We thank Bill for all his contributions to the QPU and we congratulate Shayne and Kev.

Contested elections were held for the other Regions and congratulations to Marty Bristow (Far Northern) on his re-election.

Shane Prior (HQ & Support) and Col Muller (Southern) were also successful and we congratulate them. We welcome them to the QPU Executive and recognise the skills and experiences they will bring to the Executive.

We acknowledge the tireless work that has been undertaken by outgoing QPU Regional Representatives Chris Proudlock (Southern) and Michael Kelly (HQ & Support), and on behalf of all the QPU members, including the multitude that Chris and Michael have directly assisted, we thank them for all the work they have performed as Regional Representatives. We wish them all the best into the future.

### **DR GILMARTIN IS BACK**

The QPU is once again pleased to partner with the QPS to bring you the Dr Gilmartin series of lectures. Dr Gilmartin hardly needs any introduction; his previous lectures have been so well received that officers still talk about him.

He will be back in Queensland in September to deliver his lectures on strategies for emotional survival as a police officer, and we hope as many as possible will take the time to hear him speak. He will be in Brisbane, Toowoomba, Ipswich, the Gold Coast, Logan, the Sunshine Coast, Rockhampton, Mackay, Mount Isa, Cairns, Townsville, Longreach, and Roma. Please get along to see him, and if you have a partner, take them. It really is a worthwhile.

### **QPRIME ACCESS**

Please have a read of the article in this Journal prepared by our lawyers that addresses the rumours and provides the actual state of play with regards to what is happening when officers are charged with computer hacking. Our lawyers also provide golden rules for officers and supervisors, to enable you to protect yourselves.

It's pretty simple: if there's any doubt in your mind as to whether a particular check is police-related, then don't do it. Seek advice from your supervisor. Take detailed notes. Don't do checks out of work hours. Don't check yourself!

### **PURSUIITS**

Our 'no pursuits policy' continues to be a bugbear of many police officers, and is always a hot topic of conversation when officers are asked

to list challenging aspects of the job. By now, offenders are well aware of our inability to pursue, and see it as a green light to break the law and get off scot free.

Because of our members' frustration with the policy (and of course because evade police offences are skyrocketing), we have long called for the policy to be reviewed and amended. It was with some surprise, then, that we heard that the QPS were going to roll out an amended pursuits policy without any input from the QPU.

When we got wind of this, we of course got in touch with them. We have now met with the QPS on several occasions to ensure their amendments are as workable as possible, even though the no pursuits policy is still a policy that in my opinion prevents police from doing their job.

### **WHERE ARE THE TOOLS WE NEED TO DO OUR JOB?**

Do you ever feel, like me, that management expect us to be the 'best modern police officer you can be', yet give us equipment from the Stone Age that would be more at home in museum exhibits as antique artefacts?

**“Do you ever feel that management expect us to be the 'best modern police officer you can be', yet give us equipment from the Stone Age that would be more at home in museum exhibits as antique artefacts?”**

The one thing no-one ever says to me is that we have enough equipment to do our job.

The problem is where to begin.

### **QLITES**

Let's start with QLITES. These iPads are quite simply the modern equivalent of the police notebook. We need them. In fact, every police officer needs them. Yet for some strange reason, only the select few get them.

Luckily, they are being expedited by the Government to get them to the frontline; the faster we can do this, the better. We don't need a consultant to tell us we need to roll them out. In fact, if the hierarchy are reading this now, I've probably saved them \$300,000 for some fancy report on QLITES by saying 'just roll them out now to all police!'

### **PHONES**

While we're on it, why do police not have a work-issued phone? All too often we have to use our own phone, and now the QPS want us to download their programs on our personal phones so we can do our work! How does this even make sense?

Obviously, a lot of us will do it because we are forced to, although once again, this is nothing short of ridiculous. We should be like every other workplace. If the employer expects us to use a phone or smart device, then they should supply it to us.

Only 30 to 40 years ago, police had to purchase their own firearm to bring to work. Future generations will look back and laugh at us for bringing our own phones and smart devices to work. It's just ludicrous.

### **CARS**

No area of policing has enough vehicles, and I repeat : NO AREA OF POLICING HAS ENOUGH VEHICLES.

We need vehicles and we need them now. Some police are going out in threes because there are not enough cars. Others are riding the bus. Others still in plain clothes can only go out on a rotational basis because of a lack of vehicles in their area, and they have

to share with other sections or even in their own office.

We know the problem. Let's fix it. I believe we should buy an additional 200 vehicles for the QPS tomorrow, and that would only just begin to be a start.

**“Some police are going out in threes because there are not enough cars. Others are riding the bus.”**

The public demand that we should be out and about more often. Give us some cars so that not only those within walking distance of police stations get patrols.

Cars also all need to have what I consider the basics. They should all have GWN GPS capability, they should have front and rear cameras, and they should all potentially have a longarm rifle. This last one I believe is a must for general duties: first response cars at a very minimum.

Give us the cars with the equipment and we actually might be able to be out on the road more often.

#### PERSONAL EQUIPMENT

My final suggestion for equipment is personal equipment. We still all need access to QPS provided Personal Body Armour (PBA). PBA is discreet and is on you already, so when police attend incidents there is no fumbling about getting body armour out of the car. I still cannot believe that in this day and age, and with the terrorism threat at 'high', we don't have free access to PBA.

While we're at it, the rollout of Body Worn Cameras has been fantastic and now in some districts all police should have them. Sadly, some districts do not have as many, and while my estimate is over 80% of police have BWC, whether they are QPS issued or their own ... once again, the QPS

should ensure 100% of police have BWC.

BWC will ensure you are protected and that vexatious complaints against police are a thing of the past. BWC also give the public confidence that we are simply trying to keep them safe, too.

#### STATE GOVERNMENT

The coming months will be an interesting time for Queensland politics with the current Palaszczuk Government facing both a Liberal National Party with their new leader and former state Treasurer Tim Nicholls, and Pauline Hanson's One Nation, also polling strongly.

All three state political party leaders, Premier Anastacia Palaszczuk, Opposition Leader Tim Nicholls, and Pauline Hanson's One Nation Queensland Leader, Steve Dickson MP, attended and addressed our annual Queensland Police Union Conference and affirmed their commitment to police by making various policy announcements and commitments.

**“I still cannot believe that in this day and age, and with the terrorism threat at 'high', we don't have free access to PBA.”**

The QPU has worked hard to maintain a good working relationship with the Palaszczuk Labor Government, while simultaneously maintaining relationships and working with the LNP Opposition.

The QPU continues to be involved in many of the Queensland Government taskforces, reviews, and committees that have led to many changes. With our input, these changes ensure that our members' rights are represented through every step of the process.

We are pleased with many of the developments that have resulted from our work in these areas, and will continue to be a force to be reckoned with at the discussion table.

We are currently having input into the Domestic and Family Violence Implementation Council, which we all agree is an area of law that, while well meaning, does need to be fixed, so that police are not bogged down in it.

We are also a part of the tripartite Committee made up of the Crime and Corruption Commission, the Queensland Police Service, and ourselves to reform the antiquated and needlessly drawn out and complicated police discipline process, where discussions are progressing well.

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**MICK BARNES**

### **HYPOCRISY, THE QPS'S LEGACY**

**In a world touted by the Queensland Police Service as being one of transparency and accountability, it is increasingly becoming known as one of hypocrisy with scant regard to the principles of fair and natural justice, let alone an individual's wellbeing.**

Senior QPS management will always talk the good talk on someone's wellbeing, equal opportunity, policy, or indeed anything involving an officer or staff member. Despite the best of intentions, these same managers fail to walk the walk and more importantly fail to translate those intentions into actions across the whole of the QPS.

**“Officers who have a lower level of resilience and access any form of leave during a time of review are treated like lepers with no support.”**

This extends into relieving opportunities, too. While a very subjective view is given to who may benefit from alternative duties, members are drawing comparisons to senior commissioned officers who are provided with higher duties and in one case even promoted despite criticism in the courts and civil matters pending.

A culture has now permeated through the ranks that regardless of policy, officers within management base their behaviours on other officers' behaviours who have been rewarded in their careers despite their lack of emotional intelligence. That standard of conduct has become the norm in some establishments or commands.

Our people are our most important asset, we're told. I'd even be happy if they were referred to as a resource, but time after time there is a complete failure in this wretched culture to accept that we're all different. Someone find that diversity policy.

I have seen and heard of instances in recent months where one District Officer actually targets individuals who have become vulnerable within the workplace and their resilience levels have declined due to private circumstances.

The QPS have become so focused on compliance that should an individual be in need of review, they are isolated and become devoid of any normal workplace interaction within their workplace.

Officers who have a lower level of resilience and access any form of leave during a time of review are treated like lepers with no support.

**“When a commissioned officer becomes the subject of alleged impropriety, the media release announces that the individual or conduct is subject to a 'review', whereas everyone else to subject to an 'investigation'.”**

I use the term 'review' because it has been brought to my attention by members that when a commissioned officer becomes the subject of alleged impropriety, the media

release announces that the individual or conduct is subject to 'review', whereas everyone else to subject to an 'investigation'. All in the name of 'transparency and accountability'.

I fully support initiatives such as the current Our People Matter program but before any outcomes are identified and introduced, there needs to be a real hard look by all senior officers within the QPS on how to treat people with dignity and respect.

There are some absolute champions amongst the QPS management who deserve the title of 'leader', but one of their responsibilities is to ensure that everyone else behaves accordingly. At the moment, they don't.

### **OUR DYNAMIC EXECUTIVE**

June/July saw a number of changes in our Executive. Bill Feldman retired from the Executive at the end of his term due to his pending retirement from the QPS within the next year.

Bill has given his life to serving others, whether it be as a sworn officer, a QPU official, or an elected Member of Parliament as the Parliamentary Leader of One Nation. His wisdom

and loyalty will certainly be missed. Kev Groth takes over as the Executive member for the QPU's Central Region.

At the same time, ballots were held in a number of Regions which saw Michael Kelly from the Headquarters & Support Region along with Chris Proudlock of the Southern Region pass their mantle onto Shane Prior and Col Muller respectively.

Many thanks to all three former Executive members for their commitment to members during their terms, and congratulations to the new appointees.

**OUR PEOPLE MATTER**

Many thanks to our Rosemary Featherstone and the whole team from the QPS's Safety & Wellbeing Section for their true commitment to the Our People Matter program.

Stay Safe.

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



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**PETER THOMAS**

## **REST IN PEACE OUR BROTHERS**

**Sadly, in the last couple of months we have seen much tragedy and loss within our police family.**

The thoughts, prayers, and condolences of the entire Northern Region are extended to the families of Brett Forte, Brendan Poustie, and Brady Shepherd (son of Senior Sergeant Craig Shepherd and Heidi Shepherd). Brett, Brendan, and Brady were taken unexpectedly and way too soon.

It was an especially sad farewell for me to Brendan who was a good mate, a great branch official, a mentor to many, and a great family man. You will really be missed, my friend.

**“Condolences are extended to the many families that have been impacted by the loss of their loved ones, our brothers and sisters in blue, during the previous months.”**

Condolences are also extended to the many families that have been impacted by the loss of their loved ones, our brothers and sisters in blue, during the previous months.

Our love, thoughts, and prayers are with you. I felt very proud to be a part of the blue family when I saw firsthand the love and support extended to all families during their time of loss.

It is timely to remind all members to ensure they have a last will and testament. If you do not have a will, I strongly urge you to have one completed as a matter of priority.

## **OUR PEOPLE MATTER STRATEGY**

By the time this article is published, all Our People Matter strategy workshops will have been conducted throughout the state.

I have been involved with the strategy since its inception approximately 18 months ago, and have had the opportunity to attend the strategy meetings within the Northern Region. These meetings were very well attended and the input by members has given the strategy further direction.

Our people do matter, and your Union is passionate about ensuring that our members are provided with the necessary support and assistance to ensure ‘Positive Workplaces, Safer Workplaces, Healthy Minds, and Healthy Bodies’.

As a part of this strategy, the QPU and QPS will again co-fund the Dr Gilmartin ‘Emotional survival for law enforcement’ sessions. These sessions will be held throughout the state and you are encouraged to attend: they are brilliant.

## **YOUR RIGHTS AT WORK**

- You have the right to work in a safe and supportive environment.

- You do not have to tolerate sexual harassment.
- You have the right to a fair and equitable workplace free from bullying.
- You are entitled to be treated with dignity and respect by your managers.
- You have the right to have a Union official with you in an interview.
- You have the right to safe workplaces with facilities that comply with the Workplace Health & Safety guidelines.
- You have the right to have appropriate equipment for your job.
- You have the right to work without fear of retaliation for reporting inadequate workplaces.
- You have the right to a workplace free of threat and intimidation by supervisors and managers.

**“You have the right to a workplace free of threat and intimidation by supervisors and managers.”**

## **AND**

- You have the right to contact your Union if none of the above are met.

It is your right.

I am committed to ensuring your entitlements and rights are observed and will do whatever it takes to make it happen.

**NORTHERN REGION QPU BRANCHES**

Branch meetings are your opportunity to find out what is happening with your Union, what we are working on, the strategies for organisational improvements we are pursuing with the QPS, and to raise issues that are affecting your workplace.

Branch meetings also provide the opportunity for management to attend and answer questions that you may have regarding the direction and strategies of the District.

You have some of the most dedicated and professional branch officials in the state who can provide you with assistance with workplace or discipline matters 24/7.

If your branch has not held a meeting recently, contact your local branch official and request that a meeting be held.

**UNTIL NEXT MONTH**

I thank you for your continued support. To those who have contacted me in the last couple of months to offer support and assistance through a very busy and trying time, I really do appreciate it.

To our branch officials who have done an amazing job under such extenuating circumstances, I, along with our members, thank you.

We as a Region certainly were hit hard with tragedy, and it has taken an emotional toll on many. I ask that you take time to look after yourselves and each other. Ask your colleagues if they are OK, and if you need a little bit of support, don't be afraid to ask for it.

Please take the time to attend your next branch meeting, don't tolerate or accept negative and unsupportive workplaces, and remember: no Union rep = no interview.

Don't hesitate to contact me 24/7 for support.

**Peter THOMAS  
(Thommo)**

Regional Representative  
Northern Region  
QPU Treasurer  
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Sometimes our protectors  
need protecting...

*for a fair and just outcome  
become a member*



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## MARTY BRISTOW

### THANK YOU FOR YOUR VOTES!

**Well, the votes were eventually counted at the end of June and I have returned as the QPU Regional Rep for the Far Northern Region for another four years. I would like to say thank you to all those who supported me. I will fight for all the issues that plague us up here, from Cairns to the tip of the Cape, out west to Kowanyama and down south to Cardwell.**

As I always have been, I will continue to be available 24/7 for urgent matters. To those who didn't vote for me, I hold no grudge at all. In fact, I will work hard for you to get your support. Always remember, the Union is a hell of a lot more than just legal defence.

We're also about Enterprise Bargaining, Workplace Health & Safety, and Industrial Relations issues, just to name a few. If you would like to know more, just give me a call: hey, you might even decide that becoming a branch official is a good way to support and assist your colleagues!

### KEEP YOUR DETAILS UP TO DATE

A concern that has come to light following the recent elections is the need for members to keep their details up to date with the QPU. It's extremely easy: just log on to [www.qpu.asn.au](http://www.qpu.asn.au) and you will be directed straight to a page that gives you the ability to update your details.

If you are not registered with the QPU website, I suggest you do so immediately. Just log onto the website, click on the register link in the top right hand corner near the login details, and fill out the required fields.

Doing so will give you access to various membership forms, services, and information. I will also put you on the mailing list for the QPU news e-mails that are frequently sent out to members advising of certain issues, situations, and relevant information.

### TABLELANDS BRANCH CHANGES

Recently, Dale Lumma decided to take a well-earned break from QPU branch official duties, and he resigned as President of the Mareeba/Atherton branch. The positions are now as follows:

President: Steve Bakks  
of Yungaburra station  
Secretary: Anthony Moynahan  
of Atherton CIB

I would like to take this opportunity to thank Dale for the fantastic work he has done and endless support he has provided members over the past six years. He has assisted countless members and kept me informed of situations that have occurred and potential issues on the Tablelands.

I know that Dale is confident in Steve and Crash taking over; they are another pair of deadset champion blokes who are there to look after members.

matter with them, you may be able to resolve it at a local level.

It is only fair to give them the opportunity to fix a situation before talking to the Union, because they may be unaware of it or have a legitimate reason for the issue. If there is a refusal to either accept a legitimate issue, or attempt to resolve a problem, then it may be time to contact the Union.

If you cannot resolve the matter at a local level, contact either your local branch members or Regional Representative and discuss the matter with them. They will provide you with advice or put you onto someone who can advise you on how to deal with the matter.

There may be the odd occasion that you just might not be entitled to that extra payment, time off, or other request. Be mindful if you shop

**“Being a member does not absolve you from your responsibilities to treat other members and staff correctly.”**

### IS THERE AN ISSUE IN YOUR WORKPLACE?

If you have a concern with a problem or dispute in your workplace, here is the best way to go about resolving it. Firstly, before contacting the Union, if you are able to approach your supervisor or OIC and discuss the

around, trying to get another Union official or representative to give you a different answer: we all talk to each other and don't undermine each other. Sometimes you may not be entitled to what you want. You will just have to accept that.

However, what will not be accepted by any of the Executive is someone treating staff poorly, bullying them, or dealing with them inappropriately, and then blurting out, 'But I'm a member too!' Being a member does not absolve you from your responsibilities to treat other members and staff correctly. If you think it does, well, it might be time to move on ...

**'DON'T COME TO ME WITH A PROBLEM, COME TO ME WITH A SOLUTION'**

This is a comment frequently blurted out by managers who don't know how to identify issues, resolve issues, or communicate with staff! Personally, I don't believe this a legitimate statement to be made by a supervisor or manager.

Asking staff to resolve an issue without discussing it with them and refusing to mediate a feasible outcome is not what a good leader should do. Seriously, if you want your staff to fix

their own issues, or issues around the station, why do we need a manager or supervisor?

The same goes with telling staff to do things that you as a manager are not willing to do. Be it working Christmas, telling members who don't have children they can't have school

**"Remember, being a supervisor is not about managing, it's about leading: and leading by example."**

holidays off because that is for people with children, refusing members leave or courses because you have a personal issue with them, or (as is becoming more prevalent) refusing items they are entitled to because they are part time.

Remember, being a supervisor is not about managing, it's about leading: and leading by example.

So if you are really concerned about fixing a problem, strap on a utility belt and get out and do a few shifts with your staff so you can experience the apprehensions they have. Then maybe you will understand their concerns. You will be amazed at the respect you will earn.

I'm available 24/7.

**Marty BRISTOW**

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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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## KEV GROTH

### NEW REGIONAL REP

**I am proud to have the opportunity to represent Central Region and try and fill the large shoes of my predecessor Bill Feldman. I have been a branch official for the past 15 years and have a good understanding of issues facing members today. Over the next couple of months I will endeavour to get around the Region to introduce myself and to meet members and listen to your concerns and issues.**

I would like to thank Bill for his hard work and dedication over the past eight years. Bill is preparing himself for life after the QPS and I wish him and Gail all the best for their future endeavours.

**“I have been a branch official for the past 15 years, and over the next couple of months I will endeavour to get around the Region to introduce myself.”**

### VALE

The tragic circumstances surrounding the death of Brett Forte again remind us how dangerous our job can be. His funeral was a moving and fitting tribute to a wonderful officer. The strength shown by Brett’s family under the most difficult of circumstances is an inspiration to us all.

To take part in the guard of honour and see so many police coming together to honour a fallen colleague was an emotional experience for all involved.

Unfortunately, we also lost another member of the thin blue line. I had the honour of attending the funeral of Brendan Poustie. Once again a life taken too soon. BP will be missed by all who knew him, and our condolences go out to his family.

### COMPUTER HACKING

There is a lot of hype and sensationalism around computer hacking at the moment, with a lot of members stating they are too scared to do their jobs for fear of being targeted. Let me reassure members that if you are doing your job and acting in good faith, your Union will have your back.

While members are scared of the big bad CCC coming after them, simply doing street checks or checking vehicle registrations is not going to set off alarm bells.

Simply put: continue to do your job in protecting the public. Refrain from any checks that have any connection to your personal life. If you honestly believe that a check needs to be performed on a person connected to your personal life, seek out a supervisor for approval.

**“While members are scared of the big bad CCC coming after them, simply doing street checks or checking vehicle registrations is not going to set off alarm bells.”**

Record this in your notebook, and time permitting, send an e-mail to the supervisor and save a copy. Do not release any information at all that you have obtained from the police computer system. These simple measures will protect you.

### OUR PEOPLE MATTER

The rollout of Our People Matter continues around the state with positive results. To highlight the importance being placed upon this initiative, it can be found in the QPS Operational Plan for 2017/2018.

I encourage those who have yet to attend a seminar to take the opportunity when it comes to your area. If you have missed out on attending, you can still take the survey online and have your say.

This survey is not just for members: it is also a chance for partners and family members to have a voice. The survey is completely anonymous so don’t miss your chance to have a say in the future of our organisation.

### EMOTIONAL SURVIVAL FOR LAW ENFORCEMENT WORKSHOPS

Once again, Dr Kevin Gilmartin will be visiting Queensland. He is

delivering 13 workshops around the state. These workshops challenge officers to reflect on the potential impact a career in policing has on their personal life, family, and relationships, and to develop strategies for overall emotional survival.

It also covers strategies to reduce the impact of stress, relationship failures, supervision issues, situational values, and PTSD. Those who have attended one of these workshops in the past will attest to the value and insight Dr Gilmartin has in this important area.

If you haven't had the chance to attend previously, I encourage everyone to get along to a workshop. The workshops are not just for police, but also for partners.

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

### **Kev GROTH**

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

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



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GRANT WILCOX

## THE QPS GRIEVANCE POLICY IS A FARCE

**You may recall my last article referred to my desire to take the QPS Stage 3 Grievance Policy away from the QPS and seek to engage an independent party to handle these matters, given that according to the QPS, 'Our People Matter'.**

It's time to name names and identify those who have failed to undertake the most recent Stage 3 Grievance. Here's a quick overview of what the unanswered grievance is about (with the officer's permission).

The member and I completed the application/report on 15 February, with the recommendation that it be forwarded to the Deputy Commissioner.

The officer was at the time relieving on higher duties as the OIC of his station in the Dalby District.

He was unilaterally removed from this relieving due to a complaint about subordinates whom were under his care on an overnight trip. No, he was not involved in the complaint, but on his return to the OIC position the QPS advised him via his local Inspector (Mr Curtin) that he was no longer the Acting OIC and that someone else would undertake the relieving due to the complaint.

The officer advised Inspector Curtin that he was not involved; the Inspector advised that the direction came from the Regional Office.

The officer contacted me and I contacted the District Officer, Mr Poiner, and after a discussion to advise that this officer was not involved in the complaint, I was advised the District Officer would send Inspector Curtin back to speak with the officer again and get back to me.

Later that day I was contacted by the District Officer who told me the decision to remove the officer from his higher duties would remain.

I quizzed my officer and he advised that Inspector Curtin had not spoken to him.

I'm not sure why I was getting lip service from the QPS hierarchy, but I was positive my officer was getting shafted without any natural justice whatsoever.

At this stage I advised our member of the Grievance Process. There was some confusion because according to Inspector Curtin's advice the decision came from the Regional Office, yet when my officer contacted the District Officer Mr Poiner, he advised it was his decision.

On that basis and after reviewing the Grievance Policy, we realised the matter could not be resolved via his OIC, the new Acting OIC (Stage 1), because the original decision was from higher than his OIC. We had to look at Stage 2 and go to the Inspector, who also could not resolve the grievance because the decision came from above his level as well.

On that basis and according to the QPS policy, we could only engage the Stage 3 Grievance Process with a recommendation the matter be progressed via the Deputy for an independent investigator.

All this was contained in the original 15 February report that went from the new Acting OIC to District Office.

Somehow the recommendation was intercepted at the District Office level and the recommendation was not actioned as a result of poor advice to the District Officer from PSBAHR.

The District Officer who was not a recommended recipient and the

possible decision maker (let's not even discuss this conflict of interest) then allegedly returned the Stage 3 Grievance Report (to the member, still not actioned to the Deputy).

Upon questioning the failure to action the matter within 14 days, and a series of poor processes by the QPS and PSBAHR, the District Officer identified a relieving Inspector's failure to progress the matter back to the applicant officer to erroneously recommence the Grievance Process.

When we learned this we engaged the QPU Industrial Team to make contact with PSBAHR. We were advised that our original Stage 3 application was correct for process and that previous advice to the District Officer was quite wrong. Mr Gary Patterson from PSBAHR advised that he would effectively action this matter via the AC Southern Region.

The District Officer was advised accordingly and arranged for a file to be forwarded to the Regional Office.

In every aspect to this point (other than the Acting OIC who forwarded the original report with the recommendation that the matter go to the Deputy Commissioner) the QPS and PSBAHR failed to properly engage their own policy.

The District Office failed to understand the Grievance Policy and their obligations to forward the report as recommended. Instead, the District Office questioned the recommendation (I continue to consider this conflict of interest), then PSBAHR (an unnamed person) advised that the District Officer

did not interpret their own policy correctly, and advised the District Officer incorrectly.

Right or wrong, the District Office intervened and failed to forward the applicant officer's Stage 3 Grievance to the Deputies' Office in accordance with QPS policy.

Reading the policy, there is no mention that this report should have ever been reviewed by persons who may have an interest in the outcome of this matter: clearly the District Officer was a decision maker regarding the original grievance.

The failure to action the grievance to the Deputy was unilaterally interfered with by the decision maker. I suspect this was under the guise of quality control of the process, with alleged advice from PSBAHR to return the matter and commence from Stage 1.

The only person who can engage the Grievance Process is the applicant officer, and this can be with the assistance of the Union.

Because the advice to the District Officer was clearly wrong, it throws up three possible concerns:

- 1) PSBAHR has no clue regarding the Grievance Policy, or
- 2) The District Officer didn't know how to interpret or understand the Grievance Policy, or
- 3) Both 1 and 2.

Needless to say, we have now been awaiting the commencement of the Stage 3 Grievance Process for 142 days since application.

The grievance timeframes—Stage 1 - 7 days, Stage 2 - 7 days, and importantly Stage 3 - 14 days—are suffering significantly here.

And here's another kicker: Mr Gary Patterson from PSBAHR, who engaged our QPU Industrial Team to make contact with Southern AC Mr Wright, is also someone who is engaged as an independent investigator appointed by the Deputy to undertake Stage 3 Grievances at the Deputies' request.

So the report recommending this matter be forwarded to the Deputy for commencement of a Stage 3 Grievance at Mr Patterson's request was forwarded to the AC, not the Deputy.

We have questioned when this process will commence and we have no answer.

At our recent QPU Conference we agreed via a motion that the Stage 3 Grievance Process should engage a truly independent investigator and that this should be actioned ASAP. This would remove the QPS and PSBAHR from the fuster cluck that is this current Stage 3 Grievance Process.

It is important that timeframes are adhered to because this is only fair for our members. I have engaged many Grievance Processes for members and in every single matter, the QPS has failed to meet the Stage 3 timeframes.

I am now aware that most officers making the adverse decisions that

**“I am now aware that most officers making the adverse decisions that impact our members do not understand the HR Grievance Policy and cannot apply it fairly or effectively.”**

impact our members do not understand the HR Grievance Policy and cannot apply it fairly or effectively. I can only recall one Inspector who has efficiently and effectively engaged this process.

I'll go further and say that the QPS could learn something from Inspector Lee Jefferies at Caboolture. He has obviously read and understood the QPS Grievance Policy and the responsibilities which are required by all parties engaged.

Because there is no concern by the QPS or PSBAHR regarding timeframes, it is clear that the QPS does not value this process for our members.

Therefore, they should have no difficulty in accepting they should remove themselves from the independent process which is Stage 3.

The Stage 3 Grievance is now at 142 days without engagement. If you performed likewise with your police work, there would be some type of sanction; so it's just another day showing us that the rules only apply to us.

I am sorry for this member who was unfairly sanctioned and subsequently cleared of any involvement. Imagine if the QPS had listened to the aggrieved officer in the first instance: but they always seem to jump straight to the negative.

### **MURGON, CHERBOURG, AND SURROUNDS**

Hey QPS, if you're reading: how about ensuring the safety of our staff with appropriate staffing levels and filling important vacancies quickly? Please ensure the outer stations' vacancies are filled instead of extending the responsibilities of our already overworked staff at Murgon.

I recently saw the roster clerk trying to wave a magic wand over a draft of the roster; he was attempting to pull staff from nowhere. This is a very unhappy roster, which with a required minimum staffing level could easily turnaround workplace safety issues and job satisfaction (like the one supported at Cherbourg).

### **BUNDABERG AND SURROUNDS**

To Inspector Swindells and all officers who supported Wazza, Wazza's family, friends, and fellow officers, well done and thank you for all your efforts.

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

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## COL MULLER

**In late June the voting was finalised for the Queensland Police Union Regional Representative for the Southern Region, along with a number of other Regions. I was fortunate to be voted into this position for a four year term.**

I firstly wish to acknowledge the time and effort my predecessor Chris Proudlock and his family have given to the representation of members within the Southern Region.

I have hit the ground running with numerous issues and incidents occurring around our Region. I have manoeuvred into my position with outstanding back-up and support from the other Executive members and employees of the Union.

I am devoting much of my time learning my new role, making contact with members around the Region, and hearing about the many issues faced daily that could be improved. I have travelled to Roma and have a trip planned further into the western reaches of our Region in the near future.

I saw flowers, cards, cakes, and other gifts left for police, there were people lined up for Legacy ribbons and badges, and the handshakes, hugs, and 'thank yous' were everywhere.

I watched the State of Origin at a local hotel where the crowd was large and wild, yet there was not a sound during the time of silence for Brett. This is just one example of the respect afforded Brett and all police officers as our community was reminded of the dangers we face every day.

### **SAD LOSS OF RETIRED OFFICER**

It is with much sadness that we have recently lost retired Sergeant Allan Hayes, a long-serving watchhouse keeper of the Ipswich District. Allan Hayes was well represented at his service by current and retired police officers, and he will be remembered

I urge as many members as possible to take the time to attend and to embrace the opportunity to have a say and hopefully be heard. I intend to travel to as many of the seminars as I can to touch base with members.

### **COMPUTER RELATED OFFENCES**

As with other Regions, our Region has seen the prosecution of members for computer-related offences. We have seen a case that resolved with matters being finalised in favour of the member, and we have others where the members have either pleaded guilty or where matters are ongoing.

We have yet to see the outcome of discipline matters following these investigations, so please read the related article in this Journal and protect yourselves and your careers.

### **POLICE SHOPFRONTS**

There is a rise in the number of large shopping centres and business hubs within our Region, and these centres often coincide with other infrastructure. This creates a habitat for good order, stealing, and fraud offences, as well as leading to other policing issues.

Senior management needs to ensure there is sufficient staffing to police these beats. Single officer patrols in these environments are not acceptable due to workloads and risks to members working alone.

### **MENTAL HEALTH CO RESPONDER TRIAL**

The Mental Health Co Responder team has been working in the Ipswich Police District since 16 March as part of a six-month trial. The team works five days a week—all afternoon shifts from

**“I saw flowers, cards, cakes, and other gifts left for police, there were people lined up for Legacy ribbons and badges, and the handshakes, hugs, and ‘thank yous’ were everywhere.”**

### **TRAGEDY AND THE PEOPLE’S RESPONSE**

I want to acknowledge the tragic loss of Senior Constable Brett Forte and the sorrow felt by his family and members throughout our Region, the Queensland Police Service, and the Queensland public in general.

I found the obvious support of members of the public to be clearly reflected by their generosity and their heartfelt compassion concerning Brett.

by all those who came in contact with him during his many years of service.

### **OUR PEOPLE MATTER**

I have attended the sessions at Ipswich and Roma and also will be attending the seminar at Toowoomba. The Workplace Health & Safety representatives and other QPU staff have worked tirelessly with this project alongside members of QPS Safety & Wellbeing.

Thursday to Monday—and responds to calls for service across the entire District.

This is a joint initiative between the Ipswich Police District and the Ipswich and West Moreton Hospital and Health Services board. The Co Responder crew consists of police from the six metropolitan stations in the Ipswich District on a rotational basis, as well as mental health clinical nurse consultants (Level 7).

the District. One of the aims of the initiative is to reduce the number of EEAs (Emergency Examination Authorities) transported to hospital and to have people referred and followed up by appropriate services in the community.

This has resulted in only 19 EEAs being completed by the Co Responder crew to date. Therefore, less demand is placed on the Ipswich Hospital Emergency Department, and police

Queensland. This review will be used to support an application for the trial to become a permanent program in the Ipswich Police District.

So there is a positive tick for this trial and Sergeant Leon Margetts for his work on this initiative.

**CONTACT ME ANY TIME**

I'm looking forward to meeting the members of the Region in my travels. If you have any issues or problems you wish to raise, or suggestions to make, please feel free to contact me at any time.

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**“One of the aims of the Mental Health Co Responder initiative is to reduce the number of EEAs transported to hospital and to have people referred and followed up by appropriate services in the community.”**

The Co Responder crew attend all mental health jobs as a secondary crew to assist a general duties car. Once the scene is safe, the Co Responder crew take carriage of the job and release the general duties crew back to normal duties. The average time it takes for general crews to be released is approximately 15 minutes.

have reduced the amount of time spent dealing with mental health situations and transporting people to hospital.

From the patient's perspective, this initiative allows them to be treated in the community and followed up by the Mental Health Acute Care Teams, which is a much better outcome for them and their families.

Since the trial began, the Co Responder crew have attended in excess of 220 jobs throughout

The success of the trial is currently being evaluated by the University of



**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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## TONY COLLINS

### SEPARATION OF POWER

**We as police often bemoan the decisions made by Judges and Magistrates and this talk occasionally moves into the area of having the ability to sack Judges or Magistrates should they not perform to public expectation. Here is food for thought when this topic next comes around.**

The democracy in Queensland is based on a separation of power. In theory, this means the Legislature or Parliament enacts law, the Executive or government of the day enacts the law, and the Judiciary interprets and adjudicates on the laws made.

Again, in theory each branch is supposed to be separate and distinct, but because the Executive must also be part of the Legislature, there is only partial separation. The only true independent arm of the government is the Judiciary. It is a common misconception that police are part of the separation of powers. We are not.

We have a Police Minister and as such we are influenced by the will of the government of the day as to some of the actions we take. This is quite evident when it comes to unlawful assemblies. We are by no means independent and we never have been.

**“The Judiciary are truly independent upon being appointed. They are not beholden unto anything except the law.”**

The Judiciary, on the other hand, are independent and are appointed for life; they hold office until retirement age. They can only be removed due to misbehaviour or incapacity. Think about this for a second. They are truly independent upon being appointed.

They are not beholden unto anything except the law. This means that in theory they should not be swayed by public opinion, nor should they be able

to be influenced by the government of the day. They are truly independent.

If a Magistrate or a Judge gets it wrong, there is a legal process to appeal their decision. Of course, this process is determined by other Judges, which makes the Judiciary a self-regulating outfit. Interesting concept, but that is the way it is.

Giving the government of the day the power to sack Judges or Magistrates would mean you lose that independence. Given the fickleness of the voting public and the tendency for governments to play popular politics, it would be dangerous to legislate this power. Should there be any fear either real or perceived, then the true independence of the Judiciary is lost forever.

What is the root of this conversation? Generally, it is a common belief that

the Judiciary is sometimes out of touch. Not so long ago, the majority of Magistrates came from being clerks of the court; they did their apprenticeship for years before donning the black robe.

Now Magistrates are generally drawn from defence lawyers, and as such this provides a very different dynamic to the current court system. The clerks

of courts sat there over the years and listened day in and day out to the excuses offered, so that when they donned the black robe they were already seasoned.

The current crop of Magistrates only get that experience when they sit at the table for the first time. This form of recruitment means mistakes are bound to be made.

The Judiciary must be kept independent. Democracy depends upon it. What needs to be influenced is how the Judiciary are selected. This responsibility rests with the government of the day. If you don't like a decision by a Magistrate, find out which political party was in power at the time of their selection. For example, remember what we saw under the last government with the Chief Justice appointment.

You may decide not to vote for them, but you should not only decline to vote for them: e-mail them and tell them *why* you are not voting for them. This is how democracies work: by influencing local MPs.

Also, if the legislation is unworkable, then changing it through influencing your local MP is the other option. It may not be the best system, but it is what we have. If the issue is real, then people will come to the cause.

As for the really bad decisions made by the Magistrates, including who gets bail ... well, heavy is the head that wears the crown. In this case, they

have to live with their sometimes fatal mistakes.

I think a lot of people fail to realise that the court system in Queensland is based on the adversarial system, and according to such a system, getting to the truth is not necessarily the outcome.

**“Having a Judiciary that will do the bidding of the government of the day is not a society I would like to live in.”**

Our system is based on winning. If it was about getting to the truth, we would have an Inquisitorial Court system. We don't, and I doubt we ever will.

The Moynihan review failed to go the required step of making the defence

provide to the prosecution any evidence they will be presenting at a criminal trial. This would be getting to the truth of the matter. They do it for civil trials.

Next time this conversation comes around, be careful what you wish for. Having a Judiciary that will do the bidding of the government of the day is not a society I would like to live in. By all means, lambast the poor decisions made, but do something constructively within the system to change the next outcome.

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**Without us, you're on your own**

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



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## SHANE PRIOR

### THANK YOU

**It is absolutely my pleasure to have been elected as your Regional Representative for Headquarters & Support Region. There are so many people who offered me support over the campaign. I would like to thank those close to me who inspired me to take the next step and from whom I drew wisdom, experience, and motivation. I would also like to thank our former Executive member Michael Kelly for his contribution, and acknowledge the hard work that comes with the role and the many members he helped during his tenure.**

Most importantly, I want to acknowledge you, the members of the Queensland Police Union of Employees. I am here because of you and I thank you for putting your trust in me to represent your interests at every level. I give my commitment that I will always strive to represent you in the strongest way for the best possible outcome.

I have always held a strong belief that workers are the heart, soul, and passion of any organisation, and every worker is entitled to a fair and reasonable workplace backed by a strong, fearless, and productive Union representative.

**“I give my commitment that I will always strive to represent you in the strongest way for the best possible outcome.”**

In the lead up to the election I had the opportunity to speak to many people: members, senior executive, administrative staff, and people interested in the daily goings on with the organisation and Union.

A strong and fearless Union is essential in striking that balance, and I intend on being that representation

that Headquarters & Support Region deserve.

### DISCIPLINE PROCESS

An issue of major concern for me, and an area in which I feel the Queensland Police Service and the CCC can do a lot better, is that of the internal discipline process, and in particular the length of time a matter takes to be resolved.

**“There clearly is an undercurrent of uncertainty among the membership on a range of issues, but I believe most parties also have a desire to strike the balance point.”**

I accept that sometimes our processes rely on reviewing the CCC's processes, which result in the extended length of time for some internal matters. But if something is broken, surely as an organisation we are obliged to fix it, or make representation to involved stakeholders to resolve these issues.

A good friend drew my attention to a quote of former British Prime Minister William E. Gladstone who said, 'Justice delayed is justice denied'. This highlights what some of our members are suffering, or have suffered, due to internal disciplinary investigations.

The length of time from complaint to resolution is an age-old problem, where the member subject to the proceedings is exposed to a lengthy period of uncertainty followed by

sanction, or for some the added trauma and humiliation of suspension or standing down.

The QPU is presently representing members experiencing such a process: an officer who was suspended without pay for three years to then only receive a reprimand, and another officer who was suspended without pay for almost

two years before the DPP assessed the brief of evidence and ascertained that insufficient evidence existed to substantiate the offence the officer was suspended for.

In my view, these are certainly examples of denied justice, and let's not forget the torment, humiliation, and pain they and their families felt throughout the period of suspension without pay.

### VALE BRETT FORTE

This Journal edition pays tribute to a fine officer, Senior Constable Brett Forte, and I wish to take this opportunity to express my sadness and condolences to the Forte family for their loss. His tragic story took me back to Brett Irwin's death, who was also

shot by an armed offender in horrific circumstances on 18 July 2007.

This year marked the 10th anniversary of Brett Irwin's death, and I came across a beautiful tribute by Jessica Dwyer that I thought everyone should read. It prompts you to reflect on what is most important to you and to hold it close.

### FOR BRETT IRWIN

By Jessica Dwyer

Ten years ago this morning, I heard Brett come home from night work and go to bed. He woke a couple of hours later and headed off to get his tax done. At this stage, feeling like a lazy 24-year-old (on transfer leave between stations), I thought I better actually get up and do something for the day. Brett came back and was excited that he was getting a good tax return. We chatted about his first night on night work. He spoke of a guy that they wanted to pick up at Keperra but the night got busy and they didn't get a chance to knock on his door, so they would try again tonight. If only they had got the chance that night, maybe Brett would still be with us today.

We chilled on the lounge and watched Night at the Museum. It was easy being in my friend's presence. I had just moved in with him and his mate and was so excited to be back down in Brissy. I hadn't yet been out to visit my Mum and Dad since arriving home, so I packed an overnight bag and was getting ready to leave.

Brett was in the kitchen cooking rissoles, and as I was saying goodbye he was trying to convince me to come up and try the bloody rissoles! 'Jess, they're so good, you got to try these!' I told him to bugger off with his rissoles! His plans were a typical afternoon for night work. Relax in front of another movie and probably try for a sleep. I walked down the stairs and yelled out, 'See you tomorrow arvo mate, stay safe tonight' ...

Later that night just after 10pm I text Brett to check my roster. He text back that they were out in the car already and he'd check when he went back into

the office ... that was the last time I would speak to my friend.

I was woken in the middle of the night by a missed phone call from Brett's partner. I called back but on the other end of the line was a male voice who said he was a police chaplain and that Brett had been killed. Words cannot express the dagger that ripped my heart to shreds in that one sentence. Disbelief, pure agony, heart shattering shock that my mate, the guy I had only hours ago been sitting on the lounge watching a movie with, laughing and joking with, was dead. Killed in an evil act in an occupation that we were so new to but already so passionate about. He was a better police officer than me, he had more arrests, more charges, more confidence. He was my brother in blue. And he was gone.

Now I can't remember what I did last Wednesday. But I will never forget the day my brother was murdered. It is burnt into my memory, not only because of my feelings of pain and grief but also because I feel so much joy that I got to spend some of the last day of his life with him. I know he had a good day. I know that we got to laugh together on his last day on this earth. How lucky am I?

On this the 10 year anniversary of your death, I say thank you. Thank you for joining the police and for being in my squad. Thank you for being such a good friend and listening to my female ramblings. Thank you for lifting me when I was down; even when I was in Bundy it only took a phone call to you to lift my spirits. Thank you for opening your home to me, I was so damn excited to spend the next however many years living with you and having a blast. In the end it was only six days, but I thank God I got those six last days with you.

I miss you each and every day. Some memories make me smile, some make me laugh out loud, and some make me break down and cry until my eyes are red and swollen and my throat is sore.



Jessica Dwyer and Brett Irwin.

I love you my brother in blue. Ten years gone but never forgotten.

### Shane PRIOR

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**PHIL NOTARO**

## ACCESS TO INFORMATION

**Unlawful access to information continues to be an issue for members and this Union. You all should be aware that a number of police officers have been charged with computer hacking, with some pleading guilty and others successfully defending their charges in court with the assistance of this Union.**

The Union does not agree that computer hacking is the appropriate charge when police officers are looking at information out of curiosity, or where the computer check has been deemed to be not in the officer's execution of duty. However, the CCC and ESC will continue to charge police until we can get some case law that supports the Union's legal argument.

In the interim, all members should be extremely careful in relation to any access to information. However, there is no need to get hysterical. We can still do our job. We can still check on persons that we interact with, we can still conduct our vehicle registration checks, and we can still conduct our street checks.

**"All members should be extremely careful in relation to any access to information. However, there is no need to get hysterical. We can still do our job."**

But simply, if you conduct a check on any person whom you have some personal connection with, then you are on shaky ground.

Friends, associates, neighbours, employed tradesmen, potential love interests: don't do it. If you feel there is a need to conduct the check (in the execution of your duty) and you think

you may have a conflict, then consult your supervisor or seek advice from your Union Rep.

Do not conduct any checks on someone you have met on a dating site or social media. This is simply stupid and really is indefensible.

Further, the Chairman of the CCC has made it quite clear that any check conducted while off duty will be considered to be computer hacking. You may be at home on a day off, see a suspect vehicle pull into your neighbour's house, and believe a break and enter to be occurring.

Conducting a Qlite check on that vehicle while off duty would be considered computer hacking. I know what you are thinking: 'That's ridiculous. We are expected to be police officers 24/7'.

Well, apparently only when it suits the CCC and the Commissioner. They are quick to discipline or investigate if you misbehave while off duty, and are quick to point out that you are a police officer 24/7. But as I said, only when it suits them.

Again, the Union does not agree with this view, but we have no choice but to comply. Therefore, I strongly recommend that members don't take iPads home. Remove the temptation of having information at your fingertips.

I would like to see the QPS issue an order that iPads can't go home with you, but my pleas are falling on deaf

ears. In essence, the CCC needs these pinches to justify their existence.

Our Legal Team has provided a guide to the issue in this Journal. I envisage this information will also be circulated by e-mail. The bottom line is, don't be silly, and carefully consider your actions. But please, don't stop doing your job.

As we all know, this organisation lets Queenslanders down every day of the week. As members, let's not add to that. Do your job and do it well, and if you follow the legal guide, you won't have an issue.

## PURSUIT POLICY AMENDMENTS

It was with shock and utter disbelief that on 21 July, the QPS announced that an amended pursuit policy would be rolled out on 28 July.

As we know, the pursuit policy is probably one of the most contentious issues in Queensland. To amend the policy without any consultation with the QPU or our members (in particular our RDOs, DDOs, and OICs) is pure arrogance and really shows that the Commissioner is not sincere when he says we should be part of the solution. Such a move is simply treating our people with contempt, and it really shows how out of touch the Commissioner has become.

Fortunately, after the QPU made some noise, the rollout was postponed for a month so the amendments can be reviewed and at least some sort of consultation can take place (even if it is not genuine and merely paying us lip

service). But wouldn't it be nice if the Commissioner actually showed some genuine respect for his members and invited consultation before the amendments were written?

**“The amended pursuit policy rollout was postponed for a month so the amendments can be reviewed and at least some sort of consultation can take place.”**

**QTASKS/QLITE**

On a positive note, what a great technological leap forward we have had in recent times with the introduction of Qtasks. To have this information at our fingertips is outstanding, and the QPS should be congratulated for delivering this technology, albeit a few years late.

However, on the flip side, it's a shame that less than half of our operational police have been issued with an iPad. There have been countless promises that every officer will have this technology, yet the rollout is simply too slow.

Commissioner, I congratulate you on delivering this technology, but I implore you to go directly to the Government and source the money needed to complete the rollout this year.

And while you're at it, how about dash cams for every police vehicle? This would keep our members safe and alleviate false allegations against them by providing corroboration and justification for their actions.

**GPS**

All members should now be aware that through GWN and through your iPad (Qtasks), your every movement is being tracked and recorded. Wherever you go throughout your shift is recorded (times, speed, etc). Therefore, please ensure you are doing the right thing.

Ensure you are where you're supposed to be, ensure you are abiding by policy, and ensure you are driving to the speed limit (unless engaged in urgent duty driving). This technology is wonderful. But it has the ability to come back and bite you if you are not doing the right thing. We are police, and we rightly set high standards for ourselves. Don't be the one to let yourself and your mates down.

**BWC**

By the time this Journal is published I would expect that every frontline

police officer in the Gold Coast District will have a service-issue BWC. The numbers are also growing in Logan District, though not as quick as I would like. I again remind members to use this technology in line with the relevant policy (DERIE Manual).

If you have a BWC, you must activate it whenever you are exercising a legislative power or exercising a use of force. However, we are still seeing non-compliance. There is no excuse for not having your BWC going if you are attending a DV, traffic stop (intercept or attempt), pub brawl, etc.

You need to activate the BWC before you attend the job or intercept the vehicle. Please get in the habit. It's for your own protection. Expect a negative PDA comment or even disciplinary action (for repeat offenders) if you don't comply. If you're not sure, then review the policy (Chapter 4 DERIE Manual).

Until next time, stay safe out there and call me anytime if you need assistance.

**Phil NOTARO**

Regional Representative  
South East Region  
0403 655 885  
pnotaro@qpu.asn.au



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# Vale Senior Constable Brett Forte

Photographs courtesy of the Queensland Police Service and the Forte family.

**On the afternoon of 29 May, Senior Constable Brett Forte was murdered while following a known male offender in Ringwood, on the outskirts of Toowoomba. The offender had gained notoriety throughout the district and a number of police cars were backing up Brett's vehicle in what at first appeared to be a routine apprehension. However, the offender alighted from his vehicle and opened fire on Brett and his partner Senior Constable Cath Nielsen's police car with an automatic weapon.**

**Despite** having been fatally wounded, Brett reversed the car away from the offender in a final heroic act. The car rolled and Cath and other officers from back-up vehicles exhibited extreme bravery in moving Brett to safety despite still being fired upon by the offender.

Tragically, Brett died at the scene and his wife, Senior Constable Susie Forte, received the news as she sat in a police car in the vicinity. The offender was shot and killed the following morning after he fired on SERT officers following an extended siege.

The reaction in Toowoomba was immediate. There was an immense outpouring of grief from Brett's colleagues who remember 'Forty' as a cheeky bloke who lived for his family and 'the job'.

Brett's father and grandfather were both police officers, and Brett's colleagues and the extended police family throughout Queensland, and indeed throughout the nation, rallied around Susie and their three children, Emma, Brodie, and Sam.

The Union set up a Remembrance Fund for those wishing to support Brett's family, and a myriad of other initiatives have



taken place to commemorate his ultimate sacrifice: a minute's silence from 50,000 people prior to kick-off at an Origin match, a portrait created by a police officer in Philadelphia and posted to Brett's family, a 'stick up for Brett' tribute at local hockey matches, a Harley-Davidson 'Ride of Honour', and a wooden memorial clock carved to declare, 'With Honour He Served'.

Collections were made by the Railway Squad and at various race days and sporting events, a commemorative QPS Rugby League Association Dream Team vs All Stars match will be played, and memorial patches were created for Brett's colleagues' vests.

Brett's funeral in Toowoomba on 7 June was a sad and solemn occasion attended by thousands of police officers from around Queensland, and by representatives from all other Police Unions and Associations in Australia.

Prime Minister Malcolm Turnbull was represented by the Honourable Peter Dutton, Pauline Hanson attended, Premier Annastacia Palaszczuk spoke, and Opposition Leader Tim Nichols, Police Minister Mark Ryan, and Shadow Police Minister Tim Mander all paid their respects. However, it was most poignant to see Brett's close knit colleagues and to hear the words of tribute, love, and heartbreak from Brett's family.

Since the funeral, the members of Brett's Tactical Crime Squad, all officers in Toowoomba and the region, and members of the community touched by the tragedy have all offered Susie and the Forte family extensive support.

Brett's death is a sobering reminder to all of us of the stark dangers and realities of choosing the life of a police officer. His immeasurable sacrifice will never be forgotten by our police family, nor by the community in which he served.



### A message from Susie Forte

Firstly, thank you to the community of Queensland and Australia for the support you have given to my family: in particular, the many kind gestures of respect demonstrated at sporting events all over Australia. Brett would have absolutely loved all the attention. I also thank the community for many random acts of kindness given to so many of our police throughout Queensland. As a community, you should be very proud of the officers who serve you.

Thank you to my police family for all the support that you have provided to me and I know will continue to support me for the years to come. Thank you to those first responders who were with Brett when he passed. It gives me great comfort to know that he was with close friends (particularly his work wife Cath) when he passed. Police officers were by Brett's side from his passing, maintaining a 24 hour vigil, and while this gives me great comfort to know he was not alone, it also demonstrates the strength of our police family.

I would also like to thank my immediate family who have been by my side from day one. Brett loved you all and he was immensely proud to be known as one of the Forte boys and follow in his dad and grandfather's footsteps of being a policeman. You were all his everything.

And finally to my wonderful husband Brett. You were a fantastic husband to me and father to our children. I promise to raise our children with the values you held dear. I will miss your inappropriate comments that always made me laugh so much. You were my hero and my soulmate, and I will love you forever.



### A letter from Emma to her Dad

What is a hero? A hero is anyone who can show courage when faced with a problem. A hero is a person who is able to help another in various ways. A person can become a hero by saving someone who is in danger. Another example of a hero is someone who is there to help others and gives them strength to go through life's difficulties. A hero can be someone who gave up his or her life so another could live. This definition is a pure example of my Dad, Brett Forte.

At the young age of 28, Brett displayed to me that anyone can be a father, but it takes a real man to be a Dad. Brett made all the difference in my life and I'm so incredibly grateful for being a part of his for the past 13 years. Brett believed in me when I didn't even believe in myself. Whenever I was in a troubled situation, I would confide in him. No matter the situation, he would always reach out with a helping hand and a heart-warming smile. He has taught me so many divine qualities and shaped me into the person I am today.

Brett, to the world you may be one person, but to our family, you were the world.

RIP my guardian angel. Fly high.





### OUR BROTHER, OUR HERO

Our brother is wearing blue on blue,  
He is now on Heaven's beat we know this is true.

Our brother fought for you and I,  
While we are at home trying not to cry.

His honour, his strength, you can't take away,  
But it's his courage that carries us through each day.

He was here to serve us all so proud,  
And we still sing his praise oh so loud.

Your heart was big, your humour was gold,  
Your beautiful memories will never grow old.

Everyone normal would choose a beanie,  
Not our Bretty, it was a green mankini.

With hammer in hand and a drill in the other,  
You built a family of three kids with their beautiful mother.

We will make sure your family is loved and loved more,  
Until we all meet again at Heaven's door.

Your title of 'hero', forever preserved,  
He was our brother, 'With honour he served'.

Luke and Chris.



### A letter from Stuart Forte to his son

First let me tell you how proud I am. I'm proud of all three of my sons but your action on 29 May makes my heart swell so much it could break out of my chest.

When you were young, I loved the cheeky way you spoke but you soon learned to tone it down when I was on night work.

When I got home from work, I would yell at you kids to get your bikes off the driveway and put your toys away. I know it was your voice calling out from the house to take my 'anti-cranky tablets'.

When you were 16, you were elected prefect at the Clontarf High School. Your Grandma was so proud. She made me take her to your investiture. I know you and your mates rigged that election, I just don't know how you did it.

I was proud of all you boys when you started martial arts. It was so expensive I had to start my own club just to save money. I was very proud when you passed your 2nd degree Black Belt exam. When Marissa was chosen to fight in the world championships in Rome, she was so good no one would fight her. So you came back to class to push her around and hone her skills.

I am really sorry that the 16-year-old girl beat the living daylights out of you.

Many years later you were performing special duty at the Morayfield Tavern which was a pretty tough place, and the 16-year-old girl had grown up and was proud of you in your shiny uniform. She announced to the whole pub she would beat the living daylights out of anyone who touched 'the cop'.

I was so proud of you when you were sworn in as a Constable and became our third generation to serve the community.

I remember when you introduced us to Susan and Emma and I have seen your love grow over the years. I know how you loved Susan with all your heart and she loves you back with all her being.

I bumped into Cath the other night and she was with her family and friends. We hugged and we cried and I swear blind her Dad nearly broke all my bones he hugged me so tight.

Your mother always kissed you and gave you a hug when we parted. I probably haven't done that since you were eight. I wish I could have done that one last time but I know what you would have said if I had tried to do so.

You know I was always there for you, and Susie told me you often spoke of our special bond. Not that either of us would ever say it out loud.

I have seen the deep love you share with Susie, the love and dedication you gave to Emma, Brodie and Sam. You know that I will spend the rest of my days making sure that they have the best life we can make for them.

You have made us so proud. I love you so much.

Your Dad.



#### A letter from Heather Forte to her son

I recall vividly the night you were born, you were in such a rush to get here, from start to finish, three quarters of an hour. You suffered so badly from colic, I used to wonder if I'd brought the right kid home, as Chris had been so placid.

We spent many a night sitting on the couch, you and I, with your little legs tucked up under you, from the pain. After five months of you suffering, we found this magic elixir, same recipe Brodie and Sam had when they were little: a Chemists Own recipe. They deserve a medal for putting that mixture together.

We were home a few days when we were invited next door to the Lancaster's for afternoon tea and we introduced you to the boys, your adopted brothers, as Brett Andrew. They just looked at us and said, 'You told us he was going to be Virgil Mary', so hence your Facebook page was born. Those boys never called you Brett, always Virg.

When you were 18 months old, we went to Kmart to have Pixie Photos done and you screamed your head off all the way around Kmart. The poor Pixie Photo girl, she said just take him for a walk and come back, it will be okay. Chris said to me, 'Mummy will this child ever stop bawling?'

At three years old your hero status began when you pulled your cousin Kylie out of Grandad Forte's fish pond. She had fallen in head first. You were always a bit cheesed off that she was taller than you. Still is.

You started playing hockey at age four, as the Forte kids did, and you always excelled at that, too, and made some lifelong friends, but you didn't enjoy it as much as Chris and Luke.

By age eight you'd decided to do taekwondo as well as hockey and you were so good at it: you'd found another sport to excel in. I remember you practising for a tournament, doing a flying side kick, and breaking your wrist.

The day you were going for grading to 2nd degree Black Belt you came to me and said, 'Mum I can't do this, I'm not good enough'. I replied, 'Brett, just have a go', and as usual you blitzed the field and romped it in. Master Daher was so proud of you.

I remember when you and Dad started the Tae Fit classes at the gym on High Street. You worked those people so hard, but all, with no exceptions, rocked up again week after week for your torture sessions.

And then later on there were the girlfriend roasts when a new girl was introduced to the family. When one of the girls came for dinner I'd cooked a lovely lamb roast: your favourite. We sat down to eat and you said, 'Oh sorry, Mum, I forgot to tell you Ellie's a vegetarian'.

Over the years you had many and varied jobs, but your heart was always set on being a police officer, so it was with great pride and joy that we watched you graduate.

I always knew you were destined to be a police officer and from what I have been told you excelled at that as well.

During your early twenties you had some dark moments and it was back to the sofa for some long nights together but as usual you came through it and managed to help others along the way because you understood their pain.

I recall telling you about finding this Aussie Prayer amongst your Sunday school paperwork:

*It's me again Lord.*

*I come every day.*

*Just to talk to you and learn how to pray.*

*You make me feel welcome.*

*You hold out your hand.*

*I need never be afraid.*

*For you understand.*

Your life was complete when you met our beautiful Susie and our Em, had Brodie, and then married your perfect match. Six years later along came our gorgeous Sam, your perfect clone. My heart breaks when I think about how you loved our family Christmas, but you will always be there with us and your place at the table will be set.

I have to tell you how much your Dad and I and your brothers and sisters-in-law, nephews, and nieces love you and will never get over your loss. Part of my heart and soul is lost. We love you so much, our beautiful, funny clown.

I want to publicly thank Brett's workmates and all who were there with him when he passed and ask that they be recognised for their bravery. Without them we would all be lost.

Until we meet again, I remain your loving Mum Feather Henry.



### A Eulogy for Brett from Jeff Lancaster

I stand before you, a representative of a family in grief. Not one family. But many. Families defined by love, blood, sport, connection, and courage. Families united by our love, admiration, and respect for one man: Brett Andrew Forte.

Brett was a lovable larrikin in the true Australian tradition. He was a son, a brother, a friend, an uncle, a team mate, a colleague, a father, a husband.

And in each of these relationships he was selfless and considerate. He was giving. He was loving.

The common thread that is delicately woven through the fabric of all Brett's relationships, though, is humour. And it is this humour that connects many of us to this wonderful human being.

Speak to his school friends (like Bryce Coventon), his sports friends (like Brett Dolan or Mark Hallett), his police colleagues, and his family, and they will each have similar stories to share about Brett's sense of humour.

He was bawdy. He was self-deprecating. He was sarcastic. And he was funny.

But he also had a serious side. A side that was committed to serving and protecting the people of Queensland.

I've known Brett since he was born. I watched him grow from a child into a young man. I watched as he worked hard to become a cop, something that he had wanted since he was a boy.

His grandfather was a cop. His father was a cop. His uncle was a cop. It was a family that he was destined—and determined—to join.

Family meant everything to Brett. And if you were fortunate to be part of his family—in any context—then you considered yourself blessed.





His parents, Heather and Stu, are amazing people. They raised three equally beautiful, caring, and loving boys—and they have each raised equally beautiful families.

As much as he loved his family, his friends, and the job, though, Brett found his true purpose with Susie. And here, in Toowoomba, he found a home.

When his brothers, Chris and Luke, and parents Heather and Stu, speak about Brett, the thing they say most often is how much he loved Susie, and how absolutely devoted he was to Emma, Brodie, and Sam. We cannot begin to understand that loss.

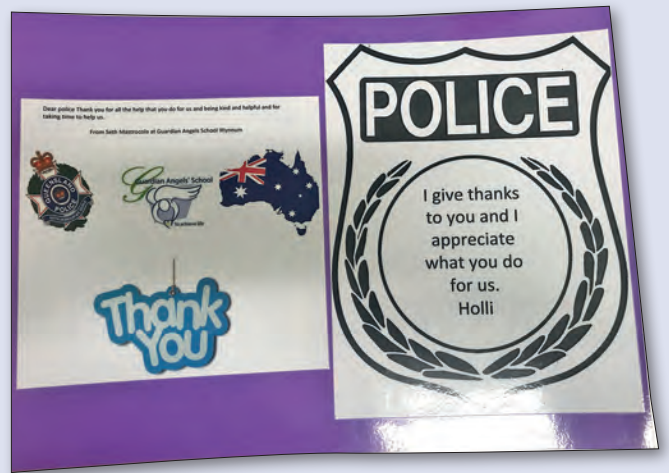
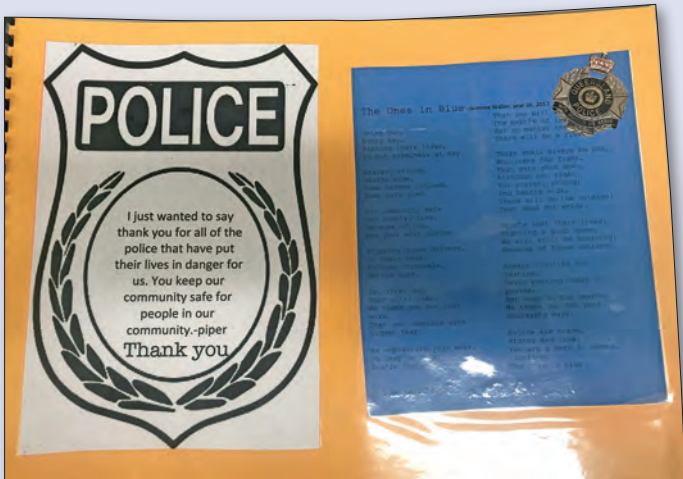
And if it is loss that teaches us about the worth of things, then we can clearly see how valuable Brett Forte was to our community.

To Susie, Emma, Brodie, and Sam, on behalf of your blood family, your blue family, and your extended family, we make a solemn pledge: we will be there to help you, hold you, support you. Whenever you need us. Because that's what families do.

I'd like to finish with the last verse of St Michael's prayer for police:

'And when we lay down our night sticks, enroll us in your heavenly force, where we will be as proud to guard the throne of God as we have been to guard the city of all the people.'





Dear forty you were a brave warrior Dear forty you have served us a long time and protected our world  
Love Laine Penberthy and tom Penberthy Mym and Lads.

Date: \_\_\_\_\_  
Page: \_\_\_\_\_

To a courageous man,  
Thank you for your dedication and your passion to protect our community. There should be more people like you in the world. Our thoughts are with your family as they face life without you.



### Poem for Brett

Taken so early from his family children and his loving wife  
 To serve and protect all of us was his life  
 A rat bag a clown that was good to have around  
 A better cop I doubt could have been found  
 Taken in such a tragic way  
 There are so few words anyone can say  
 He proved himself a hero on that devastating day  
 Saved his partners life being injured he got her out of harms way  
 A tribute at the footy made me feel so proud  
 I just wish I was there in that crowd  
 The silence from the crowd was deafening It was so good to hear  
 For the son of a family as friends we hold so dear  
 Thought there would be jeers yelled out in that moment  
 It seems the whole crowds silence showed their reason to lament  
 For doing your duty it showed they all did care  
 Hope they now know of the dangers officers face out there  
 Hockey clubs all show their support for it was the game you did play  
 #stickupforbrett is what they all do say  
 He will be missed from all of our lives  
 But we know his legacy will always survive  
 He will be up there looking down at us  
 Going why are you going through all the fuss  
 There's people out there that shouldn't be on the street  
 Because they march to a different beat  
 So farewell Brett till we all meet again  
 Our great loss is heavens great gain.  
 To our friends Stuart Heather and to their sons Luke, Chris their wives and children.  
 Also to Brett's wife Susie and the kids.  
 Nothing will bring him back, but with the memories he will always be with you.

### THE BALLAD OF BRETT FORTE

I never knew Brett Forte, but I feel I do today  
I looked upon his photo and I couldn't look away  
The happy grin, the family man, everybody's mate  
I feel I know him now, but it's just too damned late.

The news broke as it always does, we remember where we were  
The sadness, anger, and numbness, the day became a blur  
Who was it, did I know him, my son's worried face  
Poor Brett didn't have a chance, wrong time and wrong place.

The tragedy unfolded as the details emerged  
A grub and a hero, and how their lives sadly merged  
A man of honour taken, by one who always took  
A cowardly ambush, by a worthless crook.

I gazed upon his wedding day and could feel his dreams  
Imagined Christmas Days and happy family scenes  
They finished in an instant, with no chance to say goodbye  
Our brother Brett is gone, why did he have to die?

I wondered about the end and prayed that it was quick  
His laughing eyes haunted me, a cruel magician's trick  
I thought about his Susan, her future stolen too  
Her dignity, her love, also a hero in blue.

The bravery of his partner made me proud to be a cop  
Under fire in the horror, she never ran, didn't stop  
His other mates arrived and did us all so proud  
Courage, mateship, and decency under a deathly shroud.

His children won't greet him again, as he strides through that door  
The house will seem empty now, colder than before  
His photographs will fade, but his presence will remain  
Loving them, watching over them, taking all their pain.

The killer tried to kill again, but justice was swiftly served  
I felt no shame in feeling he got what he deserved  
It sickens me to think he'll be forever linked to Brett  
A forgotten evil, alongside a man we'll never forget.

We gathered in Toowoomba, a pilgrimage in blue  
A fitting farewell of thousands, for a man so true  
We marched and saluted you, as the hearse rolled by  
Tears and tributes, as the bagpipes played their mournful sigh.

Your memory will never disappear, even though you're gone  
We'll take care of your family, your legacy shall live on  
A good life and a good man, stolen from us all  
You lie beneath us, Brett, but still stand so strong and tall.

*By Senior Sergeant Tim Beard  
DDO PRPG*



## Notes for a speech by Senior Sergeant Scott Stahlhut at Brett's wake

Good Afternoon

- Brett's valedictory records Brett as a hardworking and motivated officer with a broad skill set and strong work ethic.
- In squads like ours, every member has their thing, and Brett's thing particularly was road policing.
- Brett was very productive in this area and was always number one on the leader board with infringement notices.
- Recently eight of us deployed to South West Queensland to assist detectives there.
- Given the type of job it was, we and others stayed out of town in cabin style accommodation.
- This is where Brett's productivity needs to be put in context.
- He snores and doesn't drink.
- So while the rest of us had little or no sleep thanks to Brett, he would sleep soundly and bounce out of bed bright for the day ahead.
- So while the rest were milling around the coffee machine, Brett was uniformed up with engine running.
- On that particular deployment four vehicles were needed. Coffee was essential for the rest of us and lots of it. The Barista-style coffee machine and squad Barista had to be transported, and enough space was also needed to carry all of Brett's ticket books.
- For those TCS among us, reputation stands tall in our squads.
- There is something quite confronting, however, when you see an ex-British tank driver in his underpants at 4.30am on a 8 degree morning making flat whites 30 kilometres from St George.
- You even got your long black double cupped.
- If you wanted to see Brett in 1st grade form taking the piss, that was this trip.
- Susie, Stu, Heather, and family, please accept our deepest sympathies and on behalf of our squad, thank you for your support.
- Brett was great bloke and will be sorely missed.









25th/49th Battalion

The Royal Queensland Regiment

**Senior Sergeant Scott Stahlhut**

Officer in Charge

Toowoomba Tactical Crime Squad

161 Hume Street

TOOWOOMBA QLD 4350

*Dear Scott,*

I was deeply saddened to hear the news of Senior Constable Brett Forte's passing in the line of duty in the Lockyer Valley on Monday.

On behalf of every member of the 25th/49th Battalion, particularly those located in Gatton and Toowoomba, I wish to extend my most sincere sympathies and condolences during this difficult time to Senior Constable Forte's family, friends and colleagues – particularly those in the Tactical Crime Squad.

Senior Constable Forte's death highlights the dangers faced by your organisation and I commend your officers for confronting these dangers on a daily basis with seemingly inexhaustible tenacity to keep our community safe.

If there is anything that my Battalion can do to help during this difficult period, please don't hesitate to ask. I would be deeply honoured if the Battalion, particularly Toowoomba based members, could pay our respects to Senior Constable Forte and the Queensland Police Service, once details of an appropriate service are known.

*Sincerely,*

*Mark Smith*

**MC Smith**

Lieutenant Colonel

Commanding Officer

25th/49th Battalion, The Royal Queensland Regiment

Battle Group Cannan – 11/13 Brigade's Reinforcing Battle Group to 3 Brigade

Sanananda Lines,

Bullecourt Crescent,

GREENBANK QLD 4124

07 3804 2513

[mark.smith16@defence.gov.au](mailto:mark.smith16@defence.gov.au)

31 May 2017



# RIDE OF HONOUR

Darling Downs Harley-Davidson® and Darling Downs Harley Owners Group are pleased to announce a RIDE OF HONOUR for Snr Constable Brett Forte. With all proceeds going to Brett's family.



**SNR CONSTABLE BRETT FORTE**  
**25 AUGUST 1975 - 29 MAY 2017**

**WHERE: DARLING DOWNS HARLEY-DAVIDSON®**

**WHEN: 08/07/2017**

**TIME: 1030 HR**

**\$10 PER RIDER AND PILLION ENTRY FEE.**

Fund Raising Auction commences at 1100 hrs.  
Raffle draw at 1200 hrs.

Ride departs DDHD at 1300 hrs and returns to TOOWOOMBA SHOWGROUNDS at 1430 hrs for a combination event with Toowoomba's Ole Skool Krome Car Club.

## AUCTION ITEMS

- \* ENGEL Eclipse Fridge Freezer. Donated by WestCo Truck and Tractor. Valued \$900.
- \* MIG Welder and Helmet. Donated by MOORE. Valued \$500.
- \* Pather series Tool Chest (loaded with Tools). Donated by Downs Tipper and Plant Hire. Valued \$2,000

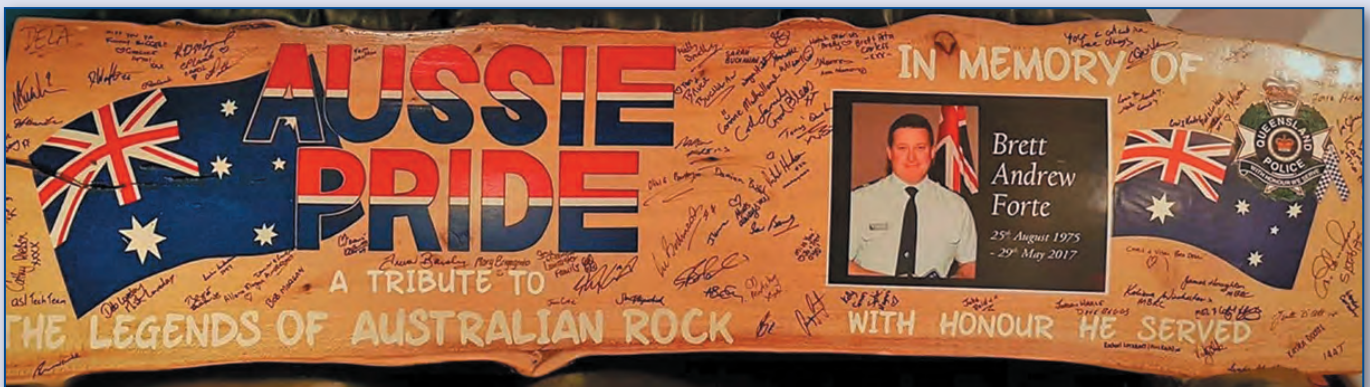
## RAFFLE ITEMS \$1.00 PER TICKET OR 6 TICKETS \$5.00.

- \* Darling Downs Harley-Davidson \$500 Gift Voucher.
- \* Swag. Donated by Whatever Tarps. Valued \$400.
- \* Car Ramps. Donated by Total Tools. Valued \$80
- \* Waterproof Bag. Donated by Whatever Tarps. Valued \$150.
- \* 5 Watt LED Aluminium Torch. Auto Electrical Donated by Andrew Hendry. Valued \$50
- \* \$110 Service/Repair Gift Voucher. Donated by Anzac Avenue Service Centre.
- \* Two sets of Driving Lights High Intensity LED Pencil Beam. Donated by Andrew Hendry Auto Electrical. Valued at \$90 each set.

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# FORTE









**MESSAGE FROM THE PRIME MINISTER**

**SENIOR CONSTABLE BRETT FORTE**

I was deeply shocked to hear of the death of Senior Constable Brett Forte, and want to offer my sincere condolences to his family, friends, colleagues and community on this very sad day.

Everything we hold dear—the safety of our families, the security of our homes and our communities, our democracy itself—depends on the rule of law, which our police services uphold. We honour the bravery and commitment of every police officer who selflessly serves to keep their fellow Australians safe.

Brett Forte's 15 years in the Queensland Police Service symbolise all that we admire and respect in our police officers. He served with the utmost dedication and integrity, a fact attested to by the many tributes offered by his colleagues and the overwhelming support shown by the Toowoomba community.

Brett's untimely passing has clearly touched people across our nation—from work mates and fellow officers, to friends, neighbours, and total strangers—reminding us keenly of the injustice of his death, and the debt of gratitude we owe for his service.

In offering this message, I hope that these thoughts, and the good wishes of the Australian people, bring some comfort and encouragement to Brett's loved ones as they come to terms with his irreplaceable loss. I also hope they feel great pride, as I do, in the contribution that Brett made to our society through his commitment to policing.

On behalf of the Government, I thank Senior Constable Forte and honour him for his service. My thoughts and prayers are with his wife Susan, daughter Emma, and sons Brodie and Sam, as well as his extended family and friends, and the entire police community, during this difficult time.

The Hon Malcolm Turnbull MP  
Prime Minister of Australia

6 June 2017

## PREMIER ANNASTACIA PALASZCZUK'S TRIBUTE AT BRETT'S FUNERAL

I didn't know Brett Forte.

I didn't know he joined the Queensland Police Service in 2001 and that he was a Senior Constable in the Tactical Crime Squad here in Toowoomba.

And I certainly don't know why he was taken from his family and friends.

But I do know that more Australians than Brett could have ever known wish to pay tribute to him and reach out to his grieving family.

Because we know Brett made a commitment - as an officer of the Queensland Police Service - to keep us safe. And we know he paid the ultimate sacrifice doing that for us.

Today we offer our tribute to Brett – the husband, the father, the brother, and the son.

To Susie and their children Emma, Brodie, and Sam, we extend to you our deepest sympathies.

We would give all that we have for Brett to be with you today.

To Stuart and Heather, we thank you for your precious son.

You raised a boy – as Stuart said – ‘with blond hair and greenie-blue eyes’ to be a man with a heart of gold.

From a family dedicated to service, Brett was a third-generation police officer following in Stuart's footsteps and working proudly in the same QPS as Susie, his wife.

Brett was respected by his colleagues and he was awarded for his service.

To the police family, you are close and you have drawn even closer to embrace the Forte family.

Today, we also think of Brett's colleagues and his partner, Senior Constable Cath Nielsen, who risked her own life on that tragic day.

Your loss is our loss.

When Stuart was asked what advice he would give to new recruits of the Queensland Police Service, he said:

‘You'll be looked after and the community will be looked after. And now this has happened, the community is looking after us.’

On behalf of that community – including Brett's friends from hockey and tae kwon do - we pay our tribute today and we offer our support in the weeks, months, and years ahead.

In doing so, we recognise the courage of every police officer, and every other servant of the Queensland people, who face danger so we can avoid it.

We also recognise that, as Queenslanders, we can be confident in the knowledge that our sworn officers are duty-bound to uphold the law, and to protect us from those who seek to do harm.

On behalf of the people of Queensland, I want to pass on our heartfelt condolences and prayers at this time of tragic loss, and express our gratitude for Brett's courage and for your sacrifice.

Vale Brett Forte.



## A TRIBUTE FROM POLICE MINISTER MARK RYAN

On 7 June Queensland farewelled a hero – Senior Constable Brett Forte.

Brett was a valued member of the Queensland Police Service, a loving husband, and an amazing father to his three children.

From all accounts, Brett was an all-round good bloke who cared for not only his family and friends but also the community which he served.

Monday 29 May 2017 will be a day Queenslanders will never forget.

Senior Constable Brett Forte died while trying to save his police partner's life after their police car was shot at on multiple occasions.

The reality is the majority of Queenslanders will never be confronted with such violence and there is a good reason for that; it is because of the 11,000 plus men and women like Brett who make up our Queensland Police Service.

Day in, day out, our police right across Queensland come face-to-face with people in our communities who have no regard for the law, but our police do not back down.

Just like Brett these men and women are Queensland's heroes.

Our men and women in blue are the reason each and every one of us can go to bed and sleep easy at night – knowing that our police are out there – working hard to protect our communities.

I had the honour to meet Brett's family including his wife Susie, his Dad Stuart, and his extended family from the Toowoomba police station.

Each and every one of these individuals are good people: great people who have lost a son, husband, father, and mate.

I would like to extend my sincerest condolences to all of Brett's family and friends.

I know that our police right across Queensland have been hit hard by the incident that unfolded on 29 May and I would like to extend a message out to the entire QPS – my thoughts continue to be with you all.

The courage and commitment you all show in protecting your communities is outstanding and I am proud to be your Minister.







**Tim Nicholls MP**

Leader of the Opposition  
Shadow Minister for Arts and Major Events

Mineral House  
41 George Street  
Brisbane Qld 4000  
PO Box 15057  
City East Qld 4002  
Telephone 07 3838 6767  
Email reception@opposition.qld.gov.au

**A message to a brave officer who dedicated himself to protecting Queenslanders**

On behalf of the Liberal National Party – both the parliamentary team and our broader grassroots membership – we convey our most sincere condolences to Susan, Emma, Brodie and Sam following the tragic death of Senior Constable Brett Forte.

No amount of words can express the depth of our sympathy. Brett's courage in the face of extreme adversity is testament to his character and the officer he was.

His loss is a heartbreaking reminder of the boundless courage and sacrifice of Queensland Police.

We stand with Police, who put themselves in harm's way every day of the week to keep Queenslanders safe.

We wish for their safe return each night, but tragically, as recent events have shown, that is not always the case.

As we reflect on Brett's sacrifice, it's also a time to sharpen community respect and appreciation for the incredibly tough job our police officers do.

Once again, we offer our heartfelt thoughts to Susan, Emma, Brodie and Sam, as well as Brett's other family members and his friends and colleagues as you struggle to comprehend this devastating loss.

You are in the prayers of Queenslanders. And we thank and honour the police family for the way they have wrapped their arms around the Fortes.

Brett's farewell in Toowoomba was a tribute to him and the daily heroism of every Queensland police officer.

We salute you all.

Rest in peace, brave officer.

Yours sincerely

**TIM NICHOLLS MP**  
Leader of the Liberal National Party  
Leader of the Opposition  
Shadow Minister for Arts and Major Events

**TIM MANDER MP**  
Shadow Minister for Police, Fire and  
Emergency Services  
Shadow Minister for Corrective Services









Portrait of Brett by Philadelphia police officer Jonny Castro.

The Queensland Police Union has established a bank account for those wishing to make a donation for the benefit of Senior Constable Brett Forte's family.

Donations can be made at either QBANK or any Westpac branch.

For those wishing to donate, the details for transferring funds are as follows:

**QBANK**

**Brett Forte Remembrance Fund**

**BSB: 704 052**

**ACCOUNT NO: 100179875**

**Message to appear in account:** (person's name who is donating).

**Westpac**

**Brett Forte Remembrance Fund**

**BSB: 034 838**

**Acct no: 263281**

For those wishing to donate in person, this can be done at QBANK at North Quay in Brisbane, or at any Westpac branch quoting the above details.

Thank you for your support.

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# Use of the Police Computer System in 2017

By Calvin Gnech, Principal Lawyer Queensland Police Union Legal Group and Glen Cranny, Principal Lawyer Gilshenan & Luton Legal Practice

**Queensland police officers being heavily scrutinised in regards to their use of the QPS police computer system has become the subject of much debate over the last couple of years. Rightly or wrongly, this scrutiny has resulted in numerous officers being criminally charged with computer hacking (s408E Criminal Code).**

**A** number of otherwise long and distinguished police careers have thereby been destroyed.

## RUMOURS AND INNUENDO

While there are many aspects of the current situation to be rightfully concerned about, it is also important that members are properly informed about what has occurred to date so that unfounded concerns do not arise.

In that regard, it is insightful to examine the types of situations in which police have been criminally charged so far. To be clear, no officer has been criminally charged or even disciplined for:

- (1) Using QPrime to complete a street check
- (2) Using QPrime to look up a previous bail objection of an offender to assist with preparation of a fresh bail objection for the same offender
- (3) An inexperienced officer using QPrime to look up a QP9 attached to an offender to use as a template in preparation of a new QP9 against a different offender
- (4) Using QPrime because a police officer has a suspicion about a person which is related to police-related business assigned to that actual officer (without any element of personal reasons).

This is a brief attempt to accurately explain the types of matters for which police are facing criminal and/or disciplinary action.

## SUCCESSFUL PROSECUTIONS OF POLICE OFFICERS FOR COMPUTER HACKING

At the time of writing this article, six police officers have dealt with these types of charges via a plea of guilty in the courts. The QPU has funded an appeal to the District Court in regard to sentence of one of these matters to ensure police are being sentenced appropriately, and that matter is still before the courts.

Members will obviously be informed once an outcome is obtained. Officers who have so far pleaded guilty to charges of computer hacking have done so in circumstances where the officer used QPrime:

- (1) To access information and provide that information to a private investigator
- (2) To access information for the purpose of sourcing prostitutes and drug dealers for himself



**Queensland Police Union**  
Legal Group

- (3) To look up old friends, past acquaintances, and famous people not associated with any police-related business
- (4) To access information upon request of a family member about a person's driver's licence, and

**“One of the key ingredients to being criminally prosecuted for an offence of this nature is when an officer performs a computer check in respect of a matter in which they have a ‘personal interest’.”**

- (5) To access information about a person the officer had a romantic interest in.

You will note the personal nature of all of this conduct, suggesting that one of the key ingredients to being criminally prosecuted for an offence of this nature is when an officer performs a computer check in respect of a matter in which they have a 'personal interest'.

### UNSUCCESSFUL PROSECUTIONS OF POLICE OFFICERS FOR COMPUTER HACKING

Two matters have been funded by the QPU for trial and on both occasions the result has been a not guilty verdict. Those matters turned on the specific circumstances of the individual cases, as most do. The fact these two officers were charged was concerning to the QPU and therefore the QPU funded a legal challenge.

Of particular note is the second of the two where the court found an officer was conducting police-related business when providing advice over

the telephone to an aggrieved person concerning domestic violence issues.

### LEGAL PRECEDENT

The QPU has funded these and other matters with a view to obtaining appellate court guidance as to in what circumstances a police officer is

The QPU has committed significant funding and resources to this issue with leading barristers and Queens Counsel currently retained.

A test case in this regard has been litigated and is awaiting judgment at the time of publishing this article. You

**“The court found an officer was conducting police-related business when providing advice over the telephone to an aggrieved person concerning domestic violence issues.”**

criminally liable for conduct relating to the QPS computer system.

It is the position of the QPU that officers who breach policy in regards to police computer systems should be treated like any other member of the public service and dealt with departmentally, rather than through the criminal courts.

will be informed of the outcome of the case once the judgment is handed down.

### GOLDEN RULES TO BEST PROTECT YOU AND YOUR FAMILY WHEN IT COMES TO USE OF THE QPS COMPUTER SYSTEM

In the meantime, our advice is that your main priority should be to protect yourself, your career, and your

### GOLDEN RULES FOR OFFICERS

We advise that to best protect yourself against criminal prosecution, you should:

1. Make a notebook entry for every computer check you conduct – who, what, and why. Clearly explain why the check is justified as work-related business. (If you are conducting traffic patrols, a group entry for registration checks is sufficient.)
2. DO NOT perform any check whatsoever that is even remotely connected with your personal life – eg. Family, suspicious neighbours or vehicles in your street, someone you know, or searches based on information from someone you know. Even if you believe that in normal circumstances you would be justified in using the police computer system, do not do the check if there is even a remote personal connection without being provided written authority to do so from a supervisor.
3. If you honestly believe a check does need to be performed on a person from your personal life, consult with a supervisor and make a detailed notebook entry about it and the advice given to you.
4. If time permits, send an e-mail to your supervisor in regards to performing the check (as well as making a notebook entry) and save a copy.
5. DO NOT release any information at all that you have obtained from the police computer system without receiving authorisation in writing from a superior officer. This includes the provision of 'non-information', for example: confirming a person does not have a driver's licence or does not have outstanding warrants.
6. Do not check information on the basis it is in the public domain anyway, or is available through other means. You must always be able to justify each use of the police computer system as being for a work-related purpose.
7. Only perform computer checks while you are on duty during work hours. Therefore, do not take your QLite home with you: always leave it at the police station.
8. Do not perform checks just to satisfy curiosity if it cannot be legitimately justified as being for a work-related purpose.
9. 'Work-related purpose' should be assessed by reference to your specific police duties and tasks. An officer specifically assigned a certain task may be able to justify a particular search, whereas another officer who has not been assigned such a task may not.
10. Do not perform checks on yourself.
11. If you are conducting checks through Communications, place a brief explanation over the radio as to why you are performing the check (remembering to make a notebook entry as well).

### GOLDEN RULES FOR SUPERVISORS

A supervisor should also consider these further steps if advising a subordinate officer about a proposed computer search:

1. Ask the officer the reason for the search to ensure there is a work-related justification for it.
2. If the search is justified and necessary, consider if it is appropriate for that officer to perform the check (ie. is there any conflict of interest for that officer?).
3. If there is any possibility that the circumstance has a personal aspect to it, advise the officer not to perform the computer check under any circumstances unless provided with written authority by a supervisor to do so.
4. If there is a personal element to the check, and you as a supervisor believe there is also a legitimate work-related purpose to perform the check, do the check yourself or delegate to another officer who does not have any personal interest in it.
5. Make a detailed notebook entry of the information you have received with the justification and explanation for the decision you have made.
6. If you remain in doubt, seek a written direction through your chain of command, the Assistant Commissioner of Ethical Standards Command, or Chairperson of the Crime and Corruption Commission. Do not perform any check or use the police computer system until such time as you have been provided authority in writing to do so.

family. (This is especially so due to circumstances where the QPS now regularly suspend officers without salary. The QPU have funded Supreme Court challenges on three occasions in regard to decisions to suspend officers without pay and the courts have ruled against us. In summary, the Court

The purpose of detailed notes is to ensure that if at any later point in time you are interviewed or scrutinised in regard to a computer check, you are in possession of your own records that will immediately explain and justify your use of the police computer system.

detailed information to be recorded in your notebook because then that information is available and at your fingertips if your actions are ever scrutinised.

If your notes are in the QPrime system you will have to rely upon the good faith of the QPS to release that information to you to refresh your memory prior to any interview being conducted. It is therefore more desirable for these notes to be recorded in your official police notebooks.

In summary, if you follow the above 'golden rules' then you will significantly reduce your risk of being criminally charged, disciplined, and/or suspended without salary in regard to your use of the police computer system.

If there is any doubt as to a check being police business-related, do not do the check. Likewise, if there is any personal connection whatsoever, do not do the check.

**“Work-related purpose should be assessed by reference to your specific police duties and tasks. An officer specifically assigned a certain task may be able to justify a particular search, whereas another officer who has not been assigned such a task may not.”**

has found that the Commissioner has an almost unfettered discretion to suspend officers without salary.)

It is understood there is an argument that by complying with these 'golden rules', your work output may be decreased, and the level of service being provided to the community may be negatively affected.

However, we are advising members that in this current environment, it is best to put yourself and your family first – after all, you can't do your job and serve the community if you are stood down or suspended due to some unexplained computer search.

Currently, you could be directed to attend an interview to explain why you performed a check two years ago without any notes, and where there are no occurrences related to the check (as we know, not every computer usage results in a QPrime occurrence being created).

QPrime is currently deficient in that you only have to put a reason in when you first log in, rather than before each and every action you undertake on the system.

QLite is even more deficient, in that no reason is required at all. In any event, we believe it is more beneficial for the



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



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## 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](http://www.qpu.asn.au)

# Dr Gilmartin's back by popular demand ... perhaps for the very last time

**Safety & Wellbeing, in partnership with the Queensland Police Union, Police Health, and QSuper, is proud to announce the return of Dr Kevin Gilmartin, author of *Emotional Survival for Law Enforcement*.**

**Dr** Gilmartin is a US behavioural scientist who specialises in law enforcement issues. With 20 years of police experience under his belt, he currently provides services as a consultant to law enforcement agencies worldwide.

*Emotional Survival for Law Enforcement*, now considered a 'must read' for all police officers, challenges officers to reflect on the potential impact a career in policing has on their personal life, family, and relationships, and to develop strategies for overall emotional survival.

Dr Gilmartin also presents a four hour workshop that covers these topics, as well as strategies to reduce the impact of stress, cynicism, relationship failures, supervision issues, over-aggressiveness, situational values, hypervigilance, and PTSD.

The workshops will be held from 12 – 22 September in Brisbane, Logan, Ipswich, Toowoomba, the Gold Coast, the Sunshine Coast, Rockhampton, Mackay, Mount Isa, Cairns, and Townsville.

Partners are encouraged to attend because the workshops provide an honest insight into the world of policing.

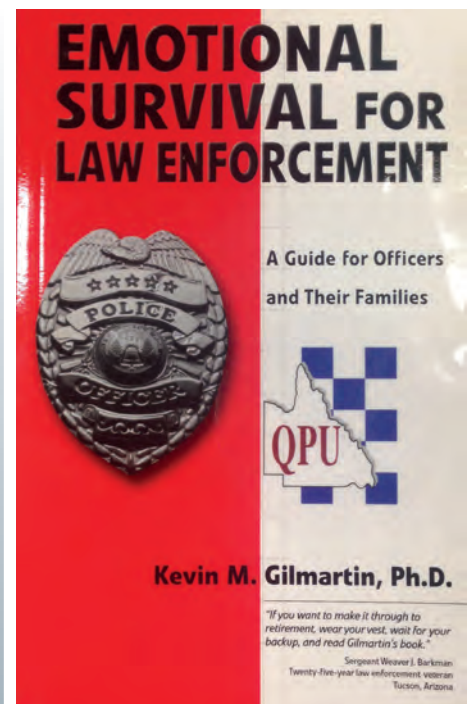
Register by visiting:  
**[emotionalsurvivalworkshops.eventbrite.com.au](http://emotionalsurvivalworkshops.eventbrite.com.au)**



## FEEDBACK FROM QPS POLICE OFFICERS

*"...The four hours of your life taken up by attending this seminar will be one of the best investments you can make in your emotional survival now and into the future..."*

*"When is he coming back because next time I want to bring my wife along with me." police health ad*



# Gold Coast Police Legacy Race Day

By Inspector Craig McGrath.

**This year we had 430 attendees at the Gold Coast Turf Club for the Police Legacy Race Day. It was a fantastic and fun-filled day. The event raised in excess of \$7,000 for Queensland Police Legacy, and for the family of slain Senior Constable Brett Forte.**

**The** day commenced with a minute's silence to honour Senior Constable Forte and our other fallen colleagues.

**"The event raised in excess of \$7,000 for Queensland Police Legacy, and for the family of slain Senior Constable Brett Forte."**

We were fortunate to be entertained by the fantastic sounds of 'White Noise', and supported by local businesses including Harvey Norman Bundall, Celebration of Life, Beautiful Gems and Jewellery, Regina King Photography, Statewide Novated Leases, and LE Gear, who now have come on board as our major sponsor.

**"The day commenced with a minute's silence to honour Senior Constable Forte and our other fallen colleagues."**

Due to our ever-increasing numbers, next year we are moving into another bigger function area at the Turf Club. We encourage local businesses to make contact now to secure their table, and to discuss sponsorship for 2018. They can show their interest by e-mailing [Frick.AndrewD@police.qld.gov.au](mailto:Frick.AndrewD@police.qld.gov.au)



Kayleen James, Victoria Ward, Marc Hogan, Libby Daniels.



Mark and Brooke Foote.



Sam Mosey and Kian Ahern.



Fran Jenkins and Leigh Rasmussen.



Dan and Monique Coleman.



David Thalhofer and Jodie Draffin.



Trent Taylor and Georgia Reynolds.



Megan Down and Angelique Young.



Chris Morrissey and Shayne Sorensen.



Victoria McConnel and Kirsten Stevens.



Ray Vine and Deb Wilson.



Reegan Chapman and Christie O'Brien.



Sigrid Vogel, Michael Spencer, Talia Vogel.



Nicole Shaw and Sara Beach.



Kerrie and Craig McGrath.



Maria Ordsganin and Peter Wilmot.

**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](http://www.qpu.asn.au)



# Police Recipes

## ROAST CARROT AND AVOCADO SALAD WITH ORANGE AND LEMON DRESSING

This little ripper is a Jamie Oliver Moroccan-style salad that is truly delicious! Jamie says, 'If you're going to use cooked carrots in a salad, you've got to make it with attitude!' ... because let's face it, your friends will hardly rush the dinner table for a 'carrot salad'. But combined with avocado, toasted ciabatta, spices, seeds, yoghurt, and a zingy citrus dressing, you've all of a sudden got a dish worth running for.

### What do I need?

- 500g medium carrots (different coloured if you can find them)
- 2 teaspoons whole cumin seeds
- 1-2 small dried chillies
- sea salt, crumbled
- freshly ground black pepper
- 2 cloves garlic, peeled
- 4 sprigs fresh thyme, leaves picked
- extra virgin olive oil
- red wine vinegar
- 1 orange, halved
- 1 lemon, halved
- 3 ripe avocados
- 4 x 1 cm thick slices ciabatta or other good-quality bread
- 2 handfuls mixed salad leaves (rocket, radicchio, etc)
- 2 punnets cress
- 150ml natural yoghurt
- 4 tablespoons mixed seeds, toasted

### What do I do?

- 1). Preheat oven to 180°.
- 2). Parboil carrots in boiling, salted water for 10 minutes, until nearly cooked, and then drain and put into roasting tray.
- 3). While carrots are cooking, smash up cumin seeds, chillies, salt, and pepper in mortar and pestle.



- 4). Add garlic and thyme leaves and smash up again until you have a kind of paste.
- 5). Add enough extra virgin olive oil to generously cover paste, and a good swig of vinegar. Stir together, and dab paste over carrots in tray as soon as finished parboiling, coating well.
- 6). Place orange and lemon halves on tray with carrots, cut-side down.
- 7). Place carrots and citrus in preheated oven for 25 to 30 minutes, or until golden.
- 8). While carrots are roasting, halve and peel avocados, cut into wedges lengthways, and place in big bowl.
- 9). Remove carrots from oven and add to avocados.
- 10). Squeeze roasted orange and lemon juice into another bowl and add a swig of extra virgin olive oil and a swig of red wine vinegar. Season, and pour dressing over carrots and avocados.
- 11). Toast ciabatta slices.
- 12). Tear toasted bread into little pieces and add to dressed carrot and avocado. Mix together, toss in salad leaves and cress, and transfer onto serving dish. Spoon over a few dollops of yoghurt, and sprinkle over toasted seeds.
- 13). Stand back to escape the horde looking for your carrot salad.

Recipe source: [www.jamieoliver.com](http://www.jamieoliver.com)

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



# From the Archives

## LADIES OF THE MOUNTED UNIT



Female members of the Mounted Unit show off the uniform designed by Constable Coralie Chard for the 1982 Commonwealth Games. Sadly, the uniform's use was stopped in 1991 due to cost.

Source: *The Queensland Police Museum, PM2689*

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

# Book Review His Bloody Project

By Andrea Appleton

**The Booker-nominated *His Bloody Project* is variously described as a crime novel or historical thriller, and the bloody fingerprints on the cover seem apt for either description. However, author Graeme Macrae Burnet instead describes it as ‘a novel about a crime’, and it’s true this book is not a crime novel in the whodunnit sense. On reading the back cover, we know who committed the triple murder in the text: we just don’t know why.**

The first half of the book provides an explanation. It’s the memoir of 17-year-old murderer Roderick Macrae (which Macrae Burnet cheekily suggests he stumbled across when researching family history), written at the suggestion of his lawyer as he awaits trial.

The second half of the book is made up of ‘found’ documents in relation to Roderick’s trial, such as witness statements, medical reports, court transcripts, and newspaper articles.

Roderick’s account in no way attempts to avoid culpability—‘I have no wish to absolve myself of the responsibility for the deeds which I have lately committed’—yet his harrowing depiction of eking out an existence on the land in the Scottish Highlands in 1869 draws sympathy.

His father is a crofter (a farmer on rented land), whose lifetime of subjugation has turned him bitter and abusive. The recent death of his wife coupled with the elevation of a lifelong adversary to village constable leaves him spiralling into despair, and Roderick with the job of providing for the family.

The new constable, Lachlan Mackenzie, wastes no time making an already difficult life even more unbearable for

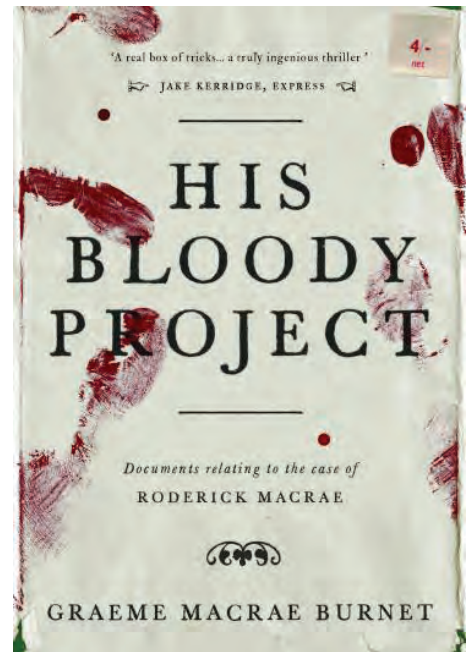
the Macraes by imposing obscure rules and refusing leniency.

For example, Roderick and his father spend a day laboriously gathering seaweed from the shore to spread on their fields, just as they have always done. They are forced the next day to return it because they did not ask permission for its removal.

Upon seeking clarification of the rules of the laird under which they live, they are told, ‘a person wishing to consult the regulations could only wish to do so in order to test the limits of the misdemeanours he might commit’.

Roderick’s ire escalates as his father recedes into alcoholism. A portion of the land the Macraes have always farmed is reattributed by Mackenzie to another family, and Roderick sees no means of escaping the drudgery and servitude his life has become. In an uncontrollable rage, he kills Mackenzie and two others.

After reading Roderick’s account of all he has faced, it is easy to understand (if not almost forgive) his crime. Yet the documents that make up the rest of the book provide other evidence and points of view that prove Roderick an unreliable witness. Was his unrequited affection for a local girl a cause of his



*Graeme Macrae Burnet  
Contraband  
Scotland, 2015  
RRP: \$19.99*

rampage, or is he simply ‘wrong in the head’ as some villagers claim? Can his lawyer’s declaration of ‘moral imbecility’ explain his behaviour and save him from the gallows?

*His Bloody Project* brings a stark period of Scottish history into focus, and forces the reader to question initial impressions and morals. It’s also an immensely entertaining read!

# Police Living

## HUMANGEAR GOTOOBS

Remember that time you had to wear a shirt smelling of Herbal Essence all day because your bottle of shampoo exploded in your suitcase? What about that other time when you camped out on a mountain and carried an entire bottle of worcestershire sauce for your spag bol, when all you needed was a couple of drops?

Well, never fear, because GoToobs are here to save you from further indignities when it comes to carrying liquids while travelling. GoToobs are civilised, squeezable tubes for travel and the outdoors that are made from soft yet durable silicone. They feature a large opening that makes them easy to fill and clean, a no-drip valve in the cap, and a suction cap that can briefly attach to walls for moments when you need your hands free.

GoToobs are approved for airline carry-on, they're food safe, and they're 100% PBA-free ... so get decanting in time for your next trip!



### FEATURES:

- Silicone tube and cap valve
- Polypropylene ID ring and cap
- All materials food-safe, BPA-free
- Blank label to identify contents
- 3 different sizes and 6 different colours
- Lifetime warranty

Capacities	Small: 37ml, Medium: 60ml, Large: 88ml
Weights	Small: 31g, Medium: 42g, Large: 59g
Colours	Clear, Blue, Red, Green, Orange, Black
Dishwasher safe?	Tubes, collars: yes, caps: no

Got a photo of yourself amid some great scenery during recent travels? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au), and you might see yourself in the next Journal.

# Thousands of thoughts received for Our People Matter Strategy

**Union members and their families have submitted thousands of ideas and suggestions to the draft *Our People Matter Strategy*.**

**The** state-wide workshops and surveys conducted through May, June, and July have drawn out comments on a broad range of topics and issues under the key priority areas of the strategy. Our Union has attended all 26 workshops conducted during the consultation period.

Strong comments have come through for *Fair and Positive Workplaces* suggesting improvements to the rostering system such as greater flexibility and less rigidity to help with work/life balance, as well as a reduction in quick shifts and consecutive night shifts.

**“One suggestion was the vast experience of retired police officers being used in AO positions to undertake office duties to allow officers more time on the road.”**

Civilian employees have raised the streamlining of processes to enable Administration Officers (AOs) to assist police officers with paperwork, and a transfer at level policy.

Also suggested was the vast experience of retired police officers being used in AO positions to undertake office duties to allow officers more time on the road.

The welfare of loved ones of those employed by the QPS was a key issue for families in survey responses, as well as the need for knowledge on the services and programs offered by the Service to support partners or children.

Comments were forthcoming on stronger connections between the

workplace and families through the promotion of social events, community activities, and the establishment of a support network or family liaison officers for police family members.

In relation to *Safer Workplaces*, the remarks of QPS officers, administration staff, and their families covered a range of proposals including:

- Improved people management training and selection at all levels
- Better sleep and fatigue education
- Taking weapons home
- Allowing firing range practice in officer's own time

- Secure parking at stations, and
- More protective equipment such as personal issue bullet/stab-proof vests, body cameras, and QLites.

Responses under the *Healthy Minds* priority included treating mental health in the same way as physical health, regular mental health check-ups for employees, extending mental health services to families, financial education, and more operational debriefs after significant tasks and incidents.

For *Healthy Bodies*, respondents nominated exercise time within shifts, free access to PCYCs or financial support for gym memberships for all QPS employees and family members, fitness

## OUR PEOPLE MATTER

standards for police and incorporating it into OST, access to dietetic services, negotiation of healthy food options with external providers, personal trainers, and compulsory annual health checks.

With the surveys and workshops completed, the QPS Safety & Wellbeing branch, along with the QPU and other Unions, is reviewing, analysing, and theming the responses in preparation for development and dissemination of the draft strategy.

**“Responses under the *Healthy Minds* priority included treating mental health in the same way as physical health.”**

Following its launch (scheduled for October), the strategy will provide inclusions in the operational plans throughout the Service to improve the health, safety, and wellbeing of all employees.

For more information on the strategy, visit [www.ourpeoplematter.com.au](http://www.ourpeoplematter.com.au)



# Don't break the safety chain

Report all health  
and safety hazards



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



**Safety & Wellbeing**



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number



# Fund of the Year two years running.

Another great reason to be a QSuper member.



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## OFFICIAL LAWYERS

FOR THE QUEENSLAND POLICE UNION OF EMPLOYEES

### INJURY COMPENSATION EXPERTS COVERING

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- Workers Compensation Reviews and Appeals
- Motor Vehicle Accidents
- Superannuation and TPD Claims
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Brisbane City  
[www.sciaccas.com.au](http://www.sciaccas.com.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](http://www.qpu.asn.au)



# Police Health



## LIVING WITH A PARTNER WHO'S ON CALL

Life isn't just about the big moments. It's the collection of tiny things, sprinkled throughout our days, that count just as much. Sharing breakfast with your partner ... taking your kids to the park ... going out for dinner with friends ...

Police officers miss out on a lot of these small moments because of the nature of their careers. People enter the Service knowing they'll have to work weekends, nights, and public holidays, sometimes at a moment's notice.

## THE FAMILIES OF POLICE OFFICERS

Not enough is said about the families of police who are on call. It's not just the officers who miss out, but their families too.

You're not in this alone. Don't feel like you have to run the house all by yourself. Talk it out. Support each other. Create a system that works for you. Take advantage of the time when your partner is off and do the things you both enjoy.

You might have to spend special days like Christmas or Easter without your partner, or you may even organise something only for your partner to be called into work. It's not only their social life that's affected, but yours too. You often go to events alone.

If you've got kids, these times can be particularly stressful. You take on double the responsibility and this can lead to major stress. In extreme cases, it can lead to depression.

Why not make a new day for these special events? Have an early Christmas or make a day of celebrating things like birthdays.

Everybody feels down now and then. It's a natural part of life. You might

just need a little extra support to help cope with your partner when they're on call. Be open with your partner and communicate your struggles.

Being on call is a part of a police officer's life. And while this can at times be difficult, they didn't sign up for an easy job.

They're making a difference.

## HOW TO BEAT WINTER WOES ... WITH YOUR SUNNY SIDE UP

These winter months can feel like years. Freezing mornings, 5.00pm sunsets, and the common cold. It's no wonder we feel sluggish, off-colour, and uninspired.

Winter can put you in a downer; it's been scientifically proven. Doctors in the UK who see patients with depressive thoughts recommend a trip to sunny Spain. Yep, it's really a thing. It's called Seasonal Affective Disorder (SAD). It's a type of depression that occurs due to lack of sunlight.

It can cause sadness, moodiness, and anxiety. Sufferers lose interest in usual activities, crave carbohydrates, eat more, gain weight, sleep more but feel tired, and have trouble concentrating.

With these dreary months already upon us, now is the time to think about how you can stay positive, active, and not wish the days away.

## COMBAT THOSE WINTER WOES WITH THESE FIVE TIPS

1. **Let there be light!** A little bit of natural sunlight (and Vitamin D) goes a long way. Even if the day is grey and cloudy, daylight can lighten up your mood. If you can expose yourself to four hours of daylight, you'll reduce the effects of SAD.

## 2. Eat a balanced diet and exercise.

We tend to eat more during winter. When it's raining outside and you're cosy next to the heater, it's easier to order takeaway. Do your best to maintain a balanced diet that gives you sustained energy. Curb your carb cravings by consuming vegetables, lean proteins, and wholegrains. You'll feel better and more energised to move. If you can't bear exercising in the cold or dark, invest in a gym membership for three months or check out our Facebook page ([facebook.com/PoliceHealth](https://www.facebook.com/PoliceHealth)) and watch our fitness videos for exercises you can do at home.

3. **Get your supplements.** Make sure you're consuming the recommended number of vitamins and minerals to fight off sickness and improve your energy. Check with your GP before taking any new herbal formulations.

4. **Stay social!** It's important to stay connected and engaged with your friends and family. Get out of the house and invest your time in the people and things you love. Go out for dinner, see a movie, or visit a friend. There are plenty of things to do inside during winter.

5. **Talk to someone.** If you're still feeling blue, don't be afraid to get help. If left untreated, SAD symptoms can interfere in your daily life. Sometimes you just need a helping hand to cope with seasonal mood changes. It's a natural cycle.

While we're fortunate to live in a warm country, we tend to feel the cold more than most. Stay warm, keep a positive mindset, and nourish your body.

Winter? No worries!



# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – July 2017

### State President:

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

### State Secretary:

Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### THE NATIONAL POLICE SERVICE MEDAL

I still hear of applications being made for this Medal and particularly by some older retired officers who are hearing about its availability by word of mouth or via our communications.

At our meeting at Police Headquarters on 5 June we presented Senior Sergeant Mel Wilkins, Manager of the QPS Honours and Awards Unit, and Janene Wolff, also attached to that Unit, with Certificates of Appreciation for their untiring efforts on behalf of our members and the next of kin of our former members to obtain the Medal. Mel goes way back to when Honours and Awards Units in all states were agonising over an application form which would suit all jurisdictions. At the above meeting we also took the opportunity to present Rosemary Featherstone, Workplace Health and Safety Officer of the Queensland Police Union of Employees, with a Certificate of Appreciation for her efforts in facilitating the annual meeting and sausage sizzle at the Union's office for the past ten years.



Janene Wolff and Senior Sergeant Mel Wilkins receiving Certificates of Appreciation from State President Greg Early.



Rosemary Featherstone receiving a Certificate of Appreciation from State President Greg Early.

### FUTURE LUNCHEONS/DINNER

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

**22 July – Gladstone** – Dragon Garden Restaurant – Darryl Saw 0447 417 746

**26 July – Southern Downs and Granite Belt** – Warwick TAFE – Monica O'Mara 0438 154 834

**22 August – Near North Coast** – Centenary Lakes Function Centre – Rick Losberg 5496 7743

**23 August – Gympie** – Albert Park Bowls Club – Norm Breen 5482 6270 (Venue TBC)

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

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

**20 November – Rockhampton (dinner)** – Frenchville Club – Dennis Smith 4928 3245

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

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

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

### NEW MEMBERS

- Former Sergeant Bradley Paul Hafner (Van Diemen's Land)
- Former Inspector Richard Lounder Thomas (Dick) Metcalf (Gold Coast)

### NEW ASSOCIATE MEMBER

- Cheryl Ann Hafner, partner of new member Brad Hafner (Van Diemen's Land)

### OBITUARIES - MAY THEY REST IN PEACE

#### Members

- Life member Doris Olive Bopf, service 20 April, 93 years.
- Senior member and former Senior Sergeant Robert Alan Beckman, 20 April, 69 years.
- Former Senior Sergeant Kevin Robert Guteridge, 15 May, 86 years.
- Former Inspector Roy Kenneth Walker, 2 June, 74 years.
- Life member and Assistant State Secretary Jeanette Alice Warwick BEM, 8 June, 84 years.
- Life member and former Constable Robert John Gough, 8 June, 89 years.
- Veteran member and former Sergeant 2/c Geoffrey Norman Holloway, 11 June, 88 years.

#### Non Members

- Former Queensland police officer Willem Cornelis (Dutchy) Kroneman, 2 April.

- Former Senior Constable Noelene Beakey (Lavender), service 8 May.
- Former Detective Sergeant Mavis Scott, service 24 May.
- Former Sergeant Douglas Bernard Yourell, 80 years.
- Former Sergeant Colin William King, 74 years, 4 June.

### Family

- Fay Margaret Frances Lincoln, widow of Alan and mother of QPS Sergeant Paul Lincoln, 31 March, 86 years.
- Jocelyn Mary (Joy) Ingham, wife of Veteran member Barry Ingham, 12 April.
- Margaret Teis, wife of former police officer Walter Teis, service 13 April.

### Serving Officers

- Sergeant Peter Shane Kennedy (Ferny Grove) 16 April, 57 years.
- Senior Constable Julio Silva Ortiz, service 26 May.
- Senior Constable Brett Forte, 29 May, 41 years.

### QRPA CERTIFICATES

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

- Roger Paul Barlow (Hervey Bay)
- Gordon David Cogill (Sunshine Coast)
- John James Gordon (Gympie)
- Allan George Hawkins (Near North Coast)
- Athol Henderson (Brisbane)
- Colin Sidney Hobson (Brisbane)
- Norman Edward Sprenger (Hervey Bay)
- Keith Stanley Bryett (Brisbane)
- Bernard Arthur Ziebell (Logan-Beenleigh)

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

- Owen Carl Ingram Herbert (Hervey Bay)
- Peter LeGros (Gold Coast)
- Trevor Lynton Trost (Hervey Bay)
- Robert John Summers (Hervey Bay)

### 90 & over

- William Jeremiah Ward, 92 years on 1 May (Darling Downs)
- Stanley Albert Hanke, 91 years on 2 May (Brisbane)
- Jean Goldstraw, 92 years on 6 May (Townsville)
- Arthur James Jamieson, 93 years on 17 May (Gympie)
- Edward John Lewis, 98 years on 22 May (Brisbane)
- Royston Frederick Jones (Brisbane)

### WELLBEING SUPPORT FOR RETIRED POLICE OFFICERS PHONE 1800 277 478

A repeat from the previous Journal. External, confidential psychological support and advice is available 24/7 on 1800 277 478 for retired Queensland police officers. Also, retired officers – like all people in the Australian community – have an entitlement via the Federal Government to mental health care through their General Practitioner for ten free visits with psychologists and psychiatrists. There may be a small gap payment which is dependent on the specialist.

## AROUND THE BRANCHES

### BUNDABERG

The branch met on 25 April at the Bundaberg RSL Club. Branch members were made aware of the Wellbeing Support options. Another meeting was held on 26 May. Letters of thanks were forwarded to the numerous supporters of the 2017 Police Legacy Bowls Day. Disbursement of the funds raised: Police Legacy \$2500, Diabetes \$100, Cancer Council \$100, St Vincent De Paul \$100, and Salvation Army \$100. Welfare: Bob Hayes was back from yet another medical visit to Brisbane and was able to attend the meeting. Welfare Officer Mary Waugh had been in contact with Russell Crook. He is not going too well and is reacting badly to the chemotherapy. He was not well enough to get to the meeting. Tony Olsen has been able to return to his home and is going really well after open heart surgery. He is gaining weight and all is well. Basil Courts is now in care at Palm Lakes high care facility in Bargara. He is going as well as can be expected. Roy Moore has undergone surgery for a bad back and things have gone really well for him since the operation. On the Bowls front: The Bundaberg Retired Police Team has a shortage of players at present. Tony Olsen is out of the loop due to his recent surgery, Karl Osterlund has left for the north of the state and will not be back in Bundaberg until the end of August, and Allen Edgerton is currently down south. They did not have enough players to play at the ATW President's Day on 4 June.

### GOLD COAST

The 2 May meeting was held at the Runaway Bay police station. Treasurer Neil Raward chaired the meeting and Des Sorensen was Acting Secretary. Neil presented Senior Sergeant Murray Underwood with a Certificate of Appreciation for his great support of the branch over the years. The 6 June meeting was held at the Currumbin RSL Club. The May BBQ hosted by Des and Sue Sorensen was a great success. The next one will be held on 31 August with a host required. The next social get together will be held at the Talle Surf Club on 29 June. There is a possibility future social meetings may be moved to a more central venue such as the Nerang RSL Club. It was decided not to plan any branch meeting or social activities for the month of April next year while the Commonwealth Games are being held. Welfare: Kerry Cullinan and Robyn Stokes are still receiving treatment for their illness and Wayne Doss has been released from hospital. Guest speaker: Treasurer Neil Raward, who spoke on memoirs of a South Tweed Heads kid.

### GYMPIE

Recently President Laurie Pointing had a lengthy talk with former Inspector Mal Churchill while he was a patient in the Hervey Bay Base Hospital. He was undergoing further treatment and is certainly aware that he has a long road ahead. At the April meeting, senior member Ken Salmon, pictured below, gave a talk on his experience as the officer in charge of a contingent of police officers from within the North Coast Region on Fraser Island during the logging protests. This was just before and after the change of Government in 1989 when peaceful protests were permitted. It was a very interesting talk on professional protesters and counter actions by police

to avoid confrontation and violence. Ken taught many young police officers how to drive a 4WD and also to catch fish (on their days off, naturally).



Life member Rex Allison took part in the commemorations and parade in Gympie on Anzac Day. Rex was a Flight Engineer in the RAAF in 32nd Squadron and later 38 Squadron flying mainly DC3s in Air Supply and Transport. He was on active service in New Guinea and Borneo during the war. He stayed on in the RAAF transporting supplies and personnel to Japan until 1948. The photo depicts Rex in the Anzac parade travelling in somewhat more luxurious transport than was afforded him during the war.

The Country Club at Tin Can Bay was the venue for the 24 May meeting. President Laurie gave a special welcome to Landes Crosby. He had been a guest at previous meetings and his application to join was recommended. Welfare: Welfare Officer Chris Seng reported that Val Scott had broken her femur and at the time of the meeting was in a Sunshine Coast hospital. Laurie mentioned he had received a number of promises of donations for the charity bowls day on 8 July. Laurie confirmed Senator Barry O'Sullivan will be the guest speaker at the Luncheon on 23 August. In house guest speaker: Treasurer Glen Durre gave an account of his 31 years of service. Among the stations at which he served were Eidsvold, Cloncurry, Rockhampton, Mundubbera, Blackall, and Gympie. In the Queen's Birthday Honours List, President Laurie Pointing was made a Member of the Order of Australia (AM) for significant service to public administration in the area of crime investigation and prevention and to the community of Queensland.

### LOGAN – BEENLEIGH

As another month flies by, our monthly April meeting was well attended by branch members. The guest speaker, QFS station officer Wayne Sticher, was of great interest to members; he spoke of his involvement with people suffering from blindness and his eye condition requiring a double cornea transplant. We were all amazed to hear of his trek to Mount Kilimanjaro

with people suffering blindness and partial blindness. What an extraordinary story and great accomplishment. Congratulations to our member Jack Vaudin who celebrated his 90th birthday on 15 April. Rumour has it that he was still getting over the celebrations and was unable to attend our meeting. Jack is currently our oldest member. Good on you Jack. May saw another great meeting with the usual large turnout, with guest speaker Acting Sergeant Karen Waugh giving a very interesting and informative talk on the role of the QPS in the upcoming Commonwealth Games. Margie Kussrow (Poole), now residing in the great south east, attended our meeting. Not sure if she was given a transfer form. Keep well and remember, With Honour We Served. *(Terry Ahearn)*

### SUNSHINE COAST

The meeting which should have been held on 25 April was transferred to 2 May. An application to join was received from Narelle Walker (nee Hansen) and was recommended for approval. Plans were finalised for the Annual Luncheon which was held on 23 May. There were 69 people who attended the Luncheon and President John Walker welcomed Inspector Jason Overland of the Sunshine Coast District representing the Sunshine Coast District Officer Superintendent Darryl Johnson who was on sick leave, State President Greg Early, Police Chaplain Matt Govan, Sunshine Coast branch members and partners and two of the branch's widows: Clare Jessen, widow of Jack, and Mary Marnane, widow of Bob. There were a total of 23 apologies and special mention was made of and a big thank you accorded QBank for its major sponsorship of the Luncheon, and Tina Pizzoni of helloworld for donating the lucky door prize (which was won by recently joined associate member Mary Dare). John also welcomed Kev and Pat Weise from Toowoomba, Allan Hawkins, Col and Helen Guy, John O'Gorman, Jack Gibbison, Noel Fortescue, Jeanette and Margaret Taylor from Near North Coast, Life Member Stan Thorne's son Col and wife Carol, and Ruby and Lawrie Witham from Coal Creek in the Brisbane Valley. Headland Park Golf Club was a wonderful venue for the Luncheon and, as in previous years, the meals, table service, and bar staff service were first class. In addition to the many raffle prizes on offer, especially the much sought after cakes produced by Charmaine Blissner and Lynne Betts, an additional lucky door prize offered on the day by Narelle Walker for two nights' accommodation for two people at Coolum Dreams Bed and Breakfast was won by President John Walker (no relation to Narelle).

### SOUTHERN DOWNS AND GRANITE BELT

The 5 May meeting was held at the Stanthorpe RSL Club. Welfare: Members were given an update on the condition of Col Elsdon and Yvonne Reid. Yvonne had suffered a stroke but returned home after the meeting (usually she does a great job in organising the raffles). Retired Senior Sergeant Mark Ireland will be a special guest at the Annual Luncheon on 26 July. (While OIC of Stanthorpe station, Mark assisted with the formation of the branch and was a great supporter.) Guest speaker: Inspector Brian Cannon, Warwick Patrol Group. From the branch's newsletter *Howler*: It's always pleasing to hear Brian give a run down on different subjects. We were

advised on the welfare of serving police officers, and then he gave a talk about the 2107 Environmental Scan. There were some interesting statistics: before Cyclone Debbie, 84% of Queensland was in drought; 20% of Queenslanders were born overseas; and 91.1% of the community have confidence in the police. Growing risks to public health: A pandemic is only 24 hours away from any country due to ease of aircraft travel coupled with increasing drug resistant disease strains; 60% of police attendances involve alcohol; approximately 3,000 police and 500 staff will be required to police the Commonwealth Games; and one in five police officers are at risk of developing PTSD.



*Inspector Brian Cannon addressing the meeting.*

## ROCKHAMPTON

The Sportsman's Bar of the Frenchville Sports Club was the venue for the 3 May meeting. President Barry Self gave feedback on the Anzac Day march. Three members and one grandson marched with the police contingent. General discussion was held on ways of getting members on the inactive list back as active members of the Association. It was felt QRPA membership retention was important and a number of strategies were raised. The meeting recommended that the State Management Committee approve and advertise a once only moratorium regarding unpaid dues with interested members being reinstated from 1 July (considered by SMC but not approved). Welfare: President Barry spent 19 and 20 April in Brisbane for corneal treatment. He has been advised there are no further requirements for treatment at this stage. Treasurer Carolyn had a fall while attending the Golden Mount Festival in Mount Morgan. She received damage to her 4th, 5th and 6th vertebrae. She was wearing a neck brace and expects a full recovery while recovering at her son's place in Gladstone. The next meeting was held on 7 June. The next BBQ at the beach will be held on 17 September. Ten members and associates joined sworn and unsworn members of the QPS at the Central Regional office to view the live broadcast of the funeral service of the late Senior Constable Brett Forte. President Barry Self presented associate member June Young with an OBE (over bloody eighty) award. Welfare: Graham Weeks has had further treatment for his blocked sweat gland and an adverse reaction to antibiotics. Treasurer Carolyn Tomlin is still on the walking wounded list but is on the mend. The branch resolved to donate \$500 to the Brett Forte Remembrance Fund.

## MACKAY-WHITSUNDAY

The 22 April meeting was held at Souths Suburban Bowls Club. Welfare: Ray Hodgson suffered a slight stroke and Welfare Officer Barry Downs was to visit him in Proserpine Hospital. He was also to visit Sue Bray who was recovering from an injury incurred during the cyclone threat. Col, Bev Houley, Dennis Hansen, and Les Campbell visited Tom Butcher's nursing home

on 21 April, the occasion of Tom's 94th birthday. Tom was handed some sweets from Bev and birthday cards on behalf of the branch. Jean Hammond mentioned she was present when Barry Downs made a welfare visit to Tony Wynn; she said his visit really sparked Tony up. She expressed appreciation for Barry's efforts as Welfare Officer. There was some discussion on a membership drive owing to a decline in numbers over the years. With the departure down south of former Welfare Officer and Social Director Margie Kussrow, Secretary Dennis Hansen will act in these positions until a replacement is found. Col Duncan advised he will remain Welfare Officer for Tom Butcher. \$32 was raised during the Tail Twister segment. The 20 May meeting was held at Whitsunday police station: Les Campbell chaired the meeting. He welcomed those present and gave a special acknowledgement to host Senior Sergeant Nathan Blain, OIC of Whitsunday police station, and to Gordon Duncan who travelled from Bowen to attend. Welfare: Barry Downs reported that Ray Hodgson was recovering well from recent issues and that he (Barry) had recently had some facial surgery. Social report: There was a fair roll up for the Anzac Day march this year with nine members taking part. Dave and Pat Gray are travelling as groupies for country music star Becky Cole. Doug and Maren Sologinkin were leaving the day after the meeting for a cruise to New Guinea. Lorraine Hansen also was about to depart on yet another trip, this time to Europe with her sister Denise. An e-mail was received from Margie Kussrow indicating that she had attended the Ipswich and Logan-Beenleigh branches since she arrived in Brisbane. Founding President Les Campbell will contact local media outlets with a view to the existence of the branch being exposed and hopefully more former members joining the Association. Guest speaker: Senior Sergeant Blain gave a presentation on the damage suffered to the Whitsunday region during Cyclone Debbie. The Whitsunday police station and watchhouse also incurred major damage. Nathan presented a series of photos on the damage and in particular damage on the various tourist islands. He also spoke of the police role and resources employed by the QPS during and following the cyclone. The Tail Twister raised \$11. Members enjoyed a BBQ lunch catered by the social club, thanks to Traci, Nathan, and two children, and ably assisted by Donna Houley.



*Les Campbell, Bev Houley, Dennis Hansen, and Col Duncan helping Tom Butcher celebrate his 94th birthday.*

## IPSWICH

The 11 May meeting was held at the Brothers Leagues Club, Raceview. Special guests: Inspector Keith McDonald from Ipswich, Sergeant Stephen Lindsay, a dog handler from Ipswich, and senior member Margie Kussrow who has just come down from Mackay-Whitsunday branch. Welfare: Patricia Priddle has sold her house in Boonah and is moving back to Brisbane. Welfare Officer John Hawkins reported that Ken Farquharson was a little better. Bob Latter and Terry Bohn expressed their appreciation for the support shown to them during the recent traumatic major surgery they both underwent. Inspector Keith McDonald presented John Hawkins with his National Police Service Medal. Guest speaker: Steve 'Chirpy' Palmer, former trainer of dogs in the RAAF and the QPS; he spent 20 years training RAAF police dogs and 19 years training QPS dogs. He has also trained dogs for the Northern Territory Police Service, the Papua New Guinea Police, and Queensland Corrective Services. Steve gave a very impressive talk on his 39 years of service to the Defence Department, police, and Correctional Services. There can be no doubt Steve has been a major contributor in developing the Queensland Police Dog Unit from 'a backyard set-up' to the wonderfully professional organisation it is today. Gone are the days when he scoured council pounds looking for suitable dogs; the QPS now has the best police dog breeding facility in Australia. The next meeting was held on 8 June. A special welcome was given by Chairman John McCrae to members Donna Dancer and Glenn Gibson on attending their first meeting. Welfare: Fred Maynard had a recent spell in the Wesley Hospital. Greg Tutt was unable to attend the meeting due to a poisoned leg. Gary Dixon spent a short period in Ipswich Hospital. Welfare Officer John Hawkins visited Life Member Vince Beutel and Merle Wallace, widow of Bill. Patricia Priddle, who recently underwent major knee surgery, has moved from Hoya. The meeting was informed of the impressive list of guest speakers who have offered their services to the Prostate Cancer Awareness Programme scheduled for the August meeting. Racing Integrity Commissioner Ross provided an excellent overview of his role and that of the Racing Integrity Commission. He gave an insight into the cultural problems that have existed in the industry for many years and of the battle to overcome them.



John Hawkins receiving the National Police Service Medal from Inspector Keith McDonald.

## TOWNSVILLE

The branch met on 7 June at the Royal Hotel in Ingham. Welfare Officer Gordon Thomas was the bus driver. As usual, a delicious morning tea was provided by Barbara Zupp prior to the meeting. President Trevor Errington welcomed all and made special mention of the Ingham members: John and Fay Lone, Rodger Bow, and Fred and Laural Angus. President Trevor presented Ian Palin with his Veteran Member Certificate. Welfare Officer Gordon Thomas and Ian Palin had visited Bill and Dulcie Green, Brian and Margaret Hooper, and also John Cran during his recent illness. Gordon Schultz could not attend the meeting because he had had a fall at home. As usual a special 80th birthday card was signed by all in attendance and presented to Brian Bensley. Newly appointed Townsville District Officer, Chief Superintendent Kev Guteridge, will be invited to attend the September meeting and present the National Police Service Medal to Brian Weston. Applications for membership were received from Warren and Margaret Butterworth and they were recommended for approval.



President Trevor Errington presenting Ian Palin with his Veteran Member Certificate.

## GLADSTONE

Gladstone members and associates met in an outdoor setting at Cafe Spinnaker, Spinnaker Park, Gladstone, on 3 May, with 15 in attendance. Welfare: President Darryl Saw advised that Glen Josefski was receiving his fortnightly immuno therapy treatment on the day of the meeting and Judith Saw was with him for support. The next meeting was at the Royal Hotel, Mount Locom, on 7 June. Welfare Officer Keith McCann reported Val Caterson was not well and her illness is taking its toll. Val and John didn't enjoy the recent P&O cruise on the Pacific Aria as catering arrangements have changed on the ship. Jim Winn has settled in well at Eureka Apartments and loves it there. Zoe Mortimer is now also loving it at Eureka Apartments. Karen Winn is due to go to Bundaberg for a knee replacement in the next month or so. The branch has donated \$100 to the appeal for Senior Constable Brett Forte's family.

## DARLING DOWNS

The 11 May meeting was held at the West Toowoomba Bowls Club. Bob Scarff recited the Ode to a Police Officer and made mention of the recent passing of Bob Beckman. President Boyd Wilson commented favourably on the address given at the previous meeting by Sergeant Ian Reimers. Welfare: Len Penrose informed the meeting he has had some concerns with his health and will be requiring lengthy hospitalisation.

President Boyd informed the meeting that the Secretary/Treasurer Roger Deshon will not be accepting nomination for his office at the forthcoming AGM. It was later resolved that the office of Secretary/Treasurer be split into two positions and that the new arrangement would commence as from the AGM. It was further resolved that in future on the death of a member of the Darling Downs branch, the next of kin will be approached and offered a plaque on the Toowoomba Memorial Wall at the cost of the branch. The next meeting was at the Stock Exchange Hotel on 8 June. A special welcome was given to former QPS Sergeant Viv Nolan. After Viv gave his background of service to the meeting, his application to join the Association was recommended. President Boyd Wilson and Kev Weise spoke favourably on the funeral service of Senior Constable Brett Forte. It was resolved to donate \$500 to the Forte family fund. Louis Geist spoke about a computer scam which could result in funds being accessed. This relates to people being advised of an inferred virus and being asked to phone a 1800 number. Louis recommended to members to delete the request without action. Welfare: Len Penrose mentioned he was about half way through his treatment. Bob Scarff was absent with the flu. Tom Tilbrook has a lung problem. Louis Geist mentioned he has had cataracts removed and this made a marked improvement in his vision. He urged members to be aware of eyesight degeneration with age.

### NEAR NORTH COAST

The monthly general meeting for April which was to be held at Sylvan Beach, Bribie Island, was cancelled due to an insufficient number of members able to attend to make a quorum. This was due to a number of reasons: members away for Easter, previous appointments etc. The next meeting was on 15 May, held at Woody Point. Welfare: President Allan Hawkins advised that Des Carmody was keeping well, that Des Kelly couldn't attend the meeting because his wife was in hospital, and that Keith Miller had just had an operation. The branch is aware of the incapacity of former police officer Melissa Pierce and now member of the QRPA, and President Allan made a commitment to keep in touch with her. Mention was made of the President, Allan Hawkins, and the acting Secretary-Treasurer, Rick Losberg, standing down at the forthcoming AGM. It was suggested that branch meetings be held at Woody Point because more members regularly attend that venue than either the Bribie Island or Caboolture venues.

### REDLANDS

The Redlands Sporting Club was the venue for the 23 May meeting. New name badges are to be purchased after the AGM. Mention was made of the Coffee with Cop event which was to be held at the Capalaba Library on 25 May to coincide with the Biggest Morning Tea to raise money for cancer research. President Paul Fitzpatrick advised a draft article on the history of the National Police Remembrance Day, Wall of Remembrance, and Wall to Wall Motorcycle Ride has been sent to the Editor of Suburban Living Magazine. Guest speaker: Sergeant Chris Hebblethwaite. He has conducted research into the recipients of the Police Medal for Merit which was a very early Queensland bravery award. He came across the story of Sergeant Thomas

Heaney who died as a result of injuries he sustained while arresting an offender for breaking into the Norman Hotel at Woolloongabba in 1905. This was a fascinating look back in time. Chris went to great lengths to learn more about Heaney's death and in the process came across some equally fascinating details involving a relative of Heaney. The branch thoroughly enjoyed the presentation and thanked Chris for taking the time to come and address the meeting.

### FAR NORTH QUEENSLAND

The 28 April meeting was held at Bungalow Hotel, Cairns. President Ian Swan welcomed all present with a special welcome given to guest speaker former Detective Inspector John (Stretch) Harris, who gave an informative presentation on Crime Stoppers. Superintendent Brad Eaton of the Australian Federal Police and a former Queensland police officer, was also welcomed by Ian. Welfare: Welfare Officer Jock Macdonald advised that Arthur Lynch was recovering at home following surgery to his knee. Ian and Joe made a visit to Arthur at the Cairns Hospital. Viv Finter was in Atherton Hospital. Ian visited Viv while in hospital. Jock also had visited Nev Reason, Charlie Chapman, and Brian Norris. Volunteers for the 26 May Gordonvale Police Charity Golf Day: Cheryl and Graham Cook, Ian Swan, John Thomson, and John Hartwell. Others played golf. It was a great day with funds raised being donated to the children who were affected by Cyclone Debbie. Membership of the branch has grown to 62 members, with new members being Allan Dredge and Reg and Jacquie Perkins.



*At the April meeting: Brad Eaton, John Harris, and guest Reg Perkins.*

### HERVEY BAY

The 16 May meeting was held at the Hervey Bay RSL Club. At the commencement of the meeting, a minute's silence was observed for the passing of Kev Guteridge. (Kev was cremated privately and a memorial service was held at St Josephs Church, Bryant Street, Pialaba, on 16 June.) Travellers: Russell Lewis is home from mentoring in Cambodia under the banner of Australian Business Volunteers, and Greg and Ros Morrow have returned from caravanning in the southern states. Welfare: Norm Sprenger is still slowly recovering from neck surgery; Margaret Bradshaw has recovered well from leg surgery; Ross Skyring is recovering well after major heart surgery; and Ian Anderson recently spent a night in hospital after a hernia operation. Guest speaker: Tammy Davies from Escape Travel which is located within the Stockland Shopping Centre. She provided an insight and overview of travel options that are available through her agency, with a particular focus on accompanied small group tours. The Annual Luncheon was on

6 June and 48 attended. The Luncheon coincided with the 10th anniversary of the formation of the branch on 17 April 2007. Five of the original six executive formation members attended. Grahame Gronow and Bevan Bradshaw are still holding the positions of President and Welfare Officer respectively. Of the 30 formation members, 14 were at this year's Luncheon. Also in attendance were the State Member for Hervey Bay, Ted Sorenson; Mayor of Fraser Coast Regional Council, Chris Loft; State President of the QRPA, Greg Early; and QBank Board Members Andy Henderson and Dan Keating, both of whom gave very informative talks on the workings of QBank and plans for future growth. President Grahame Gronow thanked QBank for their financial support for the Annual Luncheon and also welcomed members from Bundaberg, Gympie, Near North Coast, and Redlands branches. Ted Sorenson and Chris Loft thanked members present for their years of service in helping the community and gave examples of where they have experienced such assistance.



Foundation executive members of Hervey Bay branch: Bevan Bradshaw, Norm Sprenger, Trevor Trost, Grahame Gronow, and Lyle Gronow.



Norm Sprenger, Trevor Trost, Roger Barlow, Greg Early, and Owen Herbert. Greg presented Veteran or Senior Member Certificates to these members.

### VAN DIEMEN'S LAND

The branch's last meeting was on 7 March at Stonestrow Restaurant at Norwood. The annual general meeting will be held on Saturday 24 – Sunday 25 June at Tamar Valley Resort. If travelling in Tasmania and looking for accommodation, please support our members: Gretna Green Hotel – Lyall Highway, Gretna, Phil and Colleen Sharpe, 03 6286 1332, [sharpet401@bigpond.com](mailto:sharpet401@bigpond.com); Wilderness Hotel - Lyall Highway, Derwent Bridge, Dave and Carol Fitzgibbon, 0362891144 [derwentbridgewildernesshotel@bigpond.com](mailto:derwentbridgewildernesshotel@bigpond.com); Stone Cottage – Main Road, Ross, Steve and Val Kummerow, 03 6381 5444, [svkummerow@hotmail.com](mailto:svkummerow@hotmail.com); Touchwood, 31 Church Street, Stanley, Chris and Gretta Blom, 03 6458 1348, [enquiries@touchwoodstanley.com.au](mailto:enquiries@touchwoodstanley.com.au) (Andy Beasant)

# 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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# Don't break the safety chain

Report all health  
and safety hazards



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



**Safety & Wellbeing**



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number

