

POLICE

COMMEMORATIVE 2023

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



Vale

Constable Matt Arnold

Constable Rachel McCrow

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COVER STORY

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VALE

Constable Matthew Arnold and Constable Rachel McCrow. On the afternoon of December 12, 2022 four police Constables from the Western Downs attended a property on Wains Road at Wieambilla in relation to a missing persons complaint when a number of assailants opened fire on them without warning.

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

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IAN LEAVERS

The murders of Constable Matthew Arnold and Constable Rachel McCrow sent shockwaves around the world. Never before had such brutality and evil been perpetrated on police in Australia.

Every police officer and their families in this country felt the hurt and shared the grief of their loss.

In the aftermath the once silent majority spoke up, it's now clear they too have had enough of violence directed towards police and frontline emergency workers. So many people realised this disgraceful act required action. That support has come through messages of condolence, a handshake or hug for an officer in uniform, generosity for the QPU fund to assist the families of our fallen officers and vocal support for our efforts to reform firearms registration.

This was an act of domestic terrorism carried out by religious zealots closely aligned to the moronic beliefs of sovereign citizens and extreme anti vaxxers. Those groups I believe will forever stand condemned and denied any credibility.

Matt and Rachel had an obvious vibrancy, there was plenty of scope for them to contribute significantly to our communities for decades because they genuinely wanted to help people. They wanted to make Queensland a safer, better place and we all weep they were denied a remarkable future.

While all of us who wear the uniform feel anger and pain at their loss, the toll is almost unthinkable for their families. The Arnold and McCrow families will forever miss Matt and Rachel. Family get-togethers and special events will never be the same.

We will forever remember the names of Constable Matthew Arnold and Constable Rachel McCrow. Their

deeds on that day, their courage will always be prominent for the members of the Queensland Police Union.

Discussions are progressing with the Queensland Government regarding the site at Wieambilla and the potential for the entire farm to be purchased by the QPU.

There's no firm plan yet for what it will be used for but suggestions include converting it into a retreat for current serving and retired police or perhaps a training facility to be used by specialist units including the stock squad. Two things are certain however, a fitting memorial will be created on the site to forever honour Matt and Rachel and any building or existence of the previous owners will be destroyed and removed.

This place will never become a shrine to those people of warped ideologies.

There was a very real possibility the farm on Wains Road could have been a much more horrific location for the Police Service. Constable Randall Kirk was wounded by gunfire and Constable Keely Brough was hunted and pursued by the offenders before escaping.

Both Randall and Keely will continue to receive support from the QPU as they continue to resume their careers with the QPS and battle any associated trauma that comes from this incident. It is my hope they both continue their frontline service and share their experience with others in some capacity.

We also mourn the loss of Alan Dare a neighbour who came to investigate

and was also gunned down.

Information so far indicates Mr Dare was attempting to make a triple zero call when he was callously shot in the back and died on the roadway outside the property.

There's no doubt there will be things we can learn from this attack that can enhance the safety for police and the community into the future.

FIREARMS DATABASE

In the days after Wieambilla I received support from Premier Palaszczuk to urgently place the National Firearms Database on the next agenda of COAG.

The system that currently exists is all but useless to a frontline police officer because interstate computer systems don't talk to each other, the data collection is not consistent across jurisdictions and a police officer in Queensland cannot access the information they need on a Qlite as they are travelling to a call for service.

These failures put our police at risk and provide no benefit for them to know what they are walking into.

Not long after putting forward these reforms I had support from interstate Police Commissioners and eventually Commissioner Carrtoll agreed what I was saying had merit and should be acted on.

I want to make it clear to current firearms holders, I am not advocating for any further licence restrictions or governance, simply reform to better access the information already available.

The QPU with the support of the Police Federation of Australia offered a submission to National Cabinet. The following items were key elements of the suggested reforms:

- Task the Australian Criminal Intelligence Commission (ACIC), who already have carriage of the National Criminal Intelligence System (NCIS), to undertake a study of all the state/territory/commonwealth firearms legislation and technical requirements that would need to be put into place to have a National Firearms Register.
- The Register must be linked to the National Criminal Intelligence System so that firearms can be linked to the wider intelligence database that is available to all police nationally
- The Criminal Intelligence Commission study must look into these deranged individuals. We must investigate the social media posts and comments from these groups. Sovereign citizens, anti-vaxxers. Qanon supporters and police haters must be assessed for their extremism and monitored by counter-terrorism units.
- Police demand the study will look into:
 - o The types of ammunition being sold and what ammunition is being sold in Australia that can be used with prohibited firearms, there is a clear link between the two and this loophole must close
 - o If firearm owners are buying ammunition for guns they are not licensed for this must trigger alarms.
 - o Ammunition purchases must be limited.
 - o Ammunition sales must be tracked and fed into a national database.
- We must allow this database to be accessible for community safety

and to harvest intelligence from wide sources

- o Non police agencies like the RSPCA, Ambulance Service and other emergency personnel should know where guns are and should be able to give information back into the system.

ASIO Chief Mike Burgess gave a security briefing to National Cabinet during this discussion. He warned the Premiers about the rise of right wing extremism and anti government sovereign citizens who believe laws do not apply to them.

The Prime Minister agreed the threat is real, said our reforms were common sense and tasked the Attorneys General Ministerial Council to report back before the end of the year on making this workable register a reality.

Mr Alabanese said the registry needed to be real time, contain details of all licence holders and the guns they hold including technical details, identity and history of every gun and combining interstate records to track when firearms cross borders.

It's a start but we need to continue to apply pressure, too much time has already been wasted.

A coroner will eventually investigate the events of Wieambilla and there will be scrutiny of every decision made and hopefully some positive outcomes or recommendations to enhance detection of these types of offenders and suggestions to improve safety for our frontline police.

The community will be stunned when they learn through the Coronial evidence the true extent of the heroic actions many of our members conducted in the hours after our colleagues were gunned down.

The QPU has initiated the process of submitting bravery award recommendations for a variety of people involved including the extraction team that risked so much

to retrieve Matt and Rachel, along with the SERT operators and other specialists.

The people who acted with such integrity and courage that evening did not do it for recognition but they should be commended with the highest awards possible to acknowledge their resilience to never leave anyone behind and render the threat safe before anyone else in the community was injured or harmed.

This edition of the QPU Journal is a tribute to Matt and Rachel for their ultimate sacrifice.

The stories and images in these pages will become a historical record of their lives, service to the community and the love everybody had for them in the 'blue family'.

If you can, I urge you to contribute to the QPU established remembrance fund, it is the only genuine charity fund recognised for the Arnold and McCrow families and every dollar contributed goes to them.

Police Remembrance Day 2023 will be significant for Queenslanders and it's important we continue to demonstrate our respect for Matt, Rachel and their families by participating in local services, along with events like the annual Wall to Wall ride of Remembrance to the National Police Memorial in Canberra.

With Honour they Served.

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SHANE PRIOR

The community response to the death of our two colleagues Constable Rachel McCrow and Constable Matthew Arnold was genuine and inspiring.

QPU President Ian Leavers, and QPU Southern Region Rep Col Muller and I spent a number of days at Tara, Chinchilla, and Dalby after the heart-breaking events that saw Rachel and Matt's lives so tragically cut short.

Over those few days community members normally considered the silent majority were coming forward with flowers and tributes to honour our lost colleagues but more importantly to say thank you for the job we do.

In Chinchilla I met Graham Stewart, he was typical of the people laying flowers at the police station telling me he wanted all cops to know they were loved and respected.



Graham Stewart wanted police across Queensland know they are appreciated and highly regarded.



Louise hand knitted strings of hearts for Chinchilla police station to let all officers walking through the doors that their work is respected and cherished.

The local florist ran out of flowers for the bouquets and one lady Louise knitted hearts to hang at the station. At Tara the handwritten cards were filled with emotion for their local murdered police who obviously had made a positive impact in their community.

Ian Leavers asked the people of Queensland to say thanks to a cop and so many of our members have told me the unexpected handshakes and thank you's made a huge difference during those first dark days.



The heartfelt words expressed in sympathy cards from community members were genuine and kind.

Returning from assisting our members on the Western Downs I made it a priority to head to the State Police Memorial in Brisbane's Botanic Gardens to lay wreaths to honour our members Rachel and Matthew. Their names will later be added to the memorial walls and the National Police Memorial in Canberra.





The Brisbane Rail Squad showed the unity of service with their initiative to collect donations from commuters as they passed through Roma and Central Rail stations on the days following the Wieambilla tragedy.

Their efforts resulted in thousands of extra dollars being added to the QPU established family fund.



My deepest and profound sympathies to Rachel and Matt's family, nothing will ever fill the loss and void you are feeling and will continue to feel.

To my friends and colleagues in the Darling Downs area, I'm so terribly sorry for your loss. No matter how long it takes your Union will be here.



LOOKING AT WORKING FOR QUEENSLAND

Last year we completed another Working for Queensland (WFO) survey. I don't think many of us needed to wait on the results to identify what we all knew anecdotally before it even started – that the Queensland Police Service is in a state of disarray.

Completely chaotic management and rock-bottom morale is the norm.

The Service Design Redevelopment Process is in a terminal condition on life support. Everyone can see what is coming but no one has the courage to make the call and turn the machine off and let it die with dignity. Instead, let's do another review and hope for a different answer to resurrect this zombie one more time.

Curiously and despite previous commitments to the contrary, the QPS has declined to release the WFO results publicly.

Wondering why, I had a look at some of the results. Statistics is a serious mathematical discipline and when done correctly a valuable tool. I won't try and pretend that I'm an expert, but I do understand the basics on how statistics need to be interpreted.

You don't rely on extreme values from isolated units or groups (favourable or unfavourable) as evidence overall. You must always focus on the clear trends, see what the averages from the largest pools are and use that to interpret the overall data correctly.

With this in mind I filtered any extreme scores from individual pockets of the service or little units with 10 people who might have a skewed result for whatever reason and looked at the big picture.

I looked firstly at Crime and Intelligence Command (CIC) where I work, then at Crime Counter-Terrorism and Specialist Operations (CCTSO), the whole portfolio of the service that my Union position represents.

Then, most importantly the 'QPS All' results that look at the service as a whole, everyone who completed the WFO survey. The results were scary and surprisingly consistent. I can sum up all of our problems in two words.... senior leadership.

Despite what senior management would have us believe the big problem is not at the Senior NCO level (the Sergeants and Senior Sergeants). For *My Manager and Respectful Relationships*, The QPS All result was 75% of people having a favourable response. It was 77% for CCTSO and 80% for CIC. *My Manager Honesty and Integrity* had a favourable response of 79% (79% for CCTSO and 80% for CIC 83%).

In simple terms at least three quarters or more of members don't report major issues with their immediate managers. Of course, there is always room for improvement and some areas will have more problems than others.

This is in startling contrast though to positive perceptions of senior management (i.e. the Commissioned Officer corps) and the Executive (the Executive Leadership Team, Assistant Commissioners and above). For *Leadership - Senior Manager* only 38% across the QPS had a favourable or positive answer (CCTSO 51%, CIC 48%).

For *Leadership - Executive Group* it was even worse - QPS All 29%, CCTSO 39%, CIC 31%. In plain terms this means that over 60% of members have an unfavourable or at best neutral opinion of Senior Management and its over 70% for the executive. That is a shocking state of affairs.

When you look deeper specific examples shine out. The QPS All result for *Senior managers create an environment where employees feel heard* had a 43% unfavourable rating, *The Executive Group creates an environment where employees feel heard* was 47% unfavourable. When asked if the *Executive Group model the*

values/principles of my organisation and *The Executive Group acts with a high level of integrity* only about two thirds gave a positive answer.

For those indicating an intention to leave the organisation when asked *what is the primary reason behind your desire to leave your current position?* The most common answer was *Senior leadership is of a poor quality* (QPS 34%, CCTSO 30%, CIC 39%).

Connected to this issue were other main issues of concern, those that had the highest rates of negative responses. When asked about *Change Management* only 19% of QPS ALL had a positive view. Only 32% of people thought we had a *Fair and equitable promotion process* and when asked about *Fair and Equitable Treatment: Backfilling Process* only 26% of QPS all had a positive view.

Out of interest I looked at the Results for workgroup - Commissioner and Commissioner's Office. I figured this would give the best possible score in the QPS.

These are the key people, presumably the true believers who are on board with the vision and not just the 'whinging rank and file'. I was floored to see that even here only 44% had a favourable view of the executive group.

These are all issues that can only be dealt with by our most senior members. Stop pushing down and blaming members of this Union. Sort out the absolute mess that QPS senior leadership has become.

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MICK BARNES

December 2022 left us all numbed by the senseless deaths of not only our colleagues Rachel McCrow and Matthew Arnold but also Wieambilla community member Alan Dare.

The circumstances by which all three were murdered makes it all too surreal and reminiscent of a fictional movie. These events have no comparison in living memory in our country.

Knowing either Rachel or Matthew personally is irrelevant when such events strike at the heart of the 'Police Family'. This is true regardless of your jurisdiction or your operational status.

We are human, not machines. We're all different and if there's one thing that we all need to do is to acknowledge that we all respond differently and at different times.

Whilst not qualified, I am certainly able to refer anyone to a suitably qualified practitioner for assistance regardless of the time of day or night.

I know some of my own family and colleagues were struck too by this tragedy.

It is still early days so if you know someone suffering from that Wieambilla afternoon, make sure you stay in contact with them to ensure their wellbeing moving forward.

SDRP MORETON

I wrote to all seven State MPs in the Moreton Police District in May 2022 including the Police Minister Mark Ryan and raised with them the serious policing issues facing officers, and in turn their constituents.

To this date the only feedback I've received was from the office of one MP acknowledging receipt of the correspondence, nothing, zilch, absolute crickets.

At the same time, I shared with them the results of my personal survey of QPU members within the Moreton Police District which showed a less than flattering return on SDRP.

Predictably the survey was dismissed by the QPS as irrelevant however at the same time the QPS would not disclose the results of their own surveys including the Working for Queensland surveys.

Advice regarding funding for this project is that it has now exceeded Departmental approval limits with the ongoing funding being approved by Government. The success of this initiative appears to have the future of a few QPS and Government individuals on the line.

Meanwhile, advice received is that statistical data and the interpretation of public confidence will be manipulated in an attempt to boost public confidence as the future rollout of SDRP is considered as another election year grows closer.

HAPPY BIRTHDAY – OUR PEOPLE MATTER

February is the 5th birthday of Our People Matter. The Our People Matter philosophy was launched amongst much fanfare under the leadership of former Commissioner Ian Stewart.

Sadly, focus on the individuals that make up the QPS appears to have lost its way and is now the subject of ridicule more than a genuine commitment to our people.

So successful was Our People Matter, it initially won applause as an initiative and was recognized by the Australian

Human Resources Institute in its annual awards. Specifically, it was acknowledged that this was a genuine attempt by an employer and a union to care for its workforce.

I can assure you that I and the whole QPU Industrial Team are committed to continuing with a focus on the entitlements and wellbeing for members, and that is not negotiable.

Legislative and policy constraints sometimes hamper favourable outcomes however through our collaborative efforts with partners, Sciacca's Lawyers, the best possible outcomes will be achieved.

Never hesitate to touch base.

Stay Safe

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COL MULLER

My article this month is part of a dedication to Rachel McCrow and Matt Arnold of Tara Station. Two incredible young people who tragically lost their lives on December 12, 2022 at Wieambilla.

We also need to acknowledge Keely Brough and Randall Kirk for their resilience and bravery in the face of this tragedy and a bow of respect for the many officers who bravely and without hesitation assisted in so many ways during, after and since this incident.

It could be unfair to roll off a list of names of those fellow officers who stood up to help but I need to say thank you to the many who have assisted not for a pat on the back but because it was the right thing to do.

I want to include the officers who were firstly on the scene, the officers making decisions under intense pressure and the support staff that have been involved seeing this matter through.

On that terrible day I received a call from a local QPU rep who is also a close friend, I heard the words but I'm still chilled by the information passed to me. Heading promptly toward Chinchilla, QPU President Ian Leavers and Vice President Shane Prior were notified and along with QPU Legal Manager Shayne Maxwell they gathered the QPU critical incident team and dropped everything to head to the scene and provide immediate assistance.

In the following days the QPU provided a range of support to those directly involved including legal assistance, welfare, direct consultation with the families of the murdered officers, care for the injured survivors and kept accurate information flowing to our membership and the community. The QPU delivers so many benefits and services that most people don't see until they're involved in this type of incident.

To the Officers from Tara, Chinchilla, Miles, Dalby, Dalby HWP, Dalby CIB, Dalby CPIU, Meandarra, Taroom, Roma, Roma HWP, Millmerran, Toowoomba, Toowoomba Dog Squad, Toowoomba TCS, Toowoomba CIB, Toowoomba CPIU, Toowoomba DDO, Charleville HWP, Yuleba, Brisbane Dog squad, PolAir, SERT, PSRT, our great communications staff and our scenes of crime staff, District management from the A/C, Superintendents and Inspectors that were involved and to the Union Representatives and Legal Officers and officers from ESC, the PSO's, Chaplains thank you for the heartfelt efforts of so many. And my utmost apology if I have missed any areas as there were so many.

I would also like to thank the people of Queensland, Australia and around the world who acknowledged the grief that was suffered as a result of the despicable actions committed upon the QPS and its members on that day.

To read many of the cards and tributes written for Matt and Rachel along with the sympathy for our members across the State was truly emotional.

I'll admit I could not hold back tears at times and I encourage all police to read them in this edition of the Journal, not so you become upset but to remind yourself the work we do is appreciated and while people we deal with aren't always the best there's a big chunk of families out there who really value our contribution to keeping them safe.

I hope that the QPS moves forward to improve the safety and conditions including housing in the Western Downs as an acknowledgment of the difficulties Police face in this area.



The flower memorial at Chinchilla grew everyday and people from all across Queensland sent bouquets and tributes.



Some of the beautiful thoughts written by community members not only acknowledging the loss of our two police but also thankful for the job those who turn up for shift everyday do.

Col MULLER
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KEV GROTH

The tragic incident in Wieambilla has rocked the 'blue family' to its core. The callous execution of two of our own is simply unfathomable.

The loss of any member of the 'blue family' hits hard, but this incident, under these circumstances, is especially hard to understand. Every day we put on the suit of blue and go to work not knowing what the day will bring, and whilst the danger is always present no one could expect or foresee the events that transpired that day.

The tragedy has had far reaching effects across Southwest district and the entire state.

To all the members involved in the recovery of our brother Matthew and sister Rachel you have my utmost respect and admiration. Having been through a similar incident 23 years ago it's not a job anyone wants to do, but a job you would never refuse.

To the team that risked their own lives to apprehend the callous lowlife scum who executed our colleagues I am in awe of your professionalism and courage to undertake a task that again no-one wants, but would never refuse.

We all 'bleed blue' and when one of us hurts, we all feel that pain. Look after one another over the coming months as the emotional toll will catch up with us all at some point.

The psychological fallout from a tragedy like this is something that cannot be avoided. There is plenty of help and support out there to assist you if you need help. Please reach out if you need it.

You might not need it today or tomorrow, but in months even years from now please seek assistance and REMEMBER IT'S NOT WEAK TO SPEAK!

Psychological assistance in the QPS has come along leaps and bounds from 20 plus years ago and the services available externally are amazing.

To the Arnold and McCrow families you have my deepest condolences, just know that they will never be forgotten and we will always remember the sacrifice they made.

"The Final Inspection"

*The police officers stood and faced
their God,*

*Which must always come to pass.
They hoped their shoes were shining,
Just as brightly as their brass.*

*"Step forward now, police officers.
How shall I deal with you?
Have you always turned the other cheek?
To my church have you been true?"*

*The police officers squared their
shoulders and said,
"No, Lord, I guess I ain't,
Because those of us who carry badges,
can't always be a saint.*

*We've had to work most Sundays,
and at times our talk was rough,
and sometimes we've been violent,
Because the streets are awfully tough.*

*But we never took a penny,
That wasn't ours to keep....
Though we worked a lot of overtime
When the bills got just too steep.*

*And we never passed a cry for help,
Though at times we shook with fear.
And sometimes, God forgive me,
we've wept uncontrollable tears.*

*We know we don't deserve a place,
Among the people here.
They never wanted us around
Except to calm their fear.*

*If you've a place for us here,
Lord, It needn't be so grand,
we never expected or had too much,
But if you don't....we'll understand.*

*There was silence all around the throne
Where the saints had often trod.
As the police officers waited quietly,
For the judgment of their God.*

*"Step forward now, Police Officers,
You've borne your burdens well.
Come walk a beat on Heaven's streets,
You've done your time in hell."*

*Rest in Peace Matthew Arnold
Rest in Peace Rachel McCrow
Two Angels taken to watch over us all!*

Stay safe and watch each other's backs.

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

Kev GROTH

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PETER THOMAS

Vale our members Constable's Rachel McCrow and Matthew Arnold, and also community member Alan Dare.

Monday, December 12, 2022 is a date that is etched into the memories of all members of the 'Blue Family' across the world for all of the wrong reasons.

We cannot begin to understand the immense loss and pain that Rachel and Matt's family are experiencing from this heinous, cowardly attack, and can only pass our love, thoughts, prayers, and sincerest condolences.

We also pass our sincerest condolences to Rachel and Matt's colleagues and friends.

about their daily duties – often without any thanks.

The support from the public within the Northern Region (and I know that it was the same all across the State) was unbelievable with everything from flowers and cards, to coffee vouchers and meals being dropped off at police stations.

To our first responders, SERT Operators, Scenes of Crime Officers, Peer Support Officers, HSO's, Chaplains, and Investigators

Remember to take care of yourselves and each other, attend your next Union Branch meeting, take some quiet time to reflect on all that is good in life; and don't forget: no union rep = no interview.

Peter THOMAS
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“We cannot begin to understand the immense loss and pain that Rachel and Matt's family are experiencing from this heinous, cowardly attack, and can only pass our love, thoughts, prayers, and sincerest condolences.”

I sincerely thank the operators of the Special Emergency Response Team for their bravery in bringing this incident to a close without further loss of life or injury to our officers or innocent members of the community.

Members of our Union Executive were on the scene within hours of this tragic event and provided support to our members and their families; and I take this opportunity to acknowledge the ongoing support that Regional Representative Col Muller is providing.

Our very special thoughts also go to Constable's Randall Kirk and Keely Brough who through their training, instinct and bravery survived this ambush and attack.

It is tragic times such as this that we see the immense support from our community for police officers that go

involved in this terrible chapter of our Queensland Police history I thank you.

To all that supported our members who continued working across the State to keep our communities safe, even though our hearts were breaking, we sincerely thank you.

The outpouring of respect and love for our fallen colleagues at the funeral service and live streamed events across Australia was inspiring and reflected the respect for their bravery; and that of our surviving members Keely and Randall.

Rest in Peace Rachel and Matt; your names will be forever etched in our hearts.

Keely and Randall; we will be forever grateful for your tenacity, bravery and instinct in this vicious and unprovoked attack upon our police family.





SHAYNE TREASURE

Monday December 12, 2022 is a day that forever changed policing in Queensland. A day we lost two who were too young in life and two who were too new in service to be lost.

I firmly believe that the section of dusty track and parched paddock in Wieambilla where this murderous act occurred is now ground that is sacrosanct to all those that wear the Queensland Police uniform while ever there is a QPS.

Organisationally and subjectively every Police officer in this nation shuddered on that day and considered their own mortality and ran through the 'what ifs'.

I without hesitation voted for the acquisition of the property and received widespread supportive feedback on the matter from the QPU Metro South Region membership.

The selfless bravery demonstrated by those who went forward to recover the fallen and take the offenders into custody to me was truly an outstanding example of collegiate loyalty and devotion to our fellow brothers and sisters.

There is a true emotional conflict in the grief of loss and pride in stoic professionalism in response from that day. Both aspects should never be forgotten.

With honour they served and now in peace may they rest.

I am concerned the learnings from this absolute tragedy may not hit home with the QPS in broader terms. We need to look at the bare facts that this is domestic terrorism and acknowledge we have moved beyond the meth head with a weapon paranoia protecting their stash, to groups of people who truly believe their own government is attacking them and that they have the right to self-defence against a perceived 'foreign aggressor'.

We need to recognise, we as a service are generally not geared to deal with those who refuse to be policed by consent. I am not talking about people who articulate dissent against government policy that's democratic, I am talking about the complete rejection of societal norms to achieve your goals by violence over others. That's what we have seen in play.

As a Police officer we are a mobile shop-front for government and therefore a target for grievances by default.

We saw this nationwide during COVID and locally when the Capalaba Police Station was surrounded by alleged sovereign citizens while our colleagues were inside. The mob videoed police and private vehicles and posted online veiled threats they would be tracking down officers. Interestingly amongst their number was a former police officer.

This salient point moving forward into the future is that our facilities are really not secure for protection of QPS assets and our staff and our processes in dealing with threats to staff need to improve.

We really need to move forward in these areas for the future as these mind-sets are on the increase due to the internet.

VALE SERGEANT MICHELLE MULLEN 4007388

Another South Brisbane stalwart has left us with the sudden loss of Sergeant Michelle Lee Mullen aka "Mully".

Known to most as the ever smiling, ever helpful DCPC NCO but to those select few in the inner circle of mates she was a humble and discreet daredevil, skydiving and studying at Uni, master of

all things CPTED while throwing a bike around mountain corners.

From the anecdotes shared during the celebration of 'Mully's' life it was evident there was no risk aversion to a challenge she wanted to take on and no challenge would defeat her if that was her goal.



For those of us left behind lamenting how unfair this was to happen to 'Mully' it was agreed by her closest friends she would tell us to stop sooking as she was doing what she enjoyed and things just happen.

Goodbye and fly swiftly 'Mully' there is no doubt about the honour you served with over the past 33 years we could only imagine what you would have got up to in the next seven.

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ANDY WILLIAMS

December 12, 2022 will go down as one of the darkest days in Queensland Police history. We tragically lost Rachel and Matthew, two diligent young coppers brutally murdered in an ambush, doing a routine door knock type job most of us have done thousands of times.

We still mourn their loss, which will be felt deeply in the Service for a long time. We also mourn Alan Dare, a local who paid the ultimate price for trying to be a good human and neighbour.

We are thankful that Keely and Randall somehow managed to escape. That was despite determined attempts to flush Keely out, she held firm.

We are also in awe of the bravery of the members who came to assist, either those who responded first and recovered Rachel and Matthew or the SERT teams who made the situation safe. None of you faced a situation we have had before, and you all performed well above what was expected of you.

In the midst of the darkness, the shining light of the forgotten majority of the community came forward and shared in our grief. The outpouring of flowers, baked goods, chocolates and coffees that were delivered to every station in the South East Region was a true reflection of the support and grief of the community at large.

The generous donations to the QPU established fund to support the families of Rachel and Matthew were another sign of the support we have in the community.

Those who committed this ambush and murdered our colleagues are given infamy in the media, their names, photographs and warped propaganda are sensationalised, their relatives interviewed. I can see no benefit to this, other than to feed their warped views to others, and incite those who share them.

Personally, I think it is time that those who commit crimes of this nature are not named in the media, nor should their warped ideology be promoted. If the media can't self-regulate on this point, perhaps it is time to take it out of their hands.

Logan District also suffered a devastating loss when Justin Darney lost his long and very determined battle with cancer. Justin was highly thought of, and his friends tell of a man who loved to live life to the full, be it at work or at home and this was reflected by a large turnout. A man who always had an eye on the sky, he would have loved the low level flyover by Polair 2 and the acrobatics of his favourite plane the P51 Mustang. With honour he served.

SDRP REVIEW

When the Commissioner came to the Union Executive about SDRP, she told us that the crews would 'do less jobs', that the job load would be spread more evenly and members would have more time to do the jobs.

What has ensued is everyone appears to be working harder, rosters are less friendly and more fatiguing and there is a massive backlog of jobs (and files).

Before the Service goes forward with another District, the Service is obligated to fix the issues in Logan and Moreton. They are obligated to ensure that the staffing model is right, and the vacancies are filled. There needs to be a full review of CSO and WOC positions to see if additional



resources here can help ease the workload for the front line.

We also need to review how we roster our people.

It is one thing to say we haven't changed the way we police since 1862, but I'm going to predict that we haven't changed the way we roster our people since then either.

We are spending money on external experts to totally reshape how we do business, to change our culture, but the most important part of policing, how we roster our people seems to remain in the 1860's. Most other Government Agencies that work 24/7 have gone beyond eight hour shifts. What do they know that we don't?

The SDRP proponents, in their initial presentation to the Union Executive, stated that SDRP would allow the Service, for the first time, to be able to cost every new proposal, law or policy change to then give Government an accurate picture of what a change would actually cost and seek additional funding and staff.

Unfortunately, this has failed at the first hurdle with the DV Inquiry. Recommendation 15 states:

... the Queensland Police Service develop and implement a procedure which requires Officers in Charge to ensure that all frontline officers who attend domestic and family violence occurrences meet with a designated senior officer to receive feedback in relation to a sample of their body worn camera footage at least every six months.

Here we have a significant new body of work for front-line Sergeants, which exposes them to risk of coronial review.

Ian Leavers and I have argued that this obviously necessitates specific rostered shifts to attend to this important work (both the review and the feedback). The Service in their wisdom, seek to introduce more work on the Sergeant level, to be done in

addition to all the other work they already do.

They disregard the meaning of the word 'meet' and seek to reduce the review to a tick and flick form and a DAP entry. This ignores the intent of the review, not to be an audit, but to be a learning process.

To teach, the Sergeant must first watch the Body Worn, and make notes so they have relevant points (good and bad) to pass on. It also denies the member natural justice to address any specific points that the Supervisor may have before a DAP entry is done.

The Inquiry itself noted:

'There is a tendency for the implementation of recommendations made by taskforces and inquiries to be dominated by a focus on what activities have been undertaken and what recommendations have been completed, rather than on the impact of those activities and whether they are achieving the intended result.'

The proposal in its current form is more about ticking a box, rather than the intended function of enhancing a members skill while assisting members of the Community.

More importantly, we have the SDRP process failing at their first hurdle, to my knowledge in the haste to dance to someone else's time-frames, the Service have ignored the review and costing of this new workload, falling back on old habits of pleasing others at the expense of our members.

There are no additional Sergeant positions to assist with this new supervision impost. What is worse, is that it seems to be expected that Sergeants will either sacrifice on road supervision (of you guessed it DV) or squeeze the review in amongst the constant distraction of Station Shift Supervisor duties. This is clearly not what was intended by the recommendation.

It was great to have Leavo and Deputy Wheeler come to Surfers Paradise to work an 8pm - 4am shift



Andy Williams and QPU President Ian Leavers work the streets of Surfers Paradise Safe Night Precinct.

and watch wandering in action with the Jack Beasley foundation. Both were impressed by the efforts of our members and the way they interacted with those who were intercepted, and I can confirm that both Leavo and the Deputy completed the full shift (and attracted the attention of a couple of drunks, to keep things interesting).

Andy WILLIAMS
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DION READMAN

The tragedy at Wieambilla has affected all of us. The evil that occurred is beyond comprehension.

The QPS have bestowed honour on Rachel and Matthew and no doubt also on those brave members who stared down the criminals ensuring that no member is left behind.

We too can honour them. I recently visited the town of Ypres in Belgium which was completely destroyed in WW1. Since the 2nd of July 1928, every night at 8pm the town hosts a Remembrance service for the Commonwealth soldiers who paid the ultimate sacrifice whilst defending them.

The nightly homage is their way of thanking those who went forward. This sentiment has been passed down through generations so that it is not forgotten. We have the same obligation to Rachel, Matthew, and other members including David, Brett, and Damian and all who now rest in peace.

National Police Remembrance Day is an important day in our yearly calendar however a daily pause to reflect is not beyond us. With Honour They All Served.

COMMUNITY OWNERSHIP

At the end of 2022 I spent 7 weeks completing the Camino Frances which is a walk across Spain.

I was amazed at the lack of crime, even low-level street crime. I subsequently googled Spain's crime statistics and found that since 2000 there has been a significant downturn culminating in the 2021 data showing the largest decrease in 20 years of 10.9% from the pre-COVID year of 2019. Coincidentally the Police and Civil Guard saw an

increase in their staffing numbers by 7% during this period.

I had discussions with the locals and it became apparent that not only is the family unit extremely important in addressing issues within their communities but more notable is people are not afraid to speak up and even intervene if crime or poor behaviour is occurring.

It was common to see elderly folk chastising young people for riding e-scooters on footpaths at unsafe speeds. To watch the youth, stop and self-correct without issue was fantastic.

As explained to me 'it's our town / city and we aren't putting up with that'. Compare that to here in Queensland where I saw a recent Crime Stoppers campaign stating 'Be The Anonymous Hero'. Fairly certain one should not be classified a hero for doing this.

The 'don't get involved approach' isn't working. 'Our village' has two options: #1 we can stand up together and raise the child or #2 we can let the village idiot run the show.

CORRECTIVE SERVICES

Corrective Services you have one job. The traditional Christmas holiday Government shut down has come and gone for another year.

Obviously, this doesn't relate to our frontline members who continued to work throughout the festive period. And once again it was police who took on the added responsibility for departments like, Youth Justice, Child Safety and Corrective Services who

put up the 'closed for business' sign during the week-long festive break.

This was most noteworthy in our watch houses where prisoner numbers swelled past capacity. The fact that more than 80% of the prisoners were classified Corrective Services clients, surely should see this farcical situation not repeated at the end of 2023.

FOLLOW UP

Referrals, the recommendations from the DV Inquiry have been announced and implementations commenced.

It will be interesting if to see if the Government is concerned enough to address the clear need to streamline the DV investigative and judicial process required to put a perpetrator before a court.

In addition, it will also be interesting to see if the Government has the appetite to cast their eye over the DV NGO agencies, funded to support aggrieveds and respondents.

Our members have completed more than 27,000 domestic violence referrals for aggrieveds this financial year (as of January). I'm sure the Government would be interested to know how many of these referrals are actioned with actual contact between the funded agency and the person in need.

Surely this too deserves examination by those who are questioning the standard of our domestic violence investigations.

FAREWELL

On March 25, 2023 Sergeant Paula Byrne, will call time on her thirty five year QPS career.

Paula has been a stalwart of the Far North providing guidance to a generation of officers who have served in the Tablelands Patrol Group.

The Region will be poorer for your absence Paula and I wish you and Kev many happy retirement years.



As it's a new year, time for some predictions or a realistic wish list.

By the end of 2023 lets hope the following materialises:

Significant DV legislative and procedural reform which assists our members in helping those in need, recruitment and retention see an increase in the staffing numbers with the frontline the predominant beneficiaries. Government departments and NGO's who claim to be partnering with the QPS actually work the same hours as our members.

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Sometimes our protectors need protecting...

*for a fair and just outcome
become a member*



QUEENSLAND POLICE UNION OF EMPLOYEES

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RICHARD JACKWAY

I would like to give a short dedication to the officers involved at Wieambilla. But because I was not present, I will keep things short and heartfelt.

The senseless murders of Rachel McCrow and Matthew Arnold evoke a deep sadness in me, and in most officers I've spoken to about this tragedy. Sadness for the loss of bright young lives, and sadness at the grief of family, friends and colleagues, also sadness for the devastating impact it has had on the community.

The sheer terror the two surviving officers would have experienced is difficult to comprehend.

The rescue response needs to be recognised for what it is: unmitigated bravery.

The reason for the bravery also needs to be acknowledged: deep rooted concern for the welfare of their colleagues.

The combined memorial service at Boondall painted a picture of two very bright young human beings who were going to leave an impact on this world – they were going to make it a better place.

It was a very personalised service that struck a chord in all those who attended.

It was touching to experience the blue line guard of honour stretch out of sight. The salutes rising and falling with the passing of caskets. Many officers in this line waited dutifully over an hour to pay their respects by saluting our fallen brother and sister.

SDRP – A MODEL THAT CAN BREAK STATIONS

The QPS admits numbers are needed to make the new SDRP model work.

But as we can see, those numbers are in crisis, and are still worsening.

Petrie is a smaller station within my area. However it can represent around 50% of my Union work, that says to me the SDRP model without numbers has broken this station. I also hear Redcliffe is similarly broken, again that says this model is the problem.

That the same issues don't exist at Carseldine, Boondall or Sandgate (nearby but not yet under SDRP) who also have worsening frontline staffing numbers, says the model is the problem. I feel for the staff who are suffering, and for the OIC's and Commissioned officers whose areas are still under this model.

To illustrate the issue, in November, I attended a branch meeting at Petrie with Ian Leavers, Shane Prior and Michael Barnes to listen to how the model was affecting officers. Forty-five officers turned up.

Being more than Petrie's entire gazetted strength, this meeting was obviously of significant interest to the surrounding stations in Moreton. To quote what one Union Official expressed afterwards of the hazardous levels of distress and damaged mental health within that room 'This is f**ked!'

Police already work under the physical fatigue of shift work, and the emotional/compassion fatigue of dealing with constant Mental Health and DV jobs. We accept this, but only Mr Ostrich thinks it doesn't take a toll. SDRP then added a large volume of additional stressors.

It is my opinion that the QPS did not properly consider the existing 'fatigue load' plus the sheer number of additional stressors, and what effect the totality of these stressors would have on officers, neither the short term nor the long term.

The SDRP model was meant to have numbers to make it work. They didn't have the numbers. By many measures it broke Petrie, and reportedly has done similar to Redcliffe.

BAND-AIDS TO MASK THE PAIN FOR ROUND TWO

It is likely the only reason we haven't had worse news coming out of Logan is the QPS created band-aid solutions which act as masking agents for any immediate problems. The band-aids mask problems by cleaning up officer work-lists and then throwing large numbers of First Years at the District as it goes live.

Any historically over-worked officer will be happy in this 'going live' set of circumstances...until the work-lists eventually come back, the First Years move on, and the overall officer numbers continue to drop.

Because of the band-aids, and in particular the large number of First Year thrown at it, it may be up to a year before we see the full impact of the new model on Logan.

WILL THE SERVICE BREAK MORE STATIONS?

There are clear indicators of the long term effects of the new model on officers mental health.

Ultimately, SDRP's new model requires numbers, but is being implemented in an environment of crisis and still deteriorating frontline numbers. It is highly likely that in this environment, the new model rollout will eventually break more stations.

The QPU is telling the Commissioner it holds significant concerns for the welfare of its officers under this model, in this environment. The QPU Executive has asked the Commissioner to pause the roll out of SDRP until the effects of the current rollout can be quantified.

The Commissioner has since announced the rollout of SDRP in Ipswich and Rockhampton will be delayed by a few months, to enable a review to be conducted by the QPS.

Here's hoping, having been informed of the severe detrimental effect it is having on officers, that the review includes WHS assessment of her

officers health, particularly SDRP's effects on officers fatigue, stress, mental health, sick leave and injuries.

It is my view that anything less would be negligent.

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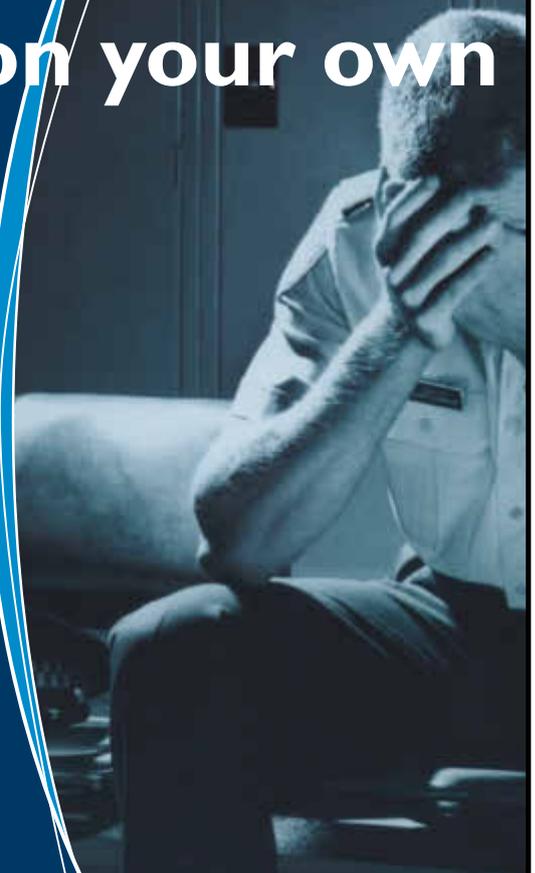
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Vale

Constable Matthew Arnold and Constable Rachel McCrow

ON THE AFTERNOON OF DECEMBER 12, 2022 FOUR POLICE CONSTABLES FROM THE WESTERN DOWNS ATTENDED A PROPERTY ON WAINS ROAD AT WIEAMBILLA IN RELATION TO A MISSING PERSONS COMPLAINT WHEN A NUMBER OF ASSAILANTS OPENED FIRE ON THEM WITHOUT WARNING.

In the ensuing incident Constable Matthew Arnold and Constable Rachel McCrow were fatally wounded. Constable Keely Brough and Constable Randall Kirk were able to escape the initial barrage of gunfire.

Constable Kirk was, despite being fired upon by the offenders, able to return to a police vehicle where he received further rifle fire through the vehicle. He was injured but managed to start the vehicle and move to a position to call for police assistance.

Constable Brough was targeted by the offenders as she attempted to take cover in bushland. The offenders fired multiple gunshots in her direction and set fires in an attempt to 'flush' her out of hiding and reveal her position.

A neighbour of the property where the shootings occurred, Mr Alan Dare, hearing the gunfire and seeing a black plume of smoke from a burning police vehicle came to investigate and offer assistance however he was also shot.

Officers from across the Western and Darling Downs responded whilst the Special Emergency Response Team was en route from Brisbane. The initial police forward commander asked for volunteers to move forward to the property in the hope of rescuing the unaccounted for officers.

A small group of officers formed a team to return to the Wains Road property. They were successful in rescuing

Constable Brough and locating and retrieving Constable McCrow and Constable Arnold. They returned to the police forward command without further casualties.

A major tactical operation utilising an array of police resources including Polair and SERT commenced in an attempt to locate the offenders and place them under arrest. Attending specialist police were actively engaged by the offenders. Police were required to respond using lethal force to ensure their own safety.

The circumstances of both incidents are being thoroughly investigated on behalf of the State Coroner.

Constable Matthew Arnold was 26 years old, his work colleague Constable Rachel McCrow was 29, both were based at Tara Police Station. They had gained valuable experience at Dalby and working across the Darling Downs. Constable Kirk and Constable Brough were posted to Chinchilla Police Station.

QPU President Ian Leavers, Vice President Shane Prior and QPU Legal Manager Shayne Maxwell were on scene and provided immediate assistance to the injured members, liaison with the families of the officers who died and support to police involved in the initial response and following operation.





A joint funeral service was held for Constables McCrow and Arnold on Wednesday December 21, 2022 at the Brisbane Entertainment Centre in Boondall.

The service was open to all police and the community. It's estimated ten thousand people attended and were joined by the Australian Prime Minister Anthony Albanese, Premier Annastacia Palaszczuk, QPU President Ian Leavers and representatives from every Police Association and Union from across the country.



The Premier spoke at the service on behalf of all Queenslanders:

Friends, any of us would probably say there are limits on what we can ask of each other, friends and family we are too busy to see, communities we no longer feel part of, a world so full anger, division and ugliness that sometimes we barely recognise it.

And then there are people like Rachel and Matthew who remind us all that those thoughts are wrong.

Rachel and Matthew were so completely determined to help, to be a force for good they dedicated their lives to it and they are not alone, Keely and Randall are exactly the same.

In a stunning example of the everyday selflessness, we count as just being Australian, a random stranger named Alan Dare saw there was trouble and jumped the fence. He was followed by 16 general duties police from the surrounding districts of Dalby, Tara and Chinchilla members of the special emergency response team and paramedics all of them running towards danger.

There are no words that can heal this awful grief and crushing loss, which is why we come together today.

Families, friends, colleagues even strangers from the smallest communities where Rachel and Matthew served to our biggest cities, even around the world we recognise and appreciate that every day heroism of our police.

In this sea of blue and on an ocean of tears across our state and around our country we will shoulder this burden together.

We will rededicate ourselves to their example of there being far more good than there is evil.

In honour of two young people who lived what they believed Rachel and Matthew.



Premier Palaszczuk said Rachel and Matthew proved they were a force for good.

Commissioner Katarina Carroll honoured the fallen officers with posthumous Awards including The Queensland Police Valour Award, Queensland Police Service Medal, National Police Service Medal and the National Medal.



Commissioner Carroll awarded both officers the Queensland Police Valour Award.

Police Chaplain Jeff Baills conducted the service with dignity and solemnity that soothed many of those attending who were feeling the swell of emotions and heartbreak. His words of reflection not only provided comfort for the McCrow and Arnold families but also the broader police family.



Chaplain Baills said the murder of Constable's McCrow and Arnold felt like an attack on all police.

Ladies and Gentlemen what happened on December 12, was un-australian and does not belong in this country.

It was abhorrent, it was not of god it was absolute evil.

This barbaric act has shocked our community, and it has irreparably damaged the Arnold family and McCrow family.

We stand and sit with you in your grief today and the days that lay ahead.

I can truly say on behalf of everybody present and behalf of everybody online our hearts go out to you.

In times like this it is necessary for us to pause to honour and to greave.

I once read a quote by a man called Earl Grollman "grief is not a disorder nor a disease nor a sign of weakness, it is emotional, physical and a spiritual necessity, it is the price you pay for love and the only cure for grief is to greave."

To the police family, please be kind to yourselves, please look after your work colleagues, please support one another and wherever you are in this State please raise your hand if you need help.

To those in family units, please be intentional in caring for one another, now is not the time to draw away but draw together with your families and care for each other.

We have had a major attack on the police in Queensland, but I want to say to us today we will not be broken, we will stand shoulder to shoulder in our honour guard after this service as a mark of respect, as a mark of our unity, as a mark of the regard that Rachel and Matthew deserved but we will tomorrow turn up to our shift and we will stand shoulder to shoulder again and seek to do the best we can to keep Queensland safe and fulfil our duties as outstanding men and women.

We call you police officers and on behalf of the families, on behalf of the many ordinary people of Queensland they said to me to say to you, 'we tip our hats for what you do every day and say thank you' thank you.

Today we honour Constable Rachel McCrow and Constable Matthew Arnold as the tributes have declared they were extraordinary individuals, all who knew them are so proud and so sad.

I also want to give a mention to Mr Alan Dare the civillian who died that night, I spent significant time with Mrs Dare that night and I am inspired out of the goodness of community, overpowered evil.

Spending significant time with each of these families since the incident it has become self-evident that these individuals reflected goodness in their lives and by the actions of us all goodness will always overpower evil.

Police demonstrate this everyday, to Rachel and Matthew to those involved in that incident on December 12, the heroism, the courage, the service, the professionalism above self our officers demonstrated was incredible and while we greave today we will not be broken.

Rachel and Matthew were just doing their job that day and the McCrow and Arnold families paid the ultimate sacrifice.

We will read in a few moments the Police Ode, we will say service above self demands it's own prize and we that are left will never forget. Why do we say that? We say that because the greatest act that any individual and as a country can make is to remember and acknowledge those whose lives have been taken to uphold the freedoms that we preserve and hold to be true. That is why we will always remember them.

In the sacred text called the bible it summarised in these words, 'no greater love has no man than this or woman to lay down their life for their friend' and while Rachel and Matthew's lives were taken in the most deliberate and cowardly way the events of December 12 will pull us together even stronger with a resolve of police and community to uphold the greater good of justice, of freedom and of family.

To the McCrow and Arnold families our hearts, our thoughts, our prayers and our tears are with you.

Across Queensland, across our nation, everyone has come together today with a single purpose to sit with you, to stand with you as we honour Constable Rachel McCrow and Constable Matthew Arnold.

We are speechless to comprehend what has happened but we are mobilised to come together as a community and as a police service to stand shoulder to shoulder to honour them, to honour your daughter, to honour your son, to honour our colleagues.

For this service our community will bow their heads as a mark of respect to your family, we will bow our heads as a mark of respect to our family, the police of Queensland. While today our hearts bleed blue our resolve is to remember that indeed with honour they served.

Amen.



The police ode was read by Senior Constable Andy Gates, he knew both Constables through their time at Dalby as their Field Training Officer and was part of the extraction team on December 12.

At the conclusion of the service the caskets were taken from the auditorium by pall bearers all closely linked to Matthew and Rachel. Matthew was carried by Matthew Minz, Courtney Briese, Trent Parsons, Craig Loveland, Brad Davidson and Andy Gates. Rachel was borne by Freddy Hartigan, Mel Gibson, Nathan Forster, Conor Larkin, Grant Goldstream and Jake Buchholz. Despite the burden of their incredible grief the bearer parties were faultless.

Outside the perimeter road of the Entertainment Centre was lined with QPS colleagues standing shoulder to shoulder, even the bridge gaps spanning waterways around the facility were filled by members of the water police on inflatable boats. The snap of salutes and the rumble of police

motorcycles the only sound heard as the procession slowly rolled the entire length of the honour guard. A low level fly-past by Polair 1 and Polair 2 signified the end of duty for Constables Arnold and McCrow to the Queensland community.







Police Commissioner Katarina Carroll laid wreaths to honour both fallen officers.



Army Brigadier William Date represented His Excellency the Governor General at the funeral service.



Prime Minister Anthony Albanese offered condolences on behalf of the entire Australian community.



Detective Senior Constable Shane Prior laid wreaths in his role as President of Queensland Police Legacy.



Queensland Governor Dr Jeannette Young laid wreaths during the funeral service.



Assistant Commissioner Charysse Pond laid wreaths on behalf of Southern Region.



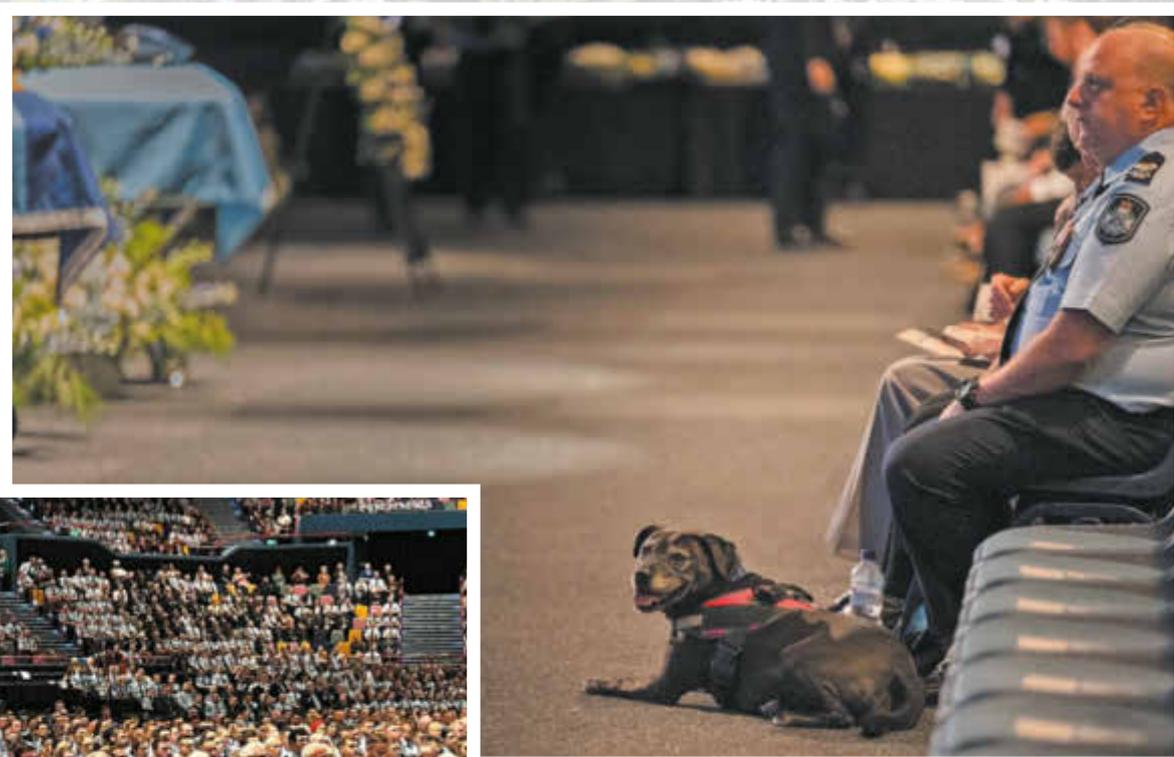
QPU President Ian Leavers laid wreaths on behalf of current serving and retired police.

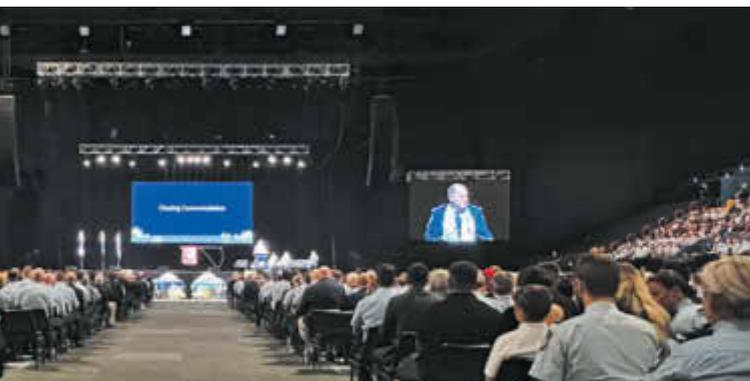


State Opposition Leader David Crisafulli laid wreaths as a symbol of unity and respect.



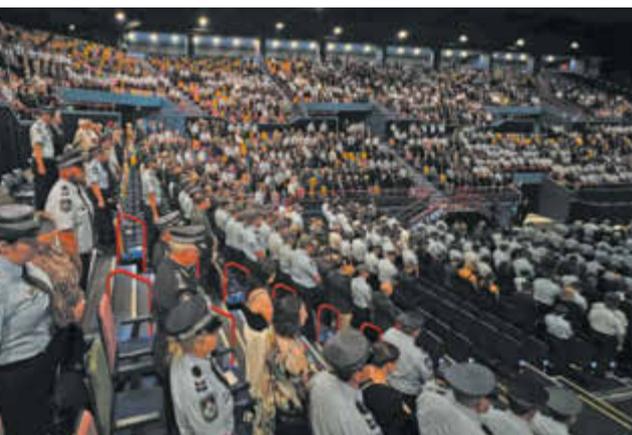
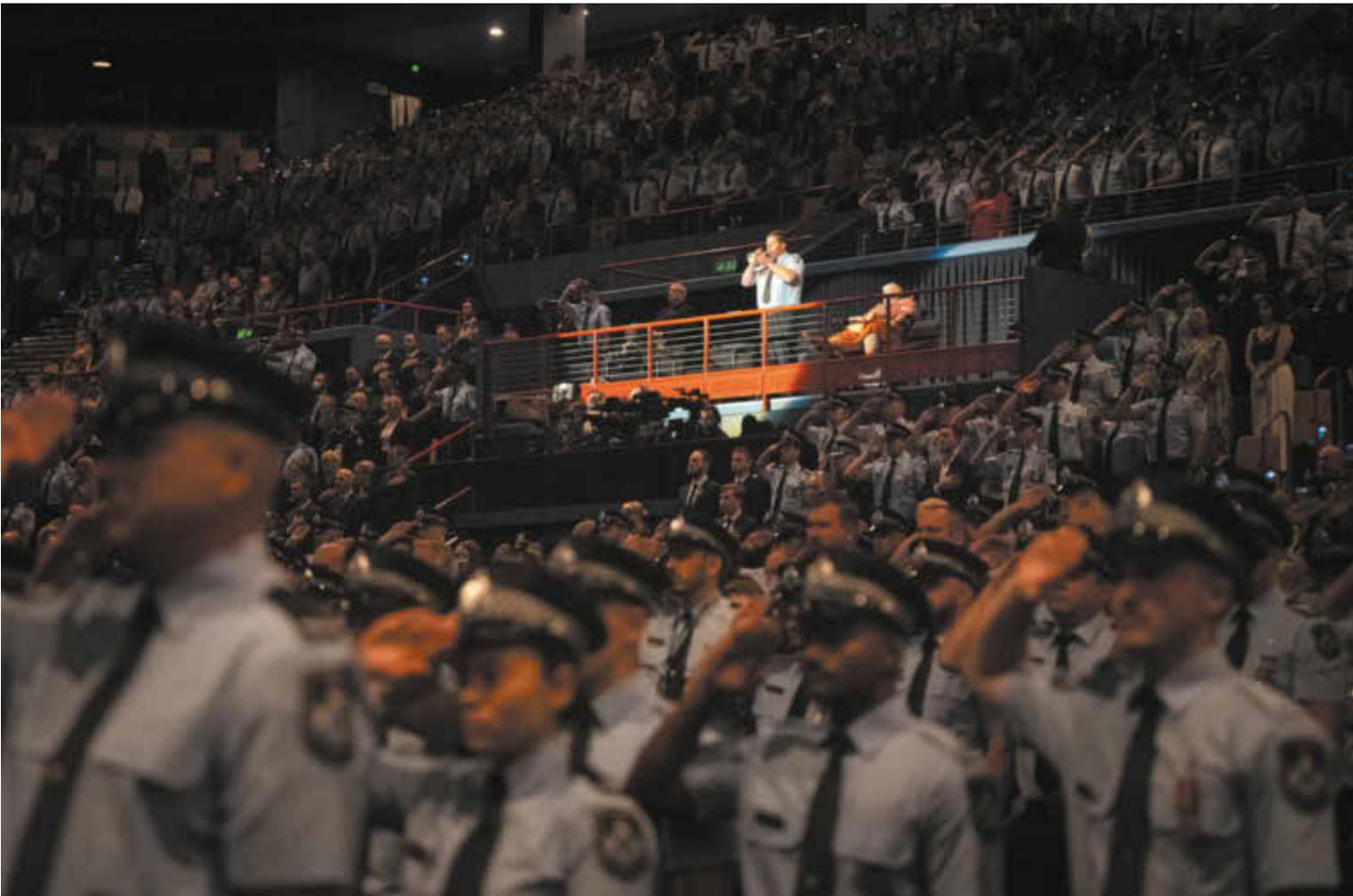








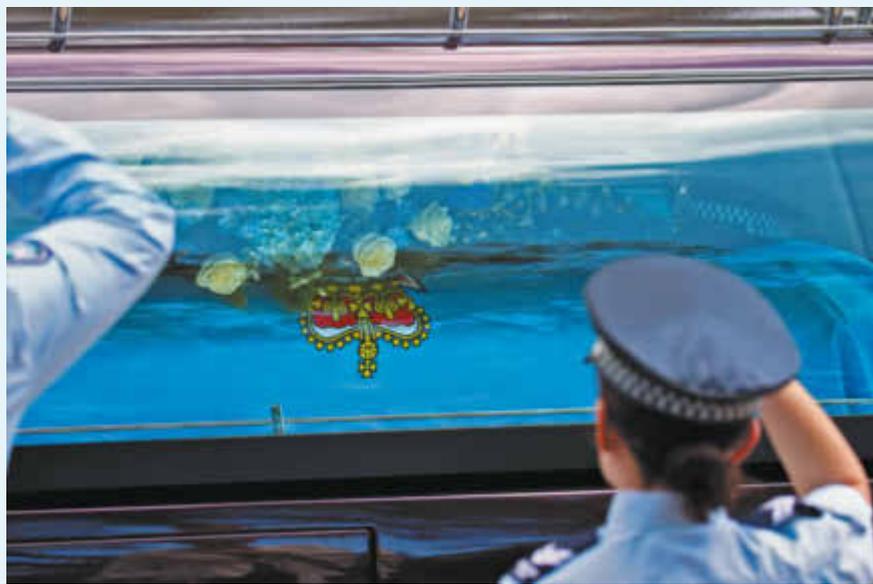




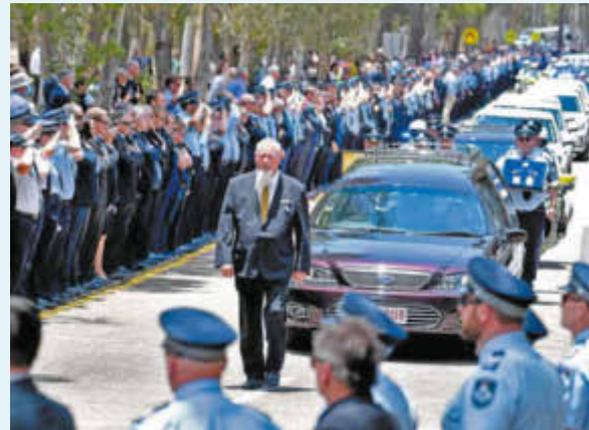


Additional photos courtesy of *The Courier Mail* and the funeral broadcast.















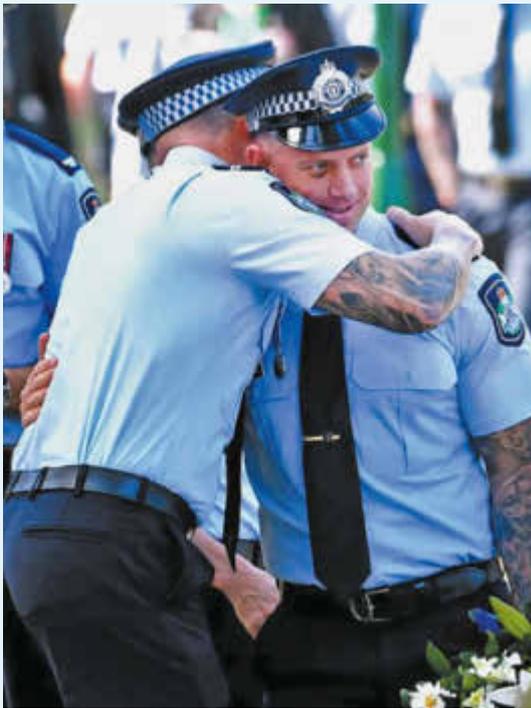














Commissioner's Certificate of Service

Constable

Matthew Joseph Arnold

Registered Number: 4040214

Constable Arnold commenced as a Recruit with the Queensland Police Service on 18 November 2019. He served as a Police Officer from 27 March 2020 and after 3 years of dedicated service to the community of Queensland, tragically lost his life on 12 December 2022.

Awards Granted

National Police Service Medal	2022
National Medal	2022
Queensland Police Valour Award	2022
Queensland Police Service Medal	2022

Ranks

Recruit	18 November 2019
Constable	27 March 2020

Stations / Establishments

Queensland Police Academy (Recruit)	18 November 2019
Darling Downs District (Training)	27 March 2020
Dalby	27 March 2021
Tara	23 April 2021

KATARINA CARROLL APM
COMMISSIONER



Queensland Police Service Valedictory

Delivered by Commissioner Katarina Carroll for Constable Matthew Arnold

It is with immense pride that I stand here today, representing the Queensland Police Service, to deliver the valedictory for our colleague, Constable Matthew Arnold, who served the community of Queensland and our organisation with great integrity, compassion, and dedication.

Matthew was born alongside his brother James and sister Haley in the Mater Mothers Brisbane in 1996 to parents Terry and Sue. After a few months living in Algester with the triplets, the family moved to a bigger home in Parkinson where they have remain. Matthew's father is the Company Director of their own business with Sue lovingly looking after the family at home until returning to work when the triplets were in year three at school.

Matthew's dream to become a police officer first started when he was in grade 9 at St Laurence's College. His father Terry mentioned this to several Police dads at St Lauries College who threatened to take him to visit the Watch house on a Friday night. His passion to join however never dissipated despite these warnings.

During high school, Matthew excelled initially at cricket, playing A grade and scoring 105 runs off 54 balls. Matthew decided to give volleyball a go and went on to represent Australia in the Australian School boys side. He continued with his love of volleyball after school dedicating his time to coaching teams at St Lauries and Loretto College.

Matthew commenced university after leaving school, firstly starting a Human Movements Course at Australian Catholic University before moving to Secondary Teaching at University of Southern Queensland. Matthew worked for Salsa's Mexican Restaurant chain, starting out in a store and eventually being picked up by the brand to travel the country assisting new stores opening and providing training to staff.

After a gap year, Matthew was introduced to the idea of security work and completed a certificate four in security. Matthew had applied for the police academy and was waiting to hear back when he commenced his career in security. Matthew's highlights were working at VIP functions at Howard Smith Wharves and the Fox Hotel where he met several celebrities including Maggie Beer, Matt Moran and actor Billy Zane. Matthew never let go of his dream which became a reality when he was accepted into the Queensland Police Service some three months after his first security job.

Matthew's commitment to service life commenced at the Queensland Police Academy on the 18th day of November 2019 at Oxley as a recruit.

Whilst at the Academy, Matthew excelled in everything. His facilitators remember him as a lovely young bloke with a cheeky disposition, always smiling, someone that got along with everyone and someone that everyone could rely on. Matthew graduated from the Academy on 27 March 2020 and began his career as a general duties officer at Dalby Police Station. Matthew was well liked at the station and his enthusiasm for policing and his love of community became a way of life.

Matthew quickly moved through the First Year Constable Program and after a year of dedicated service, was confirmed as a Constable of police.

On 23 April 2021, Matthew transferred to Tara Police Station and remained at the station until his tragic passing on the 12th December 2022. During this time, Matthew's drive, passion and unwavering service to the community matured and he was well respected.

Matthew was a colleague and friend who was taken from us way too soon. He thoroughly enjoyed his policing career, and his passing is a tragic loss of an exceptional police officer to the Queensland Police Service and the community.

He created positive impressions on sworn and unsworn members of the QPS, members of the community and touched the lives of countless individuals and families in ways that cannot be expressed in words alone.

Matthew's professionalism and dedication to service is recognised posthumously by the following awards:

- Queensland Police Service Valour Medal 2022
- National medal 2022
- National Police Service medal 2022
- Queensland Police Service medal 2022

The Queensland community has been well and truly served by Constable Matthew Arnold, and the Queensland Police Service is a better organisation for having Matthew as a valued member. He is and will continue to be greatly missed.

On behalf of the Queensland Police Service, we extend our deepest sympathies to Matthew's parents Terry and Sue.

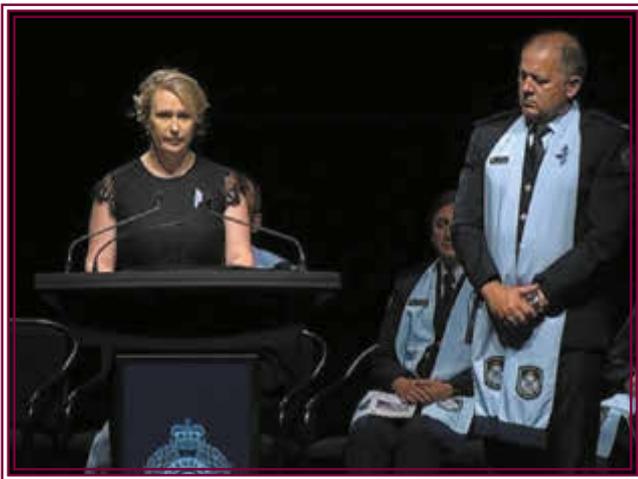
We also extend our sympathies to his sister Hayley and his brother James. Our thoughts and prayers are with you all now and always.

Today we say farewell to Matthew, our colleague and friend. He served with honour, and it is we who were honoured to have known and served with him.

Matthew Arnold Eulogy

Delivered by Senior Sergeant Laura Harris, an Arnold family neighbour and friend.

It is with profound honour to speak on behalf of my dear friends the beautiful Arnold family.



It is impossible for words to do justice to the brave, loyal and kind man that was Matthew Joseph Arnold.

It is overwhelming to see just how many lives he touched and how many lives were made brighter having known him.

We know that if Matt were here he'd be honoured to see such amazing support from everyone in the community and the Queensland Police Service.

The police truly were a second family to Matt and we know he would be so appreciative of everything they have done for us during this devastating time.

We knew from a young age that Matt would go on to dedicate his life in the service of others.

As a triplet Matt was the older brother by just a few minutes, but this made him no less of a big brother to his siblings.

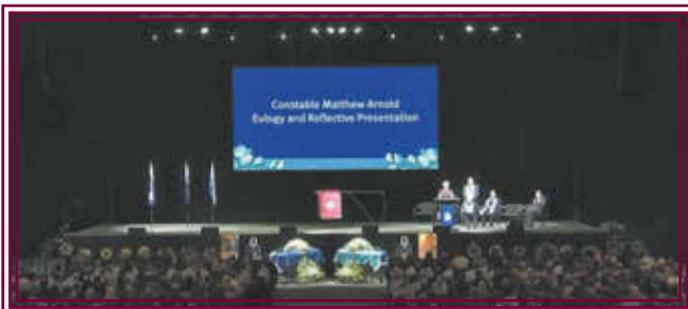
He was also a protector, a leader and a big brother to all those who knew him.

He was a big man with an even bigger heart, so filled with love for everyone around him.

At school Matt was a role model for everyone whether it was captaining a sports team, acting as a peer mentor for younger students, coaching or leading school camps he inspired greatness in those around him.

Matt's smile and charisma were his best tools and he used them relentlessly.

He realised there were two ways to get through high school, the first option was dedication to study, the second was charm...he chose the latter.



Such a broad cheeky smile always got him out of trouble particularly during parent-teacher interviews.

As Matthew was about to graduate from school it was customary for the Year 12's to receive letters from their parents containing fond memories and proud moments.

In Matthew's letter it read "you have been blessed with height and people will have to look up to you during your lifetime, the important thing is to be the kind of man that makes them want to." Nearly ten years later we can now say with certainty that Matthew took this advice to heart.

What we've come to realise since his passing is that Matt excelled in positions where he was able to work with others and grow from the experience. Whether this was through competition on the sporting field or working with his family in the police service Matthew was a leader and an inspiration in environments where he was surrounded by those he loved.

Other words written to Matt in his Year 12 letter included "Matt you have an incredible life ahead of you, make your life whatever you want it to be. Find your passion, the thing that makes your heart sing and then follow that path to wherever it leads."

Matt was so proud to be a police officer and it was clear he found his true passion and purpose.

"We are so proud of the man he became.

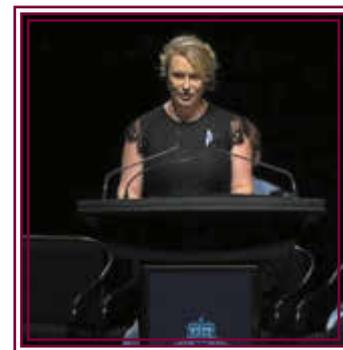
Matt you deserved so much more from the public you lived to protect.

You are a hero and will never be forgotten.

May your name and memory never leave the mind of others.

We love you always, we love you forever."

I will leave you with a quote directly from Matt from a message he wrote in reply to his parents Year 12 retreat letter.



Matt wrote, "Thank you for everything. I may be gone someday, soon perhaps but just know that I will never leave you. I will cherish every moment we have had together in my heart forever."

Vale Constable Matthew Arnold, son, brother, friend, police officer.



Matthew Arnold



Constable Matthew Arnold was a triplet and as expected his brother and sister are really struggling with his loss. The entire family still have the feeling he will walk through the door at any moment and it's a challenge to accept that it won't happen.

The Arnold kids were a success of IVF and parents Sue and Terry had been going through treatments for five years and this was their last attempt. If it failed they were content to be the favourite Aunty and Uncle to any future nieces and nephews but the news from their specialist changed all that. Terry said, "The Doctor says 'congratulations!' You're pregnant and it looks like twins!' We have a later scan and I'm looking at these flashing lights on my monitor and I'm told they're heartbeats. I look closer and I count three flashes."

Sue chimes in, "The Doctor then asks, how many did I tell you, you were having and I quickly replied two! He replies 'well welcome to number three.' He then says 'I'd better

take your blood pressure.' Terry sticks his arm out only to be told, 'not you mate, your wife!' We were on the verge of giving up on kids and all of sudden we had three. It was ridiculous zero to 300 in a heartbeat."

The triplets were born at thirty two and a half weeks without complications, Matt first weighing 1540 grams, Hayley was next weighing 1300 grams and James was the third delivery weighing 1660 grams. Matt may have arrived two minutes earlier than his sister and a little bit ahead of his brother but it could've been by years as they grew up. Hayley said, "Matt of course was always the oldest and he constantly played on that and he let everyone know it."



Terry and Sue with their triplets James, Hayley, Matt just eight days old.





Matt has always enjoyed a good joke or a prank.

Matt and his brother James attended St Laurence's College South Brisbane from Year 5. Both boys did well academically and loved their sports. Matt however developed a philosophy of doing just enough to get by with the study instead preferring team sports.

Terry said, "Matt was always talented sporting wise, not a stand out at first but what he was able to do was learn very quickly. He was playing cricket one day in the Under 13's and it all just clicked. He took 20 runs off a rep

bowler's over. A week later he scores 105 off 53 balls and never looked like getting out, I knew the light bulb had gone off he'd worked out timing and could anticipate a bowler.



Matt (red shirt) was always taller than his brother and sister and made sure everyone knew he was the oldest.



Matt was keen to have a crack at just about any team sport.



James and Matt flourished at St Laurence's College and both became accomplished sportsmen.

“The next summer season comes around and I’m thinking Matt is going to have a cracking year with the bat but he says dad I want to play volleyball. Matt started in the 8C’s, the lowest team at St Laurence’s volleyball.”

Sue adds, “The story is retold every year at the school after the teams have been graded and Matt’s journey has become legendary. Every year the selectors tell all the kids who do not make the top teams, not to be disappointed or to give up. They are reminded that in 2013 the St Laurence’s Sportsman of the Year, Matt Arnold, played for the Australian schoolboys volleyball team after starting in the lowest grade at the school.”

Through determination Matt became Captain of the Firsts Volleyball team, won a premiership, played for Queensland Schools Rep Teams, had a Queensland Academy of Sport scholarship and made the Australian Volleyball Test Team.



Matt made the number 11 his own during his time playing for Queensland.



Matt’s rise from the lowest school team to become a State and Australian player is now part of Laurie’s legend.



Matt gained selection for Queensland Schools and also for Queensland Rep Teams at National level.



Matt was a standout for selectors due to his vertical leap and determination to win.



Matt enjoyed the team play but took great delight in using his size to intimidate opposing players.



Matt spinning the ball pre-serve just like a favourite scene from Top Gun.

The Aussie selection was for the Trans Tasman Cup. To get there Matt had to win selection with Schools Composite District, Metropolitan East Region side and then the Open Schools Queensland Secondary School side. From the Trans Tasman Tournament the Australian Test Team was selected.

At the same time Matt was playing volleyball outside of school and representing Queensland in the Under 17’s and Under 19’s teams. He was extremely proud of gaining Australian selection and the lure was there to try for a place in the American college system playing volleyball.



Matt had the opportunity to play college volleyball in the United States.

Terry said, "He had teammates who went to college in the USA playing in New York and across in Canada. There was a broker who said Matt could get a place but it would probably be a tier two college as he was only six foot five and he probably needed to be six foot nine for his position. There was also an \$8,000 surety required. If you passed academically you got the eight grand back but if you failed it was forfeited.

"I had reservations about a certain six foot five, blonde haired, blue eyed young man with an Aussie accent doing well academically. After a couple of weeks contemplation Matt, in a moment of brutal honesty said 'Dad, I would not

be able to apply myself, I'd be having too much fun.'" Sue said, "He was very realistic about his own shortcomings, he was very much minimum input for maximum output."

The Arnold family all agreed Matt always had an angle, he showed his hand at school firstly. Terry said, "In Grade 5 Matt started playing chess, he'd never played in his life but it took me only two weeks to work out why. At 7.15 pm the last game would start, Matt would always engineer it to finish a game at 7.16 pm win or lose. There was a big spread of food out and he was straight into it, he had a great head-start on it and ensured he would always get the food while it was hot. When you played at Churchie there was always a good spread, he filled up every time."

Sue said, "I'm guessing the angle to switch from cricket to volleyball was so he didn't need to spend a whole day out in the sun when he could be inside, and the whole game could be over in forty five minutes."

During Year 7 was the first time Matt's parents heard him talk about his desire to be a police officer. He mentioned it but didn't harp on about it.

With Year 12 complete Matt did a bit of labouring for a company doing refurbishments on RSL retirement homes.



High School Seniors James, Hayley and Matt.



Achieving selection for Australia and wearing the green gold was particularly satisfying moment shared his brother James and sister Hayley.



Matt's work ethic was noticed early and he was offered a carpentry apprenticeship.



The Arnold triplets always celebrated each other's success and they all came together to mark Hayley's graduation as a speech pathologist.

It wasn't long before the company offered him a carpentry apprenticeship. Hayley said, "If there was something that needed to be fixed, rebuilt or patched he could do it. Matt always said don't hire someone to do that stuff I can do it."

If he wasn't going to take on a trade Matt thought he should give University a go, enrolling in the Exercise Physiology Course at the Australian Catholic University. However the demands of study didn't sit well and he switched to Secondary PE Teaching at the University of Southern Queensland. Once again the need to study for a career, he had little passion for, meant that Matt didn't complete the degree.

Matt took a turn that surprised his family by working in the hospitality industry, effectively running the Salsas franchise at Westfield Garden City. Terry said, 'He had a great work ethic and he couldn't stand laziness around him. Before long the owners noticed his charisma and attention to detail, Matt was travelling all around the country helping them establish other franchises in Port Macquarie, Perth and Adelaide."

Mum Sue said, "He always said if you are going to commit to something you really commit to it and do the best you

possibly can for that job. He'd get frustrated if people didn't do the job they were supposed to do."

It took Matt a while to get Uni and a gap year out of his system but eventually he came home one night and told his parents he'd decided to follow his dream and join the QPS. The process took months and was frustrating and didn't go to plan. Matt didn't pass the no longer used Wunderlic psychometric testing and had to cool his ambition for another twelve months.

However on the exact day he could reapply, he re-sat the test and felt confident he had performed better. But he still needed a job and took on a bit of security work. There were very few shifts at pubs dealing with drunks and people with bad attitudes as the bosses and clients identified Matt with his physique and attitude was a perfect fit to work high end venues.

He not only provided security for some of the country's most prominent celebrity chefs but also Billy Zane and a list of actors in Brisbane for a Comicon type convention. It was a job but not a career.

Finally he received confirmation he had been accepted to the Oxley Academy and would begin his recruit class in a

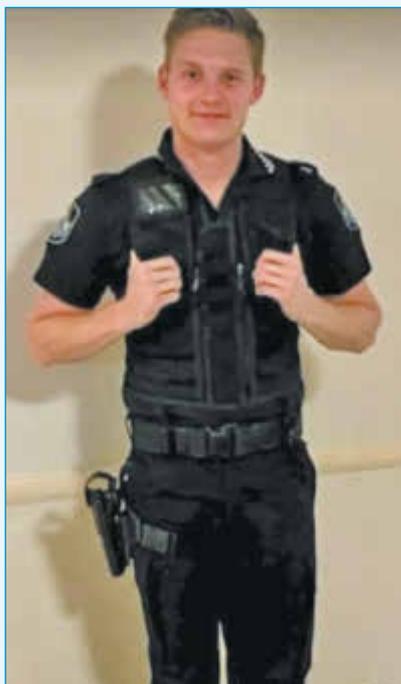


Graduation Day photos are particularly cherished as friends and family were unable to attend due to COVID restrictions.





Obligatory photo in his dress shirt for mum after delivery of his uniform.



Matt modelling his Academy kit at home.



Adopting a bit of on the job Christmas cheer.

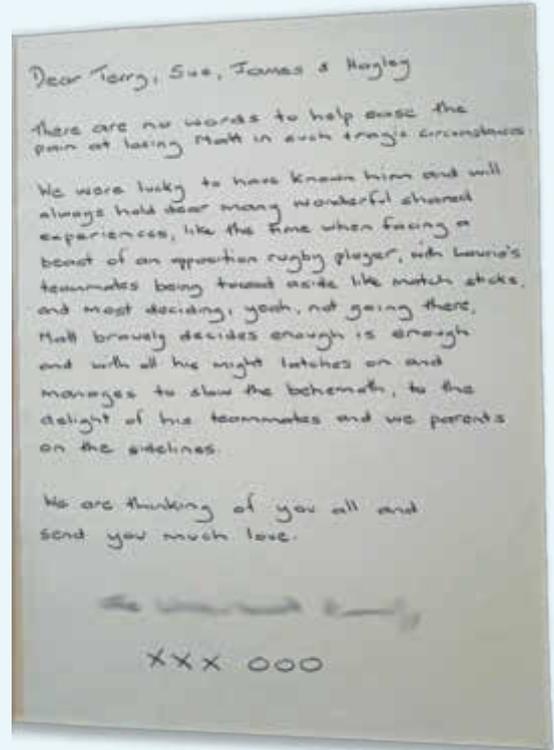
few weeks. Sister Hayley said, "He was so proud that day he sent all of us copies of his acceptance letter."

Matt took up the option to live at the Academy even though home was only a few suburbs away. He told his mum he needed the discipline to study and stay focussed, "He loved being amongst it, meeting people, not travelling every day and he loved the lifestyle and Academy environment."

Not long after Matt started at the Academy in 2019 with intake 5/2019 the COVID pandemic hit and with it came tight regulations and lock-downs that eventually prohibited his family from attending the intake graduation on March 27th, 2020. Terry said, "It was sad and frustrating but everyone had to deal with lock-downs as frustrating as it was, we knew nothing could be done about it." Sue said, "It was the same for every other parent and partner of someone



Matt and Rachel attending one of the famous Dalby Superbowl parties.



Matt enjoyed a good Dalby Café feed.

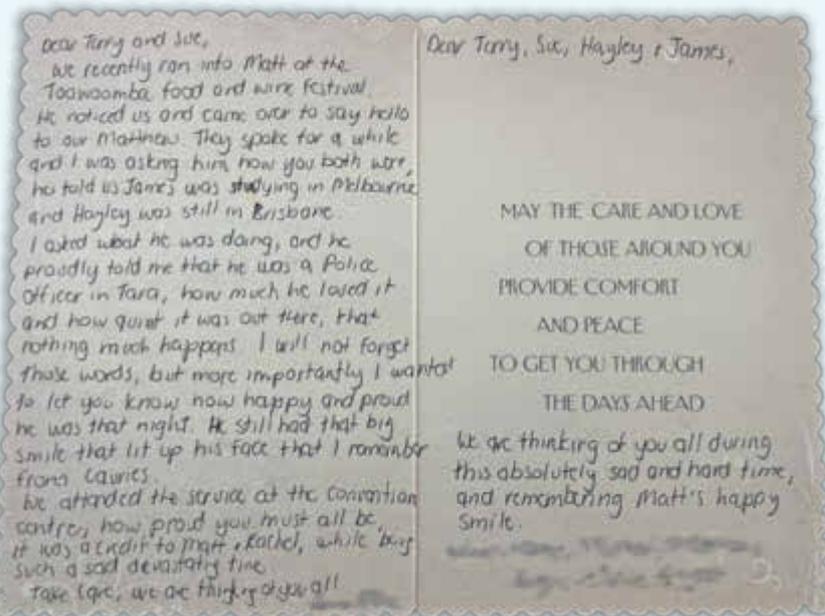
graduating that day but it's really sad now after what's happened to realise what we missed." The photos of Matt with his mates from squad 155 are now cherished possessions.

His First Year Constable posting was Dalby but his family say he never hesitated taking on a rural policing role even though he'd grown up in the Brisbane suburbs. He proudly told his parents that he was young, not married and positions closer to the cities were probably better for the First Year's who had established families. Terry said, "He got out there and he loved it, he was surrounded by such a great team."

Sue said, "Literally Dalby became his second home, they would go away together on days off, he loved everybody that he worked with. He was involved in touch football, going to the gym and socialising. But he stayed low key, I don't think anyone he worked with at Dalby knew that he'd played volleyball or even made an Australian team. He was quiet and unassuming until he got to know you."

Although Matt's life was busy, while working and away from the job, he still had time for every age group at St Laurence's. He was a proud 'Lauries old boy' and would volunteer to help out with grade camps, volleyball mentoring and other activities. Sometimes he would finish night shift and head to Toowoomba to help out at a school camp.

He'd been on the Grade 12 retreat earlier in 2022 and told the boys a story about how he'd helped save the life of a person who had tried to self-harm using a rope. Matt had intervened using his Leatherman





The Arnold triplets always made birthdays special occasions.



The good part about being a triplet is celebrating the same birthday three times.

knife, a Christmas present he'd asked his family for the previous year, cutting through the rope then starting CPR. It was clear the incident had an impact on the young Constable. The way he told the story left the impression he had achieved what he really wanted to do...help people.

Since Matt's death the family have been inundated with letters, cards and messages from people who met Matt through school, Laurie's Old Boys or in his role as a police officer. As James adds, "He made friends so easily and was so quickly loved by everyone that met him." There's a common theme in all of them, Matt Arnold believed in

fairness, always wanted to protect and help people and he believed in doing the right thing hoping it would make a difference.

There was one particular story that really stood out for Terry, it was from a girl out near Tara who said she knew both Matt and Rachel because they arrested her for drugs which she even said was a fair bust, "Rachel was lovely. Matt was such a quiet guy but he was the 100% go-to guy if you needed help with domestic violence. I was in a domestic violence situation and Matt came and helped me, sat down with me for an hour and counselled me."

James describes Matt as, "The kind of person who took the lead and protected all those behind him. He was the kind of leader you follow with complete loyalty and trust, because you knew that whatever happened, he was there for you and had your back."

That's part of the reason Terry believed his son was involved in the incident at Wieambilla from the moment the family heard about it. "There were only four police at Tara so I knew Matt would be at the front of this. Hayley only confirmed it for me with what she revealed."

Hayley and Matt exchanged fitness and activity data through their watches. When Matt wasn't responding to text messages and phone calls, Hayley turned to the technology that was answering, "His watch said he'd only walked seven thousand steps that day and it showed he was not moving which was strange considering what was going on out there.

"I initially hoped it was a sync problem between his watch, phone and the towers but every-time I refreshed there were no more steps or activity. I could see messages we were sending were getting to him so he had reception." Hayley didn't want to admit it but she knew her brother was one of the officers who had been murdered.

A few hours later the dreaded knock at the door from some senior police confirmed their fears.

Matt's mother Sue said, "That is something I will never forget. I remember saying no this cannot be right, they were here to tell me Matt had been injured but it's a nightmare with the opening of that door. Since then I've had dreams that I was standing behind Matt watching him walk up that driveway and I was calling out to him to stop. But now my dreams are of opening the door and recalling the look on Inspector Mick Coulson's face. That's what I dream of now."

QPU President Ian Leavers was the first person to talk to the family after they received confirmation of Matt's death from senior police. During the late night phone call Ian laid out what would happen in the hours ahead and how the QPU would be there alongside them not just that night but months and years ahead.

Sue was full of praise for Ian and the assistance provided to the Arnold family, "The way the Union have looked after us and made sure we are ok, I don't think we could have asked for anything better. There's always been someone for us to talk to and go ask questions of. I don't know any other Union that does that. It's been a very surreal experience almost how well we've been looked after."

Hayley said, "If there's one thing that's come out of this, it's join the Union, the Police Union have set a standard and are phenomenal." Matt's father Terry said, "I would tell every recruit or officer out there, get a will in order please, Matt didn't have one. The Union does it for free."

Over the following days the family had thoughts Matt's funeral would be at the auditorium at St Laurence's school it was only during a chat with the Police Chaplain they started to get an idea that thousands of police wanted to attend. Terry said, "It wasn't really dawning on us, we were in our own bubble thinking about our little Matty. This

and turned about whether to expose her family to such intensity during their grieving but she remembered something Matt would always say 'go big or go home'. James said that if he'd asked Matt what to do in this situation, his answer would have been, 'just do both', so through the chaplains, the Arnolds and McCrows agreed on a combined funeral followed by private services.

Hayley said, "A police ceremony just made sense with the both of them together. They were good mates and after we could both have private ceremonies. We all want Matt and Rachel's names to be remembered. We were so proud the rest of the world got to hear stories about them."

The Arnold family said the presence of the Prime Minister, the Premier and Police Unions from all around Australia at the combined funeral service made them realise how significant the ceremony was.

They appreciated that politics was forgotten about for a few hours and everyone saw the polities genuinely upset and human, that was when the family truly understood the deaths of Matt, Rachel and Alan Dare rattled the entire country.

Part of the emotional response came from looking at the photos of Matt and Rachel. They were young, happy, confident and many police believe they could see themselves, a partner or relative in those images.

There was no bias from Hayley when she said, "You look at them and you go, these are nice people." Sue believes the photos conveyed something beyond their youth, "You could tell they came from good families, who clearly loved them, families who supported them, families

who considered family was important and that's how they were raised and that you treated people with kindness.

"Matt always had a big smile and was kind, he really was charm personified and he used it. No matter where you were if Matt was there you felt safe."

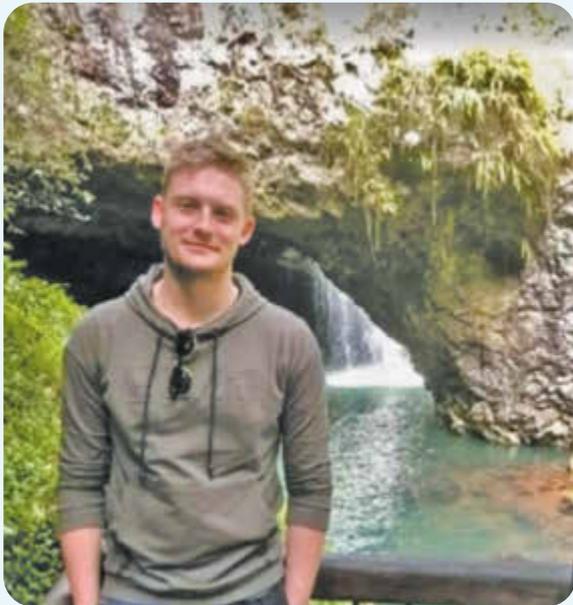


was so much bigger than us and we were having trouble wrapping our heads around that."

When the Chaplain said be prepared for at least five thousand police we were stunned." That night Sue tossed



Matt's treasured Ford Ranger, he invested a lot of his wages into accessories yet to be fitted.



Matt enjoyed exploring and heading off-road.

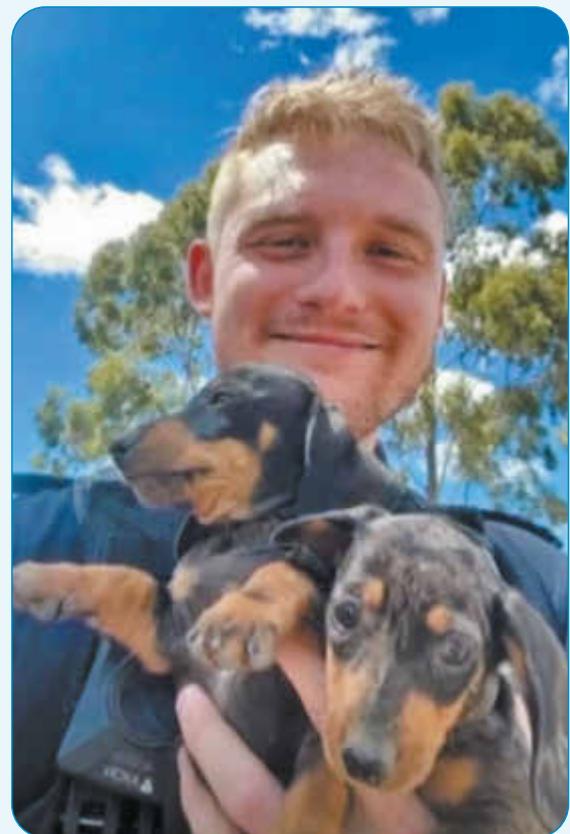
Matt's ultimate plan was to have the Ranger fitted out for a trip to the Cape, camping at the Northern most tip of Australia. Sue and Terry cannot part with the ute, for them the interior still has a smell that links them with their son.

On the day of the ambush Matt already had the Ranger packed, at the end of shift the next day he was heading home to Brisbane for Christmas and wouldn't return to Tara until Boxing Day before a stint with the Child Protection Unit in Logan. His tenure for Tara literally was just about complete.

Sue said, "He had maybe five days left in Tara and he had decided if he loved child protection that would be where he would head next. Matt openly admitted his time at Dalby and Tara taught him how to be a police officer."



Matt and his dog Tana.



Tana sat close to Matt's casket during the funeral service.

Matt had a couple of important loves in his life outside of family, his dog Tana and his Blue Ford Ranger. He was in the process of adding all sorts of accessories and attachments so he could take his country and beach adventures to a new level. The family would often be amused by large boxes delivered by courier to their home followed by a text message from Matt that it was just car parts and he'd be home soon to have them fitted.

Terry said, "We have lost a loving son, brother, and friend. A guy who would do anything for his family, except keep his room tidy. We have lost a young man with so much potential.

"A man fortunate enough to find his true calling in life. We cannot envision Matt having any other career. We have lost a broad-smiling, cheeky, yet charming young man with an undeniable future.

"We recently met with Matt's facilitators at the Police Academy. They echoed all that his high school teachers told us. The kid that sits up the back and loves a chat yet never got into trouble because he was so charming. He loved to make his peers and teachers laugh.



Matt appreciated the support of the Academy trainers and staff at Oxley.

"Yet as much as Matt loved to joke around, there was a time and place for everything, and he took his work very seriously. We now understand with his blue family if you hurt one of us you hurt all of us."

Mother Sue said, "Matt really was honoured to be a police officer. I think the love shown for Rach and Matt will stay with us forever, the fact two relatively unknown young police officers who were just doing their job with so much potential, did their general duties with a passion and so many police turned out for them at the funeral came to show how much they loved Matt even though they didn't know him. The blue family is really something."

When it comes to considering the loss of Matt, his sister triplet Hayley was direct and to the point, "We have lost a big man, a protector, a kind person, someone who



we always felt safe with, when he hugged you he really wrapped you up in his arms. I've lost a third of myself."

The Arnold family know they are now in for a whole series of firsts. The first Christmas and the triplets 27th birthdays have both passed. At Christmas the family had a late lunch with Matt at the cemetery with his yearly request of baked ham. Macca's was Matt's birthday food of choice, so the family visited him for breakfast that day. There are many more anniversaries and special family occasions to follow.

They know it won't be easy, in fact each one is going to bring on a new round of heartache however they are always thinking of others. The family want police to remain careful, put faith in your training and understand the community do appreciate the job you do.

Terry said, "Thank you for your service are words we probably never really understood, until recently when the meaning certainly became apparent. Therefore, we'd like to say to all members of the QPS, past present and future, thank you for your service."





Matt helped rescue some dachshund pups from a property at Tara and had to share the moment with a colleague he knew loved dogs.

“During our private ceremony we thanked the QPS and QPU for all they had done up until that point. We would like to acknowledge and thank everyone for the continued support we are receiving.

“It has become apparent to us just how big and supportive the blue family really is to all its members and their families in times of need.

“To Matt’s blue brothers and sisters who brought him home, and to the SERT team, we remain in awe of your bravery.

To all current serving officers and recruits in training... remember why you joined, keep making a difference and continue to protect all in need. You are all needed more than ever.”





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Commissioner's Certificate of Service

Constable

Rachel Clare McCrow

Registered Number: 4041205

Constable McCrow commenced as a Recruit with the Queensland Police Service on 4 January 2021. She served as a Police Officer from 24 June 2021 and after 1 year of dedicated service to the community of Queensland, tragically lost her life on 12 December 2022.

Awards Granted

National Police Service Medal	2022
National Medal	2022
Queensland Police Valour Award	2022
Queensland Police Service Medal	2022

Ranks

Recruit	4 January 2021
Constable	24 June 2021

Stations / Establishments

Queensland Police Academy (Recruit)	4 January 2021
Darling Downs District (Training)	24 June 2021
Dalby	24 June 2022
Tara	21 July 2022


KATARINA CARROLL APM
COMMISSIONER



Queensland Police Service Valedictory

Delivered by Commissioner Katarina Carroll for Constable Rachel McCrow

It is with immense pride that I stand here today, representing the Queensland Police Service, to deliver the valedictory for our colleague, Constable Rachel McCrow, who served the community of Queensland and our organisation with great integrity, compassion, and dedication.

Rachel was born 30th August 1993 in the Mater Private Hospital, Rockhampton. Rachel was sister to Samantha and daughter to Judy and Wayne.

The family lived in Gladstone for a number of years then moved to Brisbane where Judy raised Samantha and Rachel from the family home in Albany Creek.

Rachel undertook her pre-schooling and junior schooling at the Albany Hills State School until grade five when she moved to the Geneses Christian College at Bray Park where the family had relocated to.

Rachel remained at the Genesis Christian College where she was to form friendships which are still enduring today. From day one Rachel was known as a funny loving person whom always had a funny story and was ready to support. However, Rachel also displayed courage and was the always first one to stand up and support others when issues or challenges arose.

Rachel excelled both academically and in the sporting arena becoming the swimming age champion for Geneses college for a number of years. Off course this required 5am training sessions for Rachel and sleeping over at friends house for early starts showing dedication. So much so that when Rachel broke her arm, she insisted on a waterproof cast so that she could continue training.

Rachel commenced justice studies at the Queensland University of Technology following finishing senior school. During this time Rachel held down a number of part time jobs including one as a research assistant in the aged care environment observing and tracking people living with dementia.

During her university studies Rachel also took some time off so she could complete international travel.

Rachel has always had a keen interest in law enforcement and following completing her education applied for and on the 9th January 2017 commenced working at the CCC as a casual Electronic Collections Monitor whilst completing studies to enter the Queensland Police Service.

On 24 April 2017 she was temporarily appointed to the role of Operations Support Officer in Crime Hearings and Legal. This appointment was made permanent in February 2019.

Rachel resigned on 21 February 2020 to take up a position in the Australian Criminal Intelligence Commission while she

waited to commence at the police academy and continued her overseas travel.

Rachel's commitment to service life commenced at the Queensland Police Academy on the 4th day of January 2021 at Townsville as a recruit.

Whilst at the Academy, Rachel excelled in her academic and operational training. Rachel's facilitators remember her as a beautiful person whom always strived to achieve the highest and was always willing to assist others.

Rachel graduated from the Academy on 24 June 2021 and began her career as a general duties officer at Dalby Police Station. Rachel was very well liked at the station and her enthusiasm for policing and her love of involvement in the community became a way of life.

Rachel quickly moved through the First Year Constable Program and after a year of dedicated service, was confirmed as a Constable of police. Rachel being the larrikin she was would often let it slip that she had worked at the CCC in a previous role, just to cause a little mystery with her work colleagues.

On 21 July 2022, Rachel transferred to Tara Police Station and remained at the station until her tragic passing on the 12th of December 2022. During this time, Rachel's commitment, passion, and unwavering service to the community matured and she was very well respected in the community.

Rachel's professionalism and dedication to service is recognised posthumously by the following awards:

- Queensland Police Service Valour Medal 2022
- National medal 2022
- National Police Service medal 2022
- Queensland Police Service medal 2022

The Queensland community has been well and truly served by Constable Rachel McCrow, and the Queensland Police Service is a better organisation for having Rachel as a valued member. She is and will continue to be greatly missed.

On behalf of the Queensland Police Service, we extend our deepest sympathies to Rachel's mother Judy, sister Samantha and father Wayne.

We also extend our sympathies to her extended family and many, many friends. Our thoughts and prayers are with you all now and always.

Today we say farewell to Rachel, our colleague and friend. She served with honour and it is we who were honoured to have known and served with her.

Rachel McCrow Eulogy

Senior Constable Mellissa Gibson (Colleague and housemate).

Good Morning, I stand here today as a representative of multiple families in grief. Rach and Matty's immediate family, their family in blue and a community both in shock and mourning.



For those of you who do not know me, my name is Mell and it is both a privilege and an honour to be able to stand here and tell you about my mate Rachel.

Rach was so much more than the uniform she so proudly wore. She was a daughter, a sister, a friend, a colleague and an amazing mum to her four legged Archibald.

Family was everything to Rach and she was everything to them.

Rach was simply one of a kind, she could literally light up any room on the darkest of days with her beautiful infectious smile and those pearly white teeth.

She was the kindest and most positive person I know, she had the purest of souls and the warmest of hearts.

Rach was the very essence of compassion and selflessness which are two of the characteristics that made her such an incredible police officer and an even better friend. Behind all of that was this cheeky larrikin who loved a laugh, loved a good prank and loved a good meme often at our expense.

There will never be enough words to truly express how amazing she was or how lucky we all were to have crossed paths with her.

To Rachel's brothers in blue who showed an enormous amount of courage to go in and bring her out, thank you for not leaving our sister behind.

To Rachel's remaining brothers and sisters in blue I know she would be proud of you for continuing to kit up and show up to protect the community in your efforts to make the world a better place. For every bit of evil in this world Rach more than anyone would be reminding us that there are still good people who need our help.

Rach I'm so proud of you for the courage you displayed in your final moments and for being the fighter that you are. I'm so sorry that I wasn't there for you when you needed me the most, that is something that will forever haunt me.

Thank you for coming into my life and impacting it in such a beautiful and positive way.

I'm a better person for having known you and I hope you knew how much I loved you.

“I take comfort in knowing you will continue to have my back up there and I will see you and those pearly white teeth again one day.

How lucky are we to have had someone that makes saying goodbye so hard, heaven has truly gained an angel. Fly high beautiful girl, with honour and courage you served.”

Delivered by Constable Freddy Hartigan (Academy Classmate).

It is with honour that I stand here as a fellow member of the Townsville Academy Intake 44 and as a loving friend of Constable Rachel McCrow.

Rach started her policing career at the Townsville Academy in January 2021. Rach was a live-in recruit with luxury accommodation that is the Bessell Lodge.

Rach was stuck with us for 24 hours a day for six months until she marched out with incredible pride as a sworn police officer in June 2021.



Rachel exceeded every benchmark and in every aspect of Academy life. She achieved excellent results in academic testing, she was dedicated to physical fitness and fierce in a wrestle.

But for every drop of sweat Rach put in for herself she would genuinely put ten in for the team. Rach organised group runs and early morning beep tests

for those that were struggling with their fitness. She volunteered as a driving instructor, volunteered at a charity swim for multiple sclerosis research and volunteered selling raffle tickets for the Cowboys House Boarding School, parading around Cowboys stadium like an absolute fool.

Rach provided study sessions for recruits who needed it, everything was done in such a genuine and loving way and Rach saved me and Nath multiple times by giving us her study cards the day before the exam.

Fresh out of the Academy, Rach was posted to Dalby police station and from there continued to serve in Queensland's South West.

With the majority of Intake 44 in Townsville being posted to the Far North of Queensland I know a lot of 44 regret losing contact with Rach as they started their own policing career.



But 44 is here with you today Rach. Burnsy and the team from Townsville have come down, the girls from Mackay are here, the lads from Coen had to drive down, along with colleagues from Cairns, Charleville, Bamaga, Mt Isa and Aurukun.

Rachel you are truly the only person who could've brought us all together.

You were the police officer the world now so loudly demands. A copper who deals in fairness, respect and love. A copper who truly listens, a copper who deeply cares, a copper with a strong sense of justice, and a copper who will fight to protect those who they have sworn to serve.

Rach you spoke about the desire to work in Child Protection and Youth Justice, that would've been the first career step of many for you. I could see you achieving the rank of the officer that has supported your family with such beauty and vulnerability this past week, the Police Commissioner.

Judy, you raised Rachel and Sam into such beautiful, strong and intelligent women. Rach was so proud of Mumma McCrow, the world will know about the sacrifices you made to make Rachel into such a wonderful woman.

Doctor Judy, being asked by you to speak today was the greatest honour of my life.

Sam, Jess, Jade, Jake, Andy, thank you for taking me in and sharing your memories of Rach with me, you are all as amazingly beautiful as Rach described.

The Blue Family is forever here with you.

“Rach you will forever mean so much to us, you were the lynchpin holding our eccentric groups of recruits together. You were welcomed and adored by every person in every group by just being you.. the absolute goof that we love.

Rach you will forever mean so much to me, we are struggling Rach but we will continue to tell your story. We will tell of your dedication, we will tell of your laughter, we will tell of your warmth, we will tell ‘with honour you served’.”

Rachel McCrow



Talk to the friends and relatives of Constable Rachel McCrow and pretty quickly you are left without doubt the twenty nine year old had so much to give, enjoyed life, had a fondness for pranks, an ability to make others feel like they were the most special person in the room but most importantly she was passionate about family and her dog Archie.

The McCrow family are intensely proud of Rachel and the things she achieved. There's a desire for Rachel and Matt to be the people remembered for the wonderful people they were.

The experiences from those who worked alongside Constable McCrow have been welcomed, "The stories about her short police life are very positive, everything from the way she completed reports through to her attitude. She was breaking down the culture in Tara of people not talking about domestic violence, she was invested in following up with the victims and encouraging them to talk."

Like many police, Rachel didn't always share everything with family about her interactions while at work. "She didn't talk a lot about her police life but she was proud of the fact she was about to be 'the adopt a cop' for a local school in 2023."

"She wasn't keen to go to Tara and I wasn't keen on her being there, because we had heard these stories about people with guns out there and the whole time she was there that's what I was worried about.."

It took eighteen months for Rachel to progress through the recruitment process and receive confirmation she had a place on a course at the Townsville Academy. It meant a move away from Brisbane but 'she was ambitious and competitive'. "Rachel was thankful for the opportunity because she knew other people who had not got in."

Rachel had travelled extensively with her family to the USA, UK and Europe before being accepted into the QPS so living away from home wouldn't be an issue. She rapidly made friends both with her course mates but also with those around her.

A card arrived recently at the family home and the sympathy was appreciated but it also told another story that made them



Academy life was busy for Rachel not only completing her own studies but assisting others and volunteering in the community.



Rachel and her classmates formed a bond that went beyond studying together.

smile, "We received a card from the cleaning lady at the Townsville Academy. The pair had struck up a friendship while Rachel was there and on Rachel's graduation day Rachel insisted on having photos with her, it was a must. Turns out every day she would chat to this lady and called 'her recruit mum'. Rachel had a personality where everyone thought they were her best friend."

There was also a tough edge to recruit McCrow, "She was so tiny but when she would come home during any breaks in the course she would practice the moves she had learnt on some of the biggest blokes we know. She could do it all but I was always worried for her, scared for her as a future police officer."

Rachel McCrow graduated in June 2021 and most of her police friends really only knew her for eighteen months so it's clear she made a brilliant and lasting impact, however her ability to enliven those around her started many years earlier.

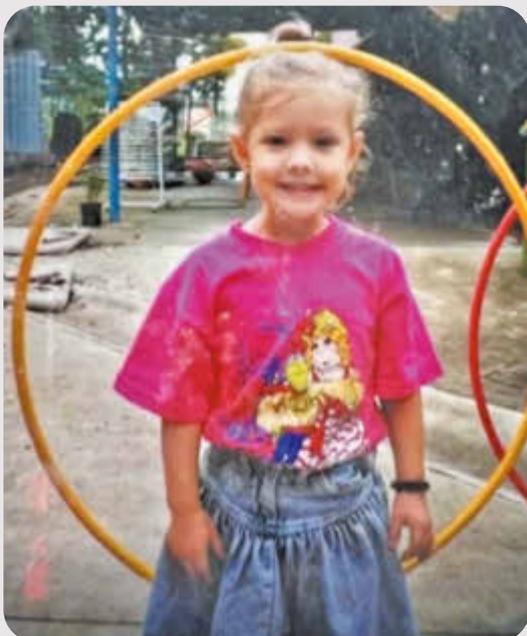
At the family's private funeral service family members remarked on the impact she had with others, "That really shone through at the chapel because she had all these different groups who all thought of her as their best friend. She had the brightest personality and everyone got along with her."

There was one friendship that almost resembled something you would see with two inseparable sisters, Jess and Rachel met in the early days at school. They exchanged names and pretty much became friends for life. For over twenty years the two shared jokes, stories and unforgettable moments. The bond continued after Jess was married, the two knew they could talk to each other about anything and at any time of the day. The loss of Rachel has been tough on Jess and her family.

"She was a larrikin but she just made everyone feel comfortable. She never had any judgement about anyone, she gave everyone comfort and spark. Growing up she got away with so much because she was this beautiful little girl with blonde hair and she just gave a cheeky smile and everyone's heart melted and said 'no worries Rachel you are fine'. With her friendships she was true to everyone, she always wanted to have fun. She made everyone's life happy."

Rachel McCrow loved school. She started at Albany Hills, enjoyed learning and the social connection that comes from the playground.

In 2003 Rachel started at Genesis Christian College (GCC) in Grade 5 after moving to Bray Park. She became involved in swimming, and the very difficult stroke



of butterfly became her preferred style. She spent hours of squad perfecting her technique along with Friday night competition at Pine Rivers.

At the same time she realised soccer wasn't bad either. Her first year of competition came at age ten, but Rachel played in the Under 12's alongside her sister Samantha, the sisters refused to be separated. Rachel made her mark with the round ball and continued playing through to the Open Women's.

The competitiveness also carried through to her studies, Rachel excelled academically.

Rachel finished her secondary schooling at GCC in 2010 and started her Justice Course in 2011. Originally it was a dual degree but Rachel pruned the other courses off because she always wanted to do Justice.

She liked the Youth Justice side of her course but also developed a passion to assist DV victims. Rachel completed the course and graduated but took time off to travel and explore Canada.



Rachel thrived in a team environment and enjoyed her years of soccer.



Rachel completed her Justice Degree at QUT.

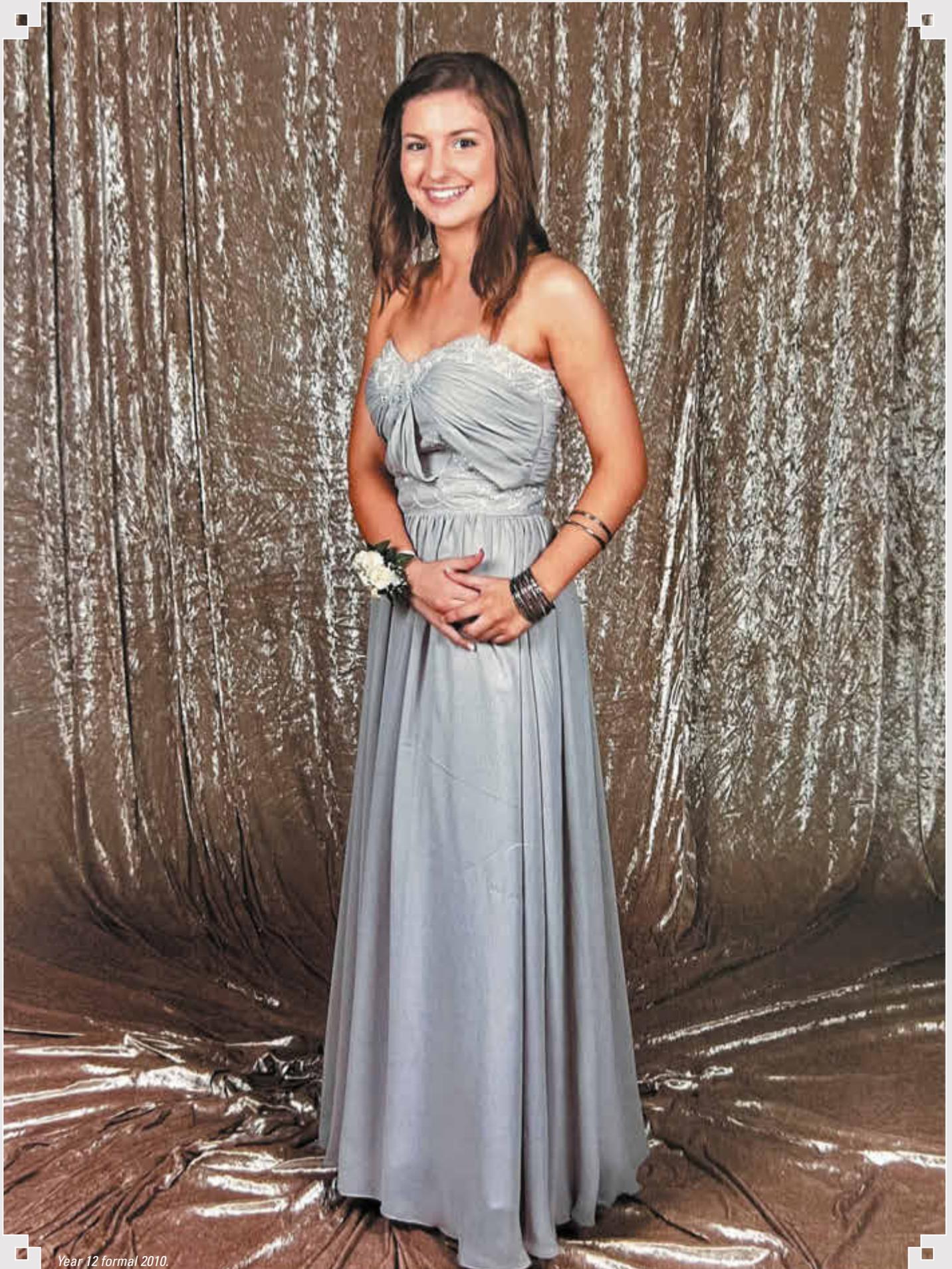
Later Rachel worked at the Queensland Crime and Corruption Commission, in the crime hearings and legal section before switching to the Australian Criminal Intelligence Commission in 2020.

Rachel's mother Judy cherishes memories of her daughter coming home from her various travels or work throwing her arms around her mum, kissing her on the cheek and arranging pedicures for them both, "Often she would just come and sit down beside me, give me a hug and say I love you.

"She did the same thing with my mum Beryl. They also shared a special bond. She had so much to give, lots of love and didn't mind sharing it or expressing it with us."

The fatherly figure in her life for the past five years has been her mum's partner Andy Keetley. From the first time Rachel and Andy met there was an easiness that became a solid friendship.

The McCrow girls also indulged in an enthusiasm for board games. The evening sessions could be quite intense, tricks were employed to perhaps throw one another off their game, highlight a strategic loss or just bathe in the joy of a win.



Year 12 formal 2010.



Rachel and Samantha went on a cruise with Granny Beryl Hansen.



Dining out was a regular mother - daughter treat.



The McCrow girls, Rachel, Samantha and mum Judy.



Rachel would regularly catch Judy off guard with a kiss and 'I love you Mum'.

There was a love of the outdoors, kayaking particularly, snorkelling on Lady Musgrave Island was a favourite, walking the dogs in the rain even barefoot bowls. That's how they celebrated Rachel's 29th birthday in August. It was a very happy day and the photos from the 'day on the greens' are very special.

Samantha and Rachel always had plenty of time for each other. During school years they mixed in different circles but they had a friendship beyond being sisters. It however wasn't always perfect, "The bond between Rachel and Samantha was tight. Every time they were home together they would fight like sisters but then it would all be forgotten and Rachel would be staying over at her sister's place. They were really,



An August afternoon of barefoot bowls to celebrate Rachel's 29th birthday in 2022.

really close. They were sisters and best friends. Samantha is shattered still. We will always be shattered."

The McCrow and Arnold families were obviously in an emotional whirlwind in the days after the Wieambilla incident however both families came to a natural realisation that there should be a combined



Paddling with a passenger.



Always ready for a fun time and never shy to celebrate life.



Cheeky snaps with a seal celebrating her birthday in 2015.



Exploring Niagara Falls in 2022.



Rachel explored lots of destinations including Canada, New York and Las Vegas.

funeral service to honour the police service of their children and the incredible sacrifice that had been made.

“The thought of a combined funeral was respectful of both of them, they died together, they were mates. I know the police service was deeply grieving, it just fit well having the funeral service together.”

“We didn’t get a sense of how many police were there until we were in the motorcade leaving. That told us about

the importance of their deaths and how much all police were hurting from it. Not many of them would have known Rachel and Matt but they were all united by the job they did, working together supporting each other other to protect and serve Queensland communities.”

The family asked Mell and Freddy in their eulogies to not make it all about police officer Rachel, but to make sure they told everyone about the beautiful person she was.

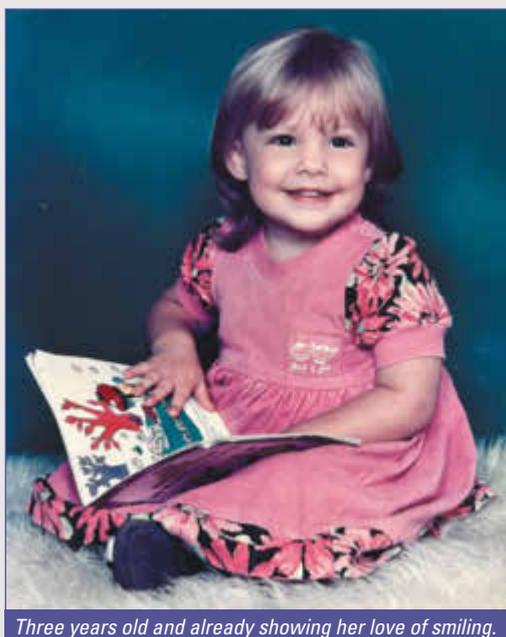




They both spoke from the heart, Freddy graduated with Rachel and Mell shared a house with Rachel when she first moved to Dalby. The family agreed with Freddy's sentiments that if Rachel had lived and stayed in this career she would have been a commissioned officer really quickly,

"She had the drive, the skills, the passion and commitment to reach the senior ranks."

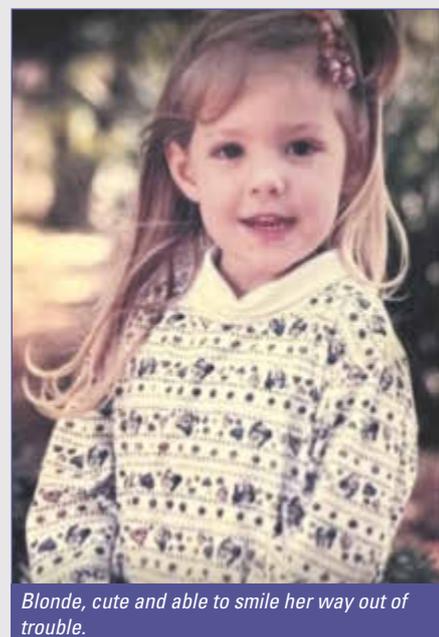
A private funeral service was held later in the day. There were lots of police there but also groups of Rachel's friends showing the diversity of her life, connections and impacts.



Three years old and already showing her love of smiling.



Rachel was comfortable in front of the camera.



Blonde, cute and able to smile her way out of trouble.

Police Chaplain Matt Goven was acknowledged for the way he conducted the service and offered words that greatly assisted the McCrow family looking to the future.

The private service unlike the formal QPS rituals allowed the McCrow's to hug and chat with the people who were there and that was important. They also discovered Rachel had 30,000 photos in her iCloud, lots of them were shared memories of the people at the service, the people she thought so highly of and the friends that were now showing her mother and sister so much support and comfort.

There's never enough time to thank everybody at a 'celebration of life' but the contact from Rachel's recruit classmates at Dalby and Tara has meant a great deal Judy said, "We all have special thank you's to Rachel's colleagues that have reached out, the Commissioner and Ian Leavers without him we'd be lost, financially without the QPU fund we would've been wrecked. It's really helping with our future planning. The QPU have been just great and in the first week lan rang multiple times, he's been brilliant. The compassion shown by the Union has been brilliant. The legal help from the Union moving forward will be amazing to help inform positive changes."

"I know Queensland University of Technology where Rachel completed her Justice studies are planning on creating a scholarship in her honour. It will be for a student in the Justice degree and there will be selection criteria centered around Rachel's commitment to serving communities not solely academic based."

Judy would also support a perpetual honour for another junior police officer, "People have also spoken about a lasting award with the QPS, something at least for a second year, someone who shows really good values across a range of areas, volunteer work, influencing the community around

you, addressing domestic violence and youth justice. Something to further advance their training."

During Police Remembrance Day Commemorations in 2022 Rachel took on a key role in the service held in Dalby. The opportunity to pause and reflect on those police lost on duty meant a great deal. It's hard to believe that the next National Police Remembrance Day police across Australia will be honouring Rachel's service.

Rachel talked about having a family of her own one day, "Rachel was a beautiful person inside and out, she talked about getting married and buying a house perhaps with a granny flat for mum."



Rachel was part of the flag party at the Dalby NPRD service.

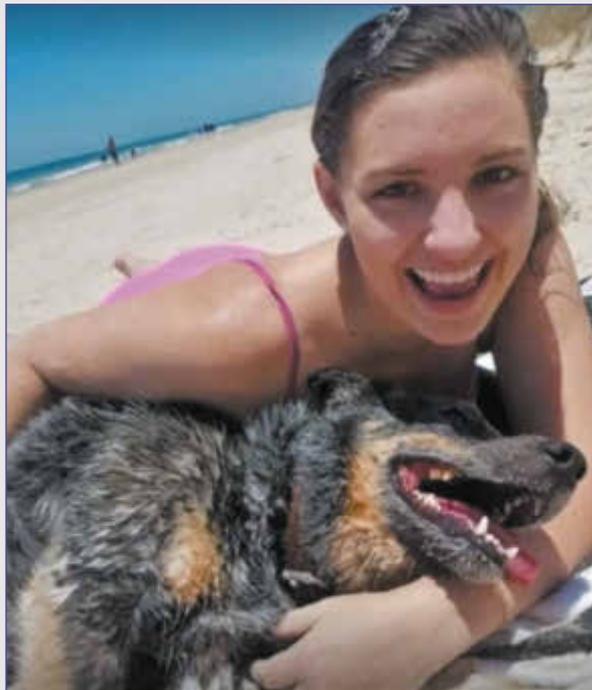


Rachel completed a reading in front of her peers and retired police at the Dalby NPRD service.





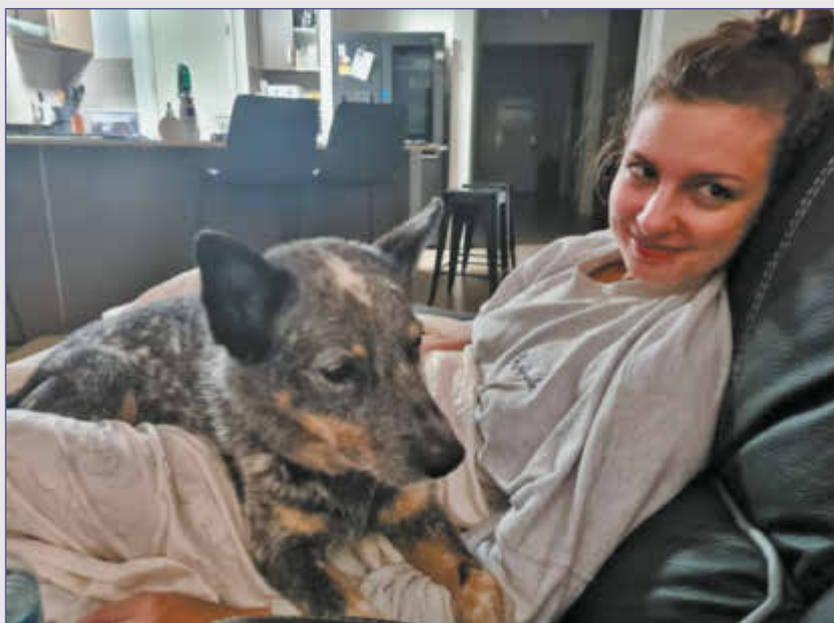
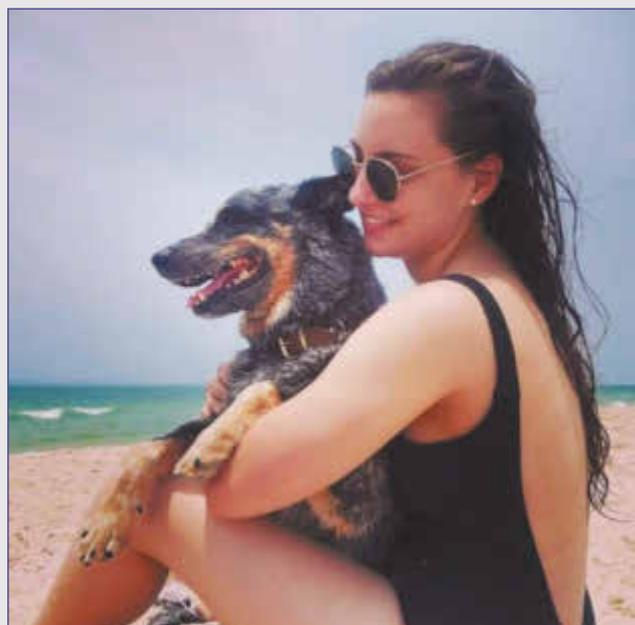
Inspector Wayne Rasmussen and Superintendent Gareth Channels both praised the commitment and dedication shown by Constable Rachel McCrow during the NPRD Service in Dalby.



Rachel did have a 'fur baby', Archie the blue heeler was her constant companion. Some of the most beautiful images of Rachel are times where she was photographed with her dog.

Archie had become so much a part of the McCrow family unit that holidays could only be booked at places that were dog friendly so Archie didn't miss out. "Archie was the runt of the litter as a pup but he was instantly her best friend. They went everywhere together, she did everything with him."

"He was her baby and they'd often cuddle on the lounge. Since Rachel's death Archie has been surprisingly good, but the big picture from the funeral of Rachel we had it on the lounge chair where she used to sit and he's been sleeping in front of it. He's been sniffing around her car that's parked in the yard. Archie was centre stage at the funeral and Rachel would have loved that, that would've been the biggest hoot for Rachel.





Archie is now living with Rachel's mum and enjoying all of the tummy rubs and hugs.



“He walked the entire honour guard. Apparently he was better behaved than the police dogs.”

“Archie is so very special for us now, he’s our memory. We spend so much time throwing the ball for him and giving him cuddles all the time.”

After a career in nursing, education and bringing up two girls when Judy McCrow speaks there’s a tone there that cannot be ignored, a voice of calm, reason and you know it has experience behind it. She wants every police officer now and even those yet to be sworn in well into the future to remember Rachel and Matt. “The key messages would be, to be aware of the unpredictability of wearing the uniform. To every police officer in Queensland I would say be safe and be aware. Don’t ever feel overly comfortable or complacent. Have a sixth sense about you.”

“As a family you will always be loved and forever in our hearts Rachel Clare McCrow.”

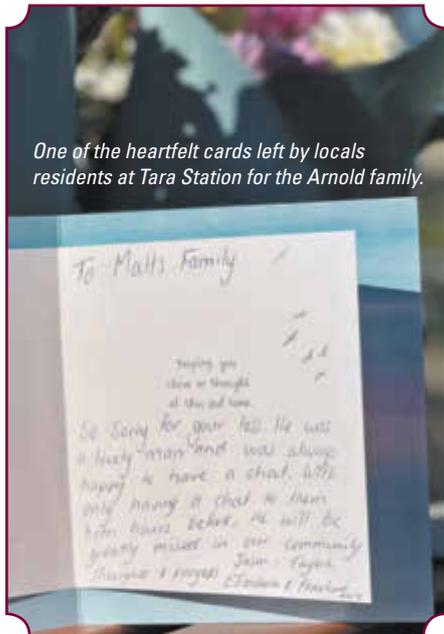
Bouquets, Tributes and Tears



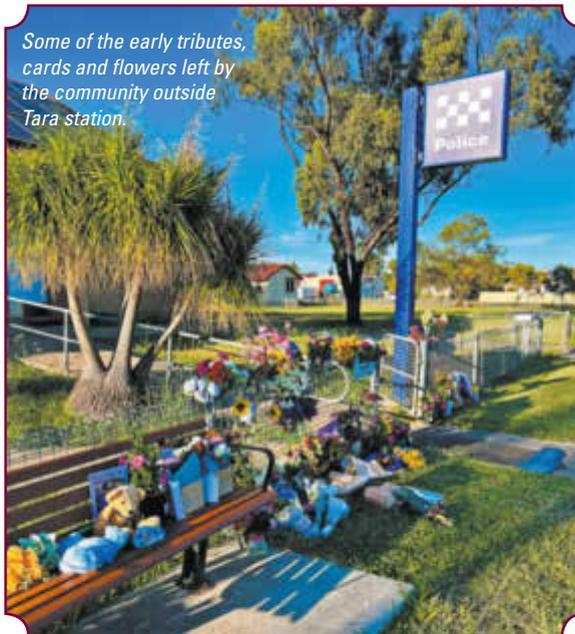
As the first rays of sunrise coloured the sky after Matt & Rachel were killed the first flowers were left outside the Chinchilla and Tara police stations. It quickly became a graphic symbol of affection for police, not only for the lost officers but for the work police do.

The cards attached to the bouquets in some cases brought tears and many people struggled to read the messages of love and regret for the loss of two young Constables.

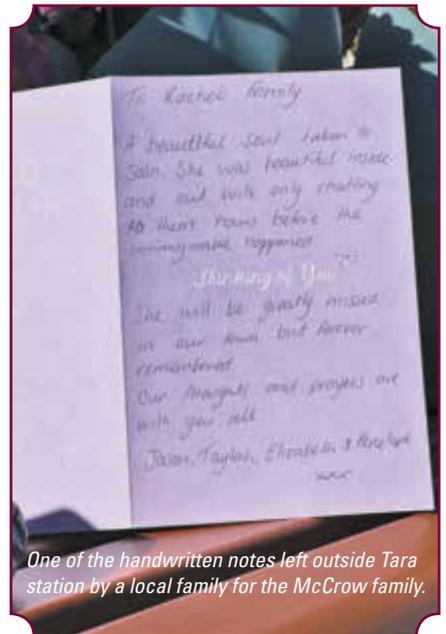
At Tara station where Matt and Rachel were based the tributes were very personal, the messages came from people who had spoken with both officers earlier in the shift before they headed for Wieambilla. "To Matts family, so sorry for your loss. He was a lovely man and was always happy to have a chat. With only having a chat to them both hours before. He will be greatly missed in our community." "To Rachel's family, a beautiful soul taken too soon. She was beautiful inside and out with only chatting to them hours before the unimaginable happened. She will be greatly missed in our town and forever remembered."



One of the heartfelt cards left by locals residents at Tara Station for the Arnold family.



Some of the early tributes, cards and flowers left by the community outside Tara station.



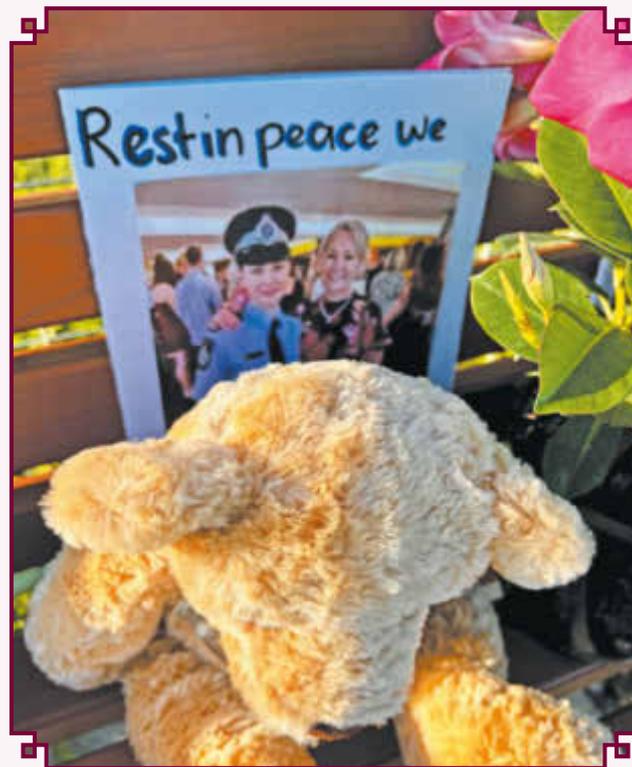
One of the handwritten notes left outside Tara station by a local family for the McCrow family.

Most of the people who call Tara home don't live in the few streets the town calls it's business precinct but nearly everybody whether they are off grid on a back block know the local police whether they want to or not. The police station is a focal point of the community and the 'pop up' memorial on the station's fence line confirmed the residents felt the loss heavily.



A wonderful soul leaves a lot of wonderful memories wherever he goes. You and all your family are in our mind and prayers, we will never forget the joy and happiness your soul brought into our lives. We will always remember your honour and sacrifice. A real hero took those bullets and put yourself in danger to save the people you served and loved. Officer you will be greatly missed. Thank you for keeping us safe and may you Rest in Peace. ❤️

Love: the Gunthers and Tara Shire State College



We appreciate everything you do for us. Our hearts + prayers are with you all at this very sad time. Love the Whelan family, The Seymour Family + The Thorwa family.



Thank you for all you do. Matt + Rachel will forever be in our prayers. Love the staff + students + St Joseph's school Tara



It was clear the two young Constables made an impression in Tara, they really did engage in community policing. Heather Gibbons said, "They were people like us just doing a job. I was talking to them down at Foodworks just a few days ago having a joke and a laugh." Lucy works at another business in town she said, "They'd often come into the shop check how you were doing, see how your day was going and make sure you were alright. Their deaths are really hard to come to terms with."

Some of the school age children in Tara looked at Matt like a happy and playful big brother. Belle Armstrong said, "Matt was a really, really good cop who took care of everybody. I can't believe this happened in such a small town and we were so unaware there were people like those others out there."

Outside Chinchilla, Graham Stewart was walking to the police station with eyes full of tears and some flowers in his hand, he had just driven 20 kilometres into town from Brigalow. On behalf of his community's 170 residents he wanted to pay his respects but a little unsure of where to place his flowers he asked the first officer he met and it happened to be QPU Vice President Shane Prior. The pair shook hands and Mr Stewart told him, "I want all you coppers to know you are all loved, respected and appreciated." From that moment a bond was struck and for the next twenty minutes the two men were in tears and consoling each other.



Tara resident Heather Gibbons fondly remembers the jokes she shared with Const McCrow and Const Arnold.



Tara resident Belle Armstrong said Const Arnold was always vigilant and protective.



Brigalow resident Graham Stewart wanted to embrace the first police officer he saw and say sorry.



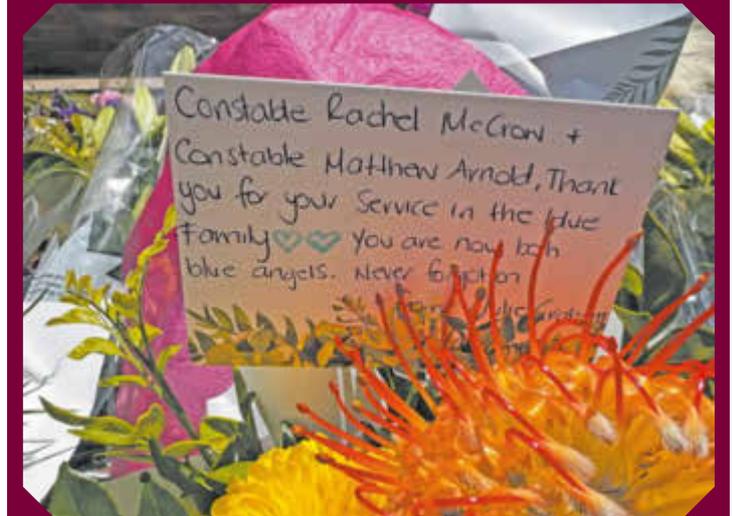
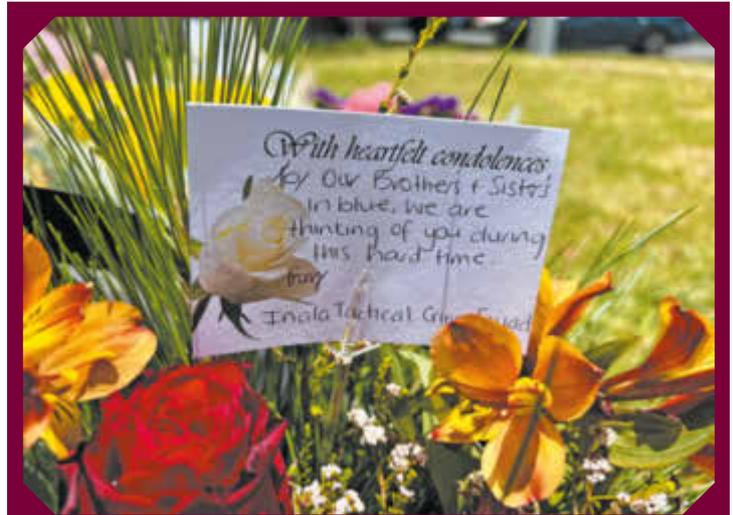
QPU Vice President Shane Prior was appreciative of the kindness shown by Graham Stewart towards all police.

It became a familiar pattern. Many traditionally stoic farmers were visibly upset talking to police who came into Chinchilla or Tara to backfill for the local officers. Local shopkeepers spent their lunch breaks gathered around the impromptu flower shrine at Chinchilla Police Station, not saying a word just standing quietly absorbed in their own thoughts.



Louise works in a Chinchilla specialty store and said, "I feel I have no right to be emotional but when you put yourself in the position of those families of those police officers you just think those poor people, it's all very sad. It's tragic on so many levels, as a whole country it's very sad."

Some of the cards, toys, messages and condolences left outside Chinchilla Police Station.



Many of the locals want the families of Matt and Rachel along with the rest of Australia to know that this incident isn't a true representation of their town. Resident Jane Ryan was on her way to day care with two year old Lexi, she said, "I'm like the rest of the community, we are all shocked and saddened that something so horrendous like this has happened in our backyard. It's really hard to comprehend that it's happened in our sleepy little town. It's something that seems to be out of a movie and I think that's probably so shocking that it is not something we could ever imagine happening here."



Local resident Jane Ryan said the ambush was like a movie script that left the community shocked and hard to explain to children why others can be so cruel.

Thomas stood for a long time at the front door of the Chinchilla Station, in skinny grease stained jeans, commodore t-shirt and a patch work skin that has kept a lot of tattooists busy, he was waiting for someone in uniform to walk out and kept clenching his fists but it wasn't a sign of aggression he was angry that police might get the idea that the people of his town hated police.

He said, "I'm going to be honest I've never had a good relationship with the highway patrol but this was a low bastard act! These two coppers were doing their job and we really do respect them. Let them inside all know please the people of Chinchilla and even the 'blockies' out towards Tara we do regard their job as important, our town is not full of grubs. Please don't remember our town for this."

Pat managed to make her way across the uneven grass slope outside the police station with her assistance walker, she said, "We were on our way to Roma from Brisbane when he heard this terrible news and the details of how Officer Keely Brough was hiding in the grass and eventually escaped. It upset us a bit because nobody really knows what police go through and can never anticipate what they may encounter. We thought we'd buy flowers and leave them here at the police station. I hope these flowers send a signal to all police that people care. We would never normally do something like this but the silent majority

need to speak up now. It's very important people understand what police do." Pat's travelling companion was Natalie Golder she said, "We are very upset about the loss of the two officers but also we wanted to say thank you to the police and give Officer Keely all the encouragement she needs to cope."



Pat and Natalie wanted to offer hope and encouragement to the police who survived the ambush and all police families.

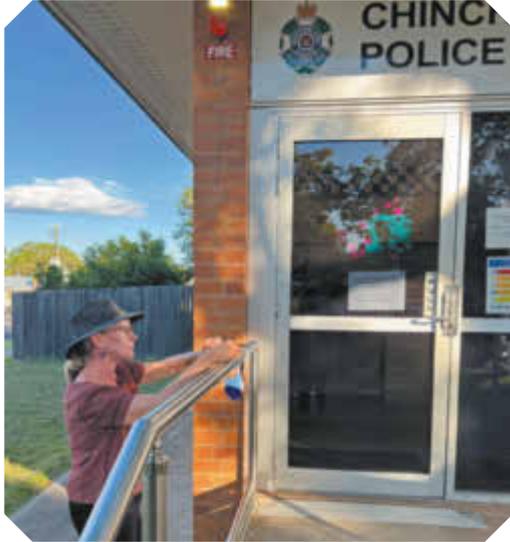
There was one lady who made trips every few minutes to the memorial on Tuesday and Wednesday, each time laying flowers, standing and placing her hand on her chest for a few minutes before walking away. It was Erin Ford from the Chinchilla Florist, she said, "I may be the local florist but it is very emotional delivering these bouquets, it's very sad. We want the police in Chinchilla and Tara to know how much they are appreciated, they really are. They put their lives on the line to keep us safe, to have that as part of your job description you have to be a pretty brave person and a genuine hero."

The florist and supermarket sold out of flowers but that didn't stop the tributes.



Chinchilla Florist Erin Ford delivered every bouquet with respect and dignity.

Louise Keating couldn't get any flowers so she knitted a series of small woollen hearts and using string hung them from the hand rails of the Chinchilla Police Station. For eleven years Chinchilla has been her home and her son benefitted enormously from his interactions with the local police through the Blue Edge Program. Ms Keating said, "Police committed time to Blue Edge and the fitness and friendships it created will last a lifetime. I owe these officers so much. I want them to know we appreciate them but we probably just don't say it enough."



Louise Keating knitted blue and white hearts for the police at Chinchilla when the local stores ran out of flowers and teddy's.

The lack of flowers in town caught the Girelli family by surprise as well. Sonya and her two girls Natalia and Evangeline drove from Barcaldine, it took them more than eight hours and they had planned to leave a posie at Chinchilla but instead opted to place a QAS paramedic's baseball cap alongside a teddy bear. The girl's father is a paramedic and he couldn't travel with them that day but he asked if they would leave it as a symbol of camaraderie between the services.

Sonya said, "I brought the girls here to show our respect and appreciation of the work police and all first responders do to keep us safe. On the drive here we discussed the work police do and

how important it is to show appreciation to the families of police officers. We need our girls to know to never take things for granted. We have recently heard so many bad things about a small number of police we never hear enough of the good stories. It's such a shame that a tragedy like this has to be the thing that brings people together in support of one another and show their appreciation for people who do this job."

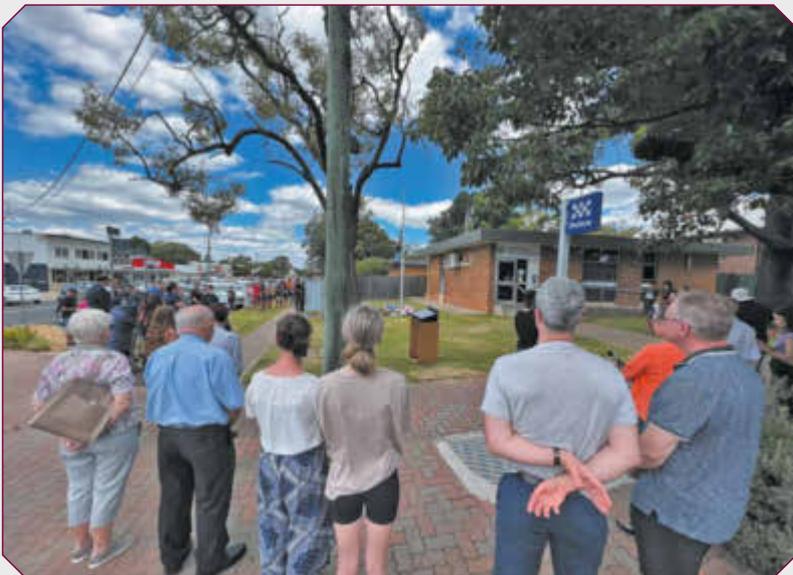


Sonya Girelli and her daughters Evangeline (9) and Natalia (13) honoured all first responders with their condolences at Chinchilla Station.

Social media is often maligned for the amplification of the ill informed and sometimes hate speech, but the residents of Chinchilla and Tara used it on Tuesday December 13 as a way to link up and show their sorrow for the events at Wieambilla. Somebody circulated a simple message 'lets gather at these two police stations at 12.30pm to show our respect in a silent vigil'. With little time for the word to spread over 100 people met at each police station and sent a clear message of support and sympathy.

The impromptu memorial vigil at Chinchilla Police Station.





The silent vigil at Tara Police Station.



Bouquets, Tributes and Tears

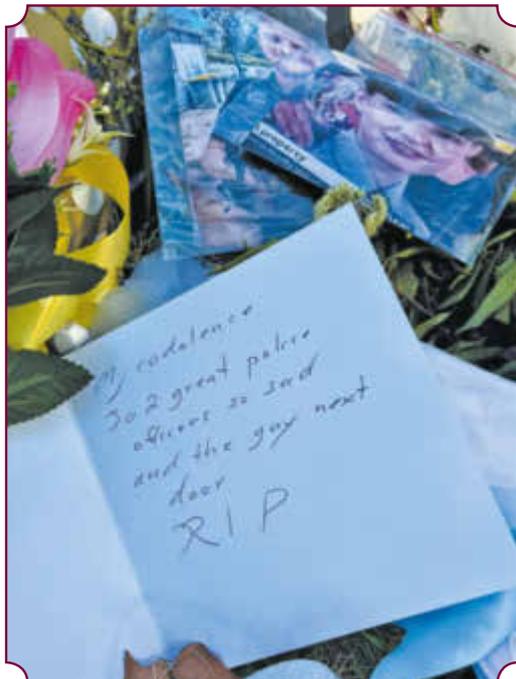
Catholic priest Father Warren Badilla said, "I hope the police look at this and it offers some gratitude from the community that we are sincere in the way we love and care about them. It's something we can offer to our fallen heroes, the police officers a sign the community want to pray for the police that offered their lives."

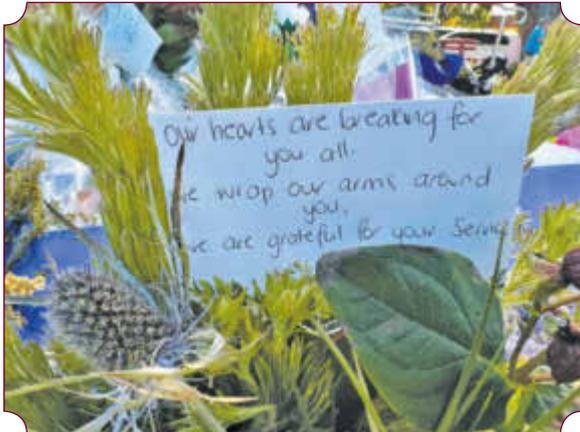
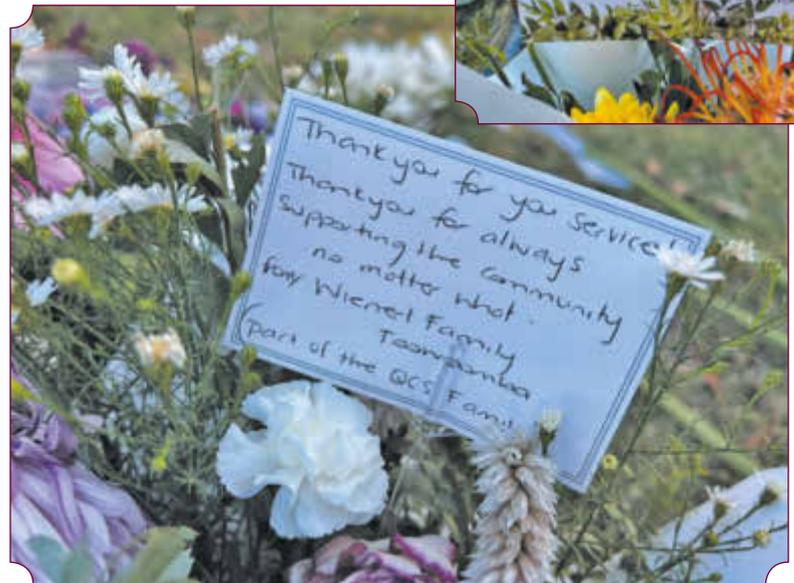
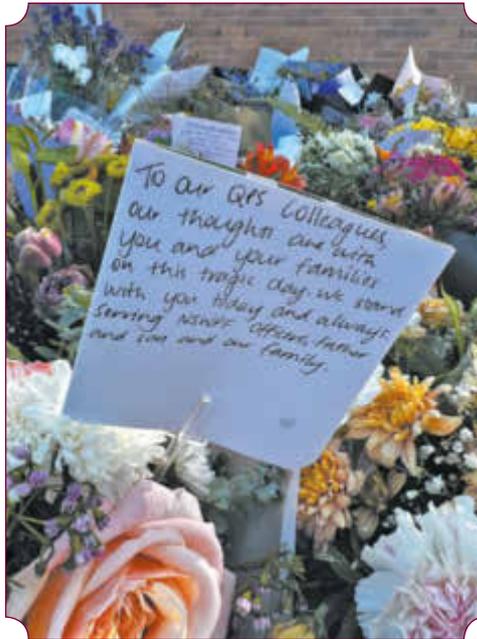


Catholic priest Father Warren Badilla said the mountain of flowers and tributes at all police stations should let police know the community cares and loves the work they do.



The cards, tributes and mementos left outside both the Chinchilla and Tara stations have been collected and are being preserved for the families of the affected officers.





Supplementary photos courtesy of The Courier Mail, along with the 7 and 9 TV Networks.

Tara Team Mates

The tiny town of Tara one hundred kilometres west of Dalby is known for its biennial camel races and abundant gas fields but it's never really been on the desired list of assignments for police.

However Constable Matthew Arnold and Constable Rachel McCrow took an attitude that they were going to take full advantage of their posting cycle to Tara and work hard while enjoying the camaraderie that comes from working in a small station.

In December 2022 there were four police operating from the small brick station. Sergeant Matt Minz was the Acting Officer in Charge with three staff including Constable Craig Loveland, Constable Matthew Arnold and Constable Rachel McCrow. The team lived in the adjoining barracks and spent not only hours working together but socialising off duty.

The Constables all arrived at Tara at different times but the friendship was like they had all grown up together. Craig Loveland said, "Matt and I shared a house and Rachel was living next door. We had just about every meal together and when you are living that closely for six months you have to be friends.

"It wouldn't matter who I was paired up with during the roster because if you were with Matt or Rachel you knew you were in for a good shift. Every day was a fun day working with them."

Sergeant Minz met Rachel and Matt during their First Year at Dalby and said although the young Constables both grew up in a city environment they adapted quickly to rural policing.

"They were the image of typical country coppers, they had the ability to talk to anyone, were very affable, empathetic police officers. On the Western Downs for the police who serve here it's like being part of a family relationship. In Dalby, Chinchilla and Tara we are friends who just happen to work with each other."

Justin Drier was the Acting Sergeant OIC at Chinchilla at the time of the Wieambilla incident, he said, "I've been on the Western Downs my whole career, both Minzy and myself were second year Constables in Tara so I can tell you how important it is to have a police family in that environment.

You need a solid work relationship but also need to get along socially and I could tell from watching Rachel and



Flowers, plants and tributes are still being left every week outside the Tara Police Station.



Tara OIC Acting Sgt Matt Minz guided Const Arnold and Const McCrow through their First Year at Dalby and said they immediately made an impact, learning and refining their policing skills.

Matt in Dalby they had developed a great work ethic. They went to Tara with a positive mindset and saw it as an opportunity to add additional skills.

“I know Rachel qualified as a roadside drug tester in that time and from what I saw she could have easily fit into a career in Highway Patrol. Matt I don’t think was ever stressed about anything.”

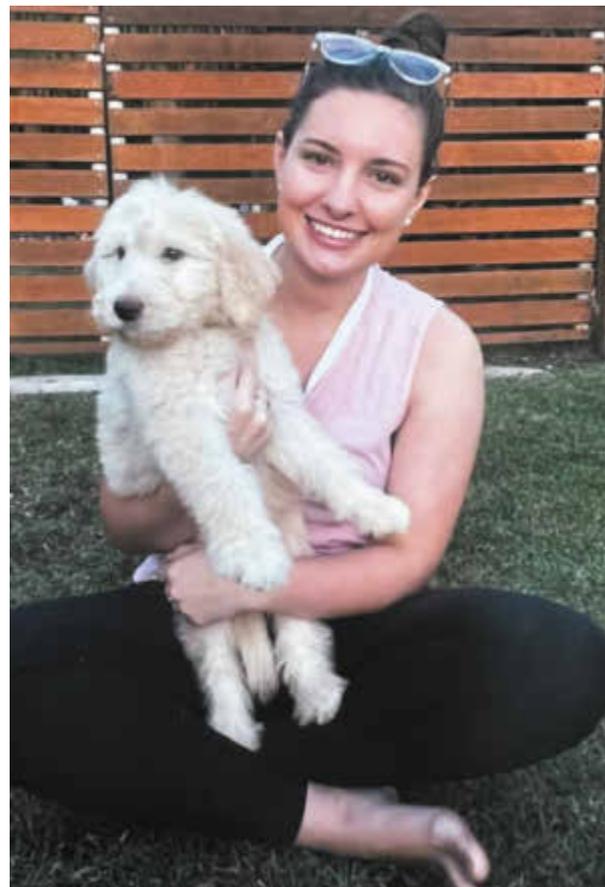


Chinchilla Acting OIC Sgt Justin Drier believes police on the Western Downs are more like family members and that brings benefits while working and socially.

There was never any chance either Matt or Rachel would try to wiggle out of their tenure at Tara. Motivation was never an issue and the team of young Constables didn’t require intense management.

Sergeant Minz recalls that Rachel was a true self starter, “The adopt a cop program had fallen by the wayside but in the last few months of 2021 Rachel took a shine to getting up to the school early in the morning, meeting the kids and teachers.

“Rachel would also participate in the program the school had to give the kids a healthy breakfast before lessons. I never had to push her to do community engagement, she was all over it.”



There were obvious signs that Rachel was developing a trend towards helping some of the most vulnerable in the community. Sergeant Minz said, “DV and CPIU would have been an amazing fit for Rachel. She was already doing an amazing job in that space and looking out for children at risk. She dealt with a number of our repeat offenders around town and she was building relationships with them. With the high risk DV aggrieved Rachel was creating a bond of trust between them and police.”

Matt was also carving a niche that stood out to his OIC. Sergeant Minz said, “Matt was a big guy with a terrible moustache but everyone loved him. He would walk in anywhere, even with some of our most difficult ‘clients’ and they’d soon be shaking his hand and take an immediate shine to him. He was a gentle giant and I think he was drawn to this job because he had an ability to protect members of the community and be there for people in need.”



Matt Arnold was making the best of barracks life off duty. He bought a TV that stretched the entire width of the wall in his bedroom and next to

his bed he had rigged up his mobile fridge/freezer so drinks were within easy reach. The internet service wasn't brilliant but he had worked out a way to hot spot his mobile phone so he could play late night computer games with his friends back in Brisbane. He wasn't really doing it for the game play it was more about keeping in touch with mates.

Both Rachel and Matt had a reputation for being pranksters and always with a joke to lighten the mood when they were all dealing with intense, serious issues.

Craig Loveland says Matt came up with probably his greatest ever prank but he never had the opportunity to see the laughter it would generate.



Soaked and still laughing after a weekend skirmish session with the Western Downs crew off duty.



Const Craig Loveland says he still laughs about the jokes and pranks Matt and Rachel played on each other and their colleagues while at Tara.

at work." Sergeant Minz said, "They wrapped literally everything, the desk, computer, keyboard, mouse pad, mouse. You name it, it had wrapping on it."



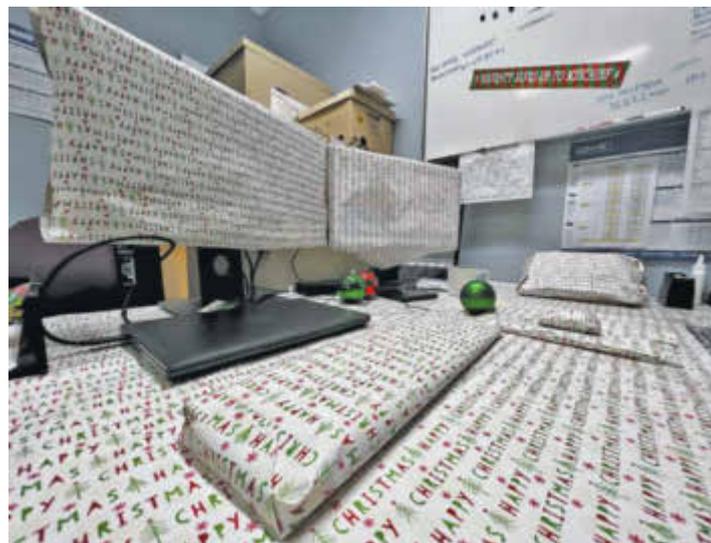
If there's no entertainment nearby, create your own fun off duty in Dalby.



Mateship and bonds intact but heads a little sore after a 'boys' weekend away.

The day before the Wieambilla incident Matt bought up rolls and rolls of Christmas paper. With the OIC on days off Matt, Rachel and Craig took the opportunity to wrap every item in his entire office with Christmas wrap. Craig said, "We spent hours in there, wrapping up even his pens, hanging a giant Santa suit on his wall and leaving signs that naughty elves had been





Sgt Minz has fond memories of jokes and late night board game challenges in the Tara barracks with Rachel and Matt.

Unfortunately Sarge didn't see it until after Matt and Rachel were murdered, "I kept the wrapping on for probably a month afterwards, I just couldn't take it off. They were good pranksters, amazing people to know."

That same numbing shock was felt outside the police station walls by the broader Tara community, who swamped the complex with flowers, cards, teddy's and whenever an officer came outside there'd be tearful hugs.



Blue teddies have been a regular donation left at Tara station by grieving community members.



Artwork and condolence messages from the community have been preserved at Tara station.



Drawings and photos from different events the young Constable's attended in Tara continue to be donated to the station staff.



The artwork now hangs proudly in the Tara Station day room.

Matt Minz said the response was heartbreaking but strangely uplifting at the same time, "We had some of the towns crooks come into the station in tears, it's like there's a series of rules and these offenders at Wieambilla broke everything.

"The crooks were saying this type of thing has no part in how cops and those on the other side of the law do business, it's what psychopaths do.



Sgt Minz admits like many officers he's relived December 12 every day since, he now hopes that by a little bit each day things will seem brighter for all police but he will never forget Matt and Rachel.

"It was alien even to them. The community of Tara township and those living on 'lifestyle blocks' across the Western Downs all pulled together to show us how deeply they cared and that this behaviour has no part in our culture as Australians."

Local indigenous artist Kimberlee Wade created a large artwork that now hangs proudly in the day room in the Tara Station. It's titled "all gave some-some gave all".

The piece symbolises two fallen officers surrounded by their families and friends gathering in meeting circles. Each officer is met with a guard of honour from their colleagues and the outer edges of the work symbolise communities coming together to meet and pay tribute.

For Sergeant Minz the gift means a great deal, for him it's another sign that there is no divide based on race, belief or religion. Simply we are all Australians saddened by the loss of two young people doing an important job.

"We have lost the best of us, two officers who exemplify everything that it is to be a police officer these days. They didn't want to write the most tickets or arrest the most people possible. They joined this job to help people and make Queensland a better place."

Matt Minz struggled to keep his emotions in check finishing up with, "I am forever grateful for having Matt and Rachel in my life and it's never going to be the same without them."



Sgt Peter Edwards with the artwork presented by Tara artist Kimberlee Wade in honour of Rachel and Matt.



PRIME MINISTER

Condolence Message for the Queensland Police Union Journal Special Commemorative Edition

Not even the passage of time can soften our shock and our grief over what happened at Wieambilla on 12 December, 2022.

We mourn Constables Matthew Arnold and Rachel McCrow, who were doing the jobs they did every day with diligence and such pride – and paid a price that no one who puts on the uniform should ever have to pay. The cruelty with which their young lives were stolen was shocking, and it was incomprehensible.

All of Australia grieves with you.

Our hearts go out to Constables Keely Brough and Randall Kirk. While we can only begin to imagine the terrible magnitude of what they went through, we wish them strength as they recover and heal.

Every police officer knows the risk that you face, and yet you do your duty, serving us and protecting us. What you do, you do for all of us – for us as individuals, for our communities and for our nation. That is courage, and it is public service at the very highest level. We can never count the true cost, nor can we ever repay the full debt. We can only offer our most profound gratitude.

Every death in the line of duty strikes at the hearts of all those who serve, and casts a shadow over all those who wait for their loved ones to come home. Just as we mourn with the families of Constables Arnold and McCrow, we mourn with the family that is the Queensland Police Union.

In your sorrow for those you have lost, cherish the memory of your beloved Matthew and Rachel.

May they rest in peace.

A handwritten signature in blue ink that reads 'Anthony Albanese'.

The Hon Anthony Albanese MP
Prime Minister of Australia

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MESSAGE FROM THE PREMIER OF QUEENSLAND

Any of us would probably say there are limits on what we can ask each other – friends and families we are too busy to see; communities we no longer feel part of; a world so full of anger, division and ugliness that sometimes we barely recognise it.

And then there are people like Constable Rachel McCrow and Constable Matthew Arnold who remind us that those thoughts are wrong.

Rachel and Matthew were so completely determined to help, to be a force for good, they dedicated their lives to it.

And they are not alone – Constable Keely Brough and Constable Randall Kirk are exactly the same.

In a stunning example of the everyday selflessness we count as ‘just being Australian’, a random stranger named Mr Alan Dare saw there was trouble and jumped the fence.

He was followed by 16 general duties police from the surrounding districts of Dalby, Tara, and Chinchilla, as well as members of the special emergency response team and paramedics – all of them running towards danger.

There are no words that can heal this awful grief and crushing loss we are experiencing. Families, friends, colleagues, even strangers, from the smallest communities where Matthew and Rachel served to our biggest cities, and even around the world.

We recognise and appreciate the everyday heroism of our police.

In this sea of blue, on an ocean of tears, across our State and around our country, we will shoulder this burden together. We will re-dedicate ourselves to their example of there being far more good than there is evil.

In honour of two young people who lived what they believed – Rachel and Matthew.

**ANASTACIA PALASZCZUK MP
PREMIER OF QUEENSLAND
MINISTER FOR THE OLYMPIC AND PARALYMPIC GAMES**

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His Excellency General the Honourable David Hurley AC DSC (Retd)
Governor-General of the Commonwealth of Australia

18 January 2023

Mr Ian Leavers APM
President, Queensland Police Union
217 North Quay
Brisbane QLD 4000

Dear Mr Leavers,

I am writing to convey my sympathies to you and members of the Queensland Police Union following the deaths in horrific circumstances of Constable Rachel McCrow and Constable Matthew Arnold at Wieambilla on 12 December 2022. I have also recently conveyed my sympathies to the Commissioner of the Queensland Police Service, Katarina Carroll APM.

All Australians were horrified and deeply saddened by the events that unfolded on the Western Downs. As shocking as the shootings were, they sadly highlight the risks that our Police Officers face every day as they work to protect the community they pledged to serve. Constable McCrow and Constable Arnold epitomised the finest qualities of policing. Our nation continues to mourn their loss.

Many Australians will have been thinking of the families of Constables McCrow and Arnold over the Christmas-New Year period, indeed also of their colleagues and the policing family, wishing them strength at a time that is traditionally focused on family.

Constable Rachel McCrow and Constable Matthew Arnold's service and sacrifice will not be forgotten.

With deepest sympathy

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Commissioner's Grief and Praise

Queensland Police Commissioner Katarina Carroll reveals she thanked the Special Emergency Response Team Operators who ended the Wieambilla siege, admits there will be changes to the way police operate following the murder of Constable Matthew Arnold and Constable Rachel McCrow and has praised the QPU for their initiatives on national gun registration and buying the Wieambilla property.

Katarina Carroll moved into the Commissioner's role in July 2019 and 2022 had been a tortuous year with questions about her leadership, the ability of some of the Senior Executive Leadership Team she surrounded herself with and her performance under questioning at the Commission of Inquiry but the anxiety created by all of those issues dissolved for her with the first phone call about the situation at Wieambilla on December 12.

The initial briefing indicated there could have been up to four officers fatally or critically injured. Commissioner Carroll said, "I think the first thing I said out loud was please god that cannot be the case. I hoped the comms are wrong, the messaging was wrong that somehow the news is so much better than what you first receive.

"Initially I thought it was four officers lost, eventually when I found out it was two, I still hoped that somehow that message was wrong. But it wasn't the case sadly. Then the difficulty sets in waiting on accurate details, you are waiting a long period of time and that entire time it's awful. When you think what the families are going through you cannot consider a worse scenario."



Commissioner Carroll said the wait for accurate, detailed information from the scene was agonising but she was confident of those there were making the best decisions possible.

One of the first calls the Commissioner made was to the QPU, "It was a very difficult first few hours, I had a lot of conversations with the Union about travelling up to Chinchilla immediately or do I stay back at HQ and do the higher level media which I decided to do because there was a media frenzy around this immediately and the media knew what was happening very early so I had to get the balance right."

While those discussions were underway, the forward commander was assembling a team of officers to volunteer to go back to the property with the intention to assist their injured colleagues or retrieve their bodies. Sixteen local police armed with their basic firearms and ballistic equipment conducted the mercy mission.

Commissioner Carroll said the initiative may not have been written in a manual to follow but it was bold and courageous, "They are amazing, I cannot believe they did it. I understand why they did but to put their own lives at such risk is just extraordinary.

"When I look at bravery, it was beyond brave, it was extraordinary. I spoke to a lot of those people in the following couple of days and I just couldn't do anything but thank them for what they did. They had to do that to see if those officers were still alive and to make sure they also retrieved their bodies.

"It may have been outside of protocol, they didn't even think about their own safety but what they did was truly, truly brave. When I look at the history of this organisation for that amount of people to make that decision and what they did I've never seen anything like it."

Hours later SERT continued the operation to monitor the offenders and develop a plan for their apprehension. The engagements will be the subject of a coronial review but three armed people died after exchanging gunfire with police.

The Commissioner said, "I've had a lot to do with SERT over the years, at one stage I was their Chief Superintendent

so I know exactly how they operate, I know how good they are at making decisions and how good they are at making the right decision to take the right action.

"When this was over and I saw them the next day, I thanked them for being precise in the action that they took, I thanked them for the way they went about their business. They did an excellent job in what was very, very difficult circumstances.

"Without a doubt they will face some scrutiny but I expect that in everything we do as police everyday. But when I think when people are confronted with these situations it's easy to judge down the track, but when you are talking about decisions that have to be made within milliseconds with the information that you have at the time not many people can appreciate that, unless they've been in that situation.

"This was when I look at the situations like this throughout our history it was one of the most dangerous, complex situations that police have witnessed in Australia."



Commissioner Carroll is proud of the way so many elements of the QPS came together with such purpose to co-ordinate a plan to resolve the situation at Wieambilla.

The QPU were the original advocates for the introduction of 'body worn'

cameras and received a commitment from the Government in 2017 for the rollout of cameras to every uniformed frontline officer. Today there are 12,200 body worn cameras issued to Queensland Police and at Wieambilla the camera's recorded some of the most graphic and detailed evidence possible.

That material has become a crucial element of the investigation. Commissioner Carroll said, "Everything is there, it's almost like you are a part of it. It's almost like you can feel the fear yourself being amongst it, investigators have never had that before and it is such a difficult thing to see and to watch, it's sad that our people have to endure that."

In the following days the media were in overdrive and multiple media conferences were held and at times the Commissioner and QPU President Ian Leavers were side by side talking about the impacts this event was having on police. The Commissioner conceded that Ian Leavers became a point of truth for the community.



"We come at things sometimes with different perspectives and that's important because we all have different interests in the way we represent our people. When something like this happens we are truly unified, the best we can achieve

for our colleagues, the best for the organisation, the best for the families and I support heavily when the Union says we want to do this or whatever raising money etc, we all want the same outcomes and it's important we visibly show that as well."

Commissioner Carroll continued, "At the end of the day there are so many times even away from this issue where we are wanting to protect our people, to make sure they are well trained, make sure they have the best equipment. So under everything we predominantly want exactly the same things for our people.

"There will be ongoing inquiries, there will be coronials obviously I have to sit within a lane of what I can say and when I can say it. It was the most incredibly difficult few weeks but in terms of how we worked with the Union it was so well aligned."

The QPU moved rapidly to discuss with the Government about the prospect of purchasing the entire Wieambilla property owned by the offenders. This was a concept never imagined before.



Commissioner Carroll said Ian Leavers showed significant leadership at Wieambilla and became a point of truth for the community because he was able to deliver messages on how frontline police were feeling.

The purpose is yet to be confirmed but the proposal would be for a memorial to be constructed, the site cleared of any remnants of the previous owners and the land potentially to be used as a police retreat or training facility.

The initiative would also remove any prospect of the property becoming an informal shrine for those with warped and twisted ideologies.

Commissioner Carroll admits the idea caught her by surprise but realised quickly the QPU President had received support from the Arnold and McCrow families along with the Premier.

"Ian spoke to me about it and I thought yeah, if you feel you need to own this property and it is used for good into the future, to somehow deal with what's happened I thought that was a valid reason to put up a proposal to purchase it.

"I understand the concerns of the Union and it's an extremely valid point. It was about making sure this property that had the most tragic event take place on it for our organisation is secured to make sure that nothing like that can occur and people aren't using it for the wrong reasons, I thought that was a very valid reason for the Union to make the suggestion to purchase it."

During the dialogue with the Premier, Ian Leavers was also able to raise the issue of the National Firearms Registry and faults within the operating system that make it inefficient and ineffective

for frontline police to use. The Premier committed to raising the issue at National Cabinet and discussing the issue as a priority with the Prime Minister.

As Ian Leavers spoke about the issue on national news programs and through newspapers the commitment to reform gathered momentum with other State Premiers, politicians and interstate Police Commissioners.

Commissioner Carroll agreed reform is now required, "In some ways you think should a tragedy have to happen for that to occur. When a tragedy happens it certainly sometimes highlights inefficiencies. We need to make sure we use this and the legacy in their deaths is that some good comes out of making the world safer again."

The combined public funeral service for Rachel and Matthew was an opportunity for the police family to mourn and farewell their colleagues. Thousands of police travelled from across the State to be at the Brisbane Entertainment Centre in Boondall.

Many people have commented that they have never seen so many uniformed police at the one location. The police sat alongside members of

the public who had also been touched by the tragedy and who also wanted to acknowledge the loss.

"I think that was an amazing decision by the families. Rachel and Matthew passed away together, so it was important that they were together and our people saw them together. Mourned for them together and celebrated their lives together.

The Commissioner said, "I spoke with the families, they are truly amazing people. They are good people who had good children, great children who wanted to become police officers and do good work and you can feel that talking to the families.

The families had a sense that whilst this was so personal and they will never get over the grief that it was important to share this time with the Service and the community.

"There are people that will never get over this and for others it will take years to get over this. There are community members in Dalby, Tara and Chinchilla that are so hurt, upset and grieving they will never get over this ever.

"Every aspect of the service was dignified, it was amazing, it was so well done. The service was so well thought through, so well done.

"Over 8,000 people there plus all of those people watching online, I have never seen throughout my entire career so many people come together and I think everyone felt the loss because they could see this young person could've been their child, their brother, their sister but good young people who served their community and died serving their community. I think the funeral service brought all of that together."

During Freddy Hartigan's eulogy for Rachel he said Constable McCrow had the ability to eventually become Commissioner herself. The comparison was flattering for Commissioner



Commissioner Carroll is supporting advocacy by the QPU to bring about meaningful National Firearms Registration reform making information accessible to all frontline police.

Carroll, "When you look at Rachel and Matt the potential in those two officers is extraordinary.

"When you look at their studies, what they've done, when you talk to their colleagues we are talking about people who are high achievers, they were going places, genuinely nice fun people.

"When I look at those two I would say Rachel had potential to go as far as she could in this organisation, compassionate and loving and a wonderful human being and I think, she would have achieved great things."



The Commissioner understands many officers may be questioning how they might react in a similar situation to Wieambilla.

The events at Wieambilla were thankfully rare and unusual for law enforcement in Australia however it sent a shiver through the extended police family. Many police have told of having 'frank and tough conversations' with partners about their safety following Wieambilla.

The Commissioner admits it can be confronting to consider your own vulnerability but she had this message for the families of a police officer, "I need you to support them and back them and have faith that most people we deal with are good people and a small percentage aren't. We train and we back our people to make good

decisions but is it going to turn out perfect every time, no it's not.

"We have 12,500 police officers and two million interactions a year with the community and predominantly most of the time we operate within a safe environment but there are times when it's not because we deal with humans.

"Humans who have mental health conditions, ideologies that are what you cannot even imagine but that is part of the role that we took up to protect our community."

The Commissioner also forecast the reviews of what happened at Wieambilla will lead to reforms and potential changes to operational practices that could even start at Queensland's Police Academies, "There will always be changes to what we do operationally, there has to be, because you've got to learn from them.

"We really need to un-pick the information that came in, could we have treated it differently from the very outset, was it the best way of operating on that day, it may have been but I think we've got a lot of work into the future to look into every aspect of these peoples lives particularly over the last couple of years where we are now getting evidence about escalation, could the organisation have done anything differently but we've got to learn from every single aspect."

During many moments of this interview Commissioner Carroll became emotional and fought back tears, not always with success.

Part of that reason is she believes she has a very strong bond with the police she leads, there's a connection about wanting them to all be safe and for many of the younger officers the instinct is motherly, not in a patronising way but a view they are all like her children.

Commissioner Carroll was asked in the years ahead even after she has left the role of Commissioner of Police what will be her thoughts when she again sees the photos of 26 year old Matthew Arnold and 29 year old Rachel McCrow.

"What beautiful, amazing young people that had the world at their feet and could've gone on to achieve amazing things and they should not have died that way at the hands of those people. They should still be here so they could live to their potential and enjoy a great future."





GOVERNOR OF QUEENSLAND

Message from the Governor of Queensland

The deaths of two Queensland Police officers in an incident at Wieambilla in the Western Downs were a moment of great sadness for me personally, and I know for Queenslanders and Australians more broadly.

Constable Rachel McCrow and Constable Matthew Arnold paid the ultimate sacrifice for helping to keep our communities safe.

The deaths of Constables McCrow and Arnold, and an innocent civilian, on that awful December day brought into sharp relief the selfless and often dangerous nature of the work done by the Queensland Police Service.

The task of preventing crime and making our communities safer requires, at the very least, extraordinary courage.

Tragedies such as this are a painful reminder that the inclination of many police officers is to elevate the interests of the community above even their own safety and wellbeing.

Add to this the stamina, skill and street smarts needed to enforce law and order, and empathy needed to build lasting relationships with the community, it is little wonder that police work can seem more akin to a calling than a job.

It is also a part of the reason the police community is akin to a family, and why the loss of these young members is felt so keenly among fellow QPS officers and staff members.

On behalf of a grateful State, I wish to thank and commend all serving and past Queensland Police officers for their courage and dedication to duty.

With honour they served.

Her Excellency the Honourable Dr Jeannette Young AC PSM
Governor of Queensland

Queensland United

As the combined funeral service for Constable Rachel McCrow and Constable Matthew Arnold was underway at the Brisbane Entertainment Centre Police continued to serve the community across the State.

Some officers on duty were able to pause and reflect at simple ceremonies at their own stations and workplaces as a sign of solidarity for their lost colleagues.

In many instances, community members stood alongside their local police determined to show the impact the murders had and the ripple of grief that radiated across Queensland.

The funeral service was also broadcast on major free to air TV Networks and Skynews Australia providing the opportunity for people at home, work places, shopping centres and public entertainment precincts to view the service honouring our fallen heroes.

KING GEORGE SQUARE BRISBANE



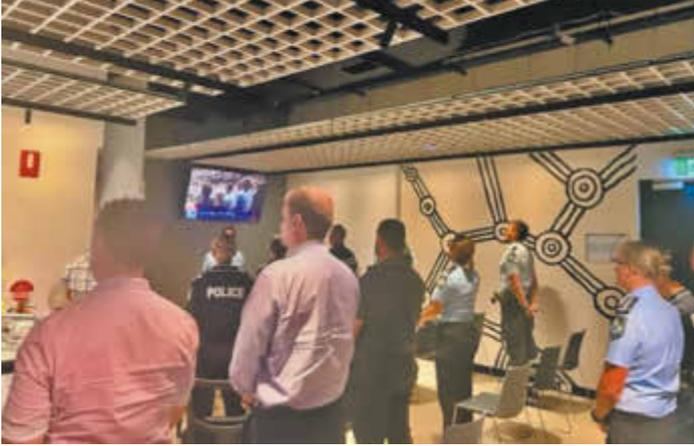




CONSTABLE
RACHEL MCGROW



CAIRNS POLICE STATION



BOWEN



TOWNSVILLE POLICE STATION



UPPER MOUNT GRAVATT POLICE STATION



ROCKHAMPTON

(Courtesy CQ Today)



GLADSTONE

(Courtesy Gladstone Observer)



THURSDAY ISLAND





David Crisafulli MP

Leader of the Opposition
Shadow Minister for Tourism
Shadow Minister for Olympics and Paralympics

The brutal murder of Constable Rachel McCrow and Constable Matthew Arnold saw a dark cloud envelope Queensland as we tried to make sense of the tragic loss of two young people who dedicated their lives to protecting the people who now mourned them.

The sadness across Queensland was compounded by the inescapable truth that an attack on a Police Officer is an attack on the community itself. But through the clouds of this loss there were some rays of light.

We were all reminded of the great dangers faced, and the many sacrifices made, by the men and women of the Queensland Police Service in the name of protecting our community.

We were all reminded of the extent to which our community depends on the dedication and bravery of our police officers.

And, we were all reminded of the love and gratitude we feel for the Queensland Police Officers who offer this protection willingly.

Over the last month, I have been able to speak with many police officers about the horrible events of 12 December 2022. Their grief at the loss of their mates has been palpable as they struggle with the knowledge that both officers were on the cusp of long and fulfilling careers. Having made a commitment to serve the community to which they were assigned they had every expectation that this would be the beginning of a lifetime of service and reward which few professions can offer.

I have been heartened by the response of Queenslanders as they have wrapped their collective arms around their Police Officers. My hope is all of you have taken solace from the outpouring of love and support from the community you serve.

It is at times like this that the men and women of the Queensland Police Service deserve our support, our thanks and encouragement. And Queenslanders have given this freely.

While Queenslanders across the State have been affected, nowhere has the loss been more keenly felt than in the community they served. The people of Tara and Chinchilla embraced their local police as never before and expressed their sadness and horror at the events that unfolded.

Constable McCrow and Constable Arnold were part of the Western Downs community and the people of that region have demonstrated their support for these brave officers and all their colleagues who responded to the unfolding tragedy at the end of last year.

On behalf of the Opposition, I offer our condolences to the family, friends and colleagues of Constable McCrow and Constable Arnold at this time of immeasurable loss. To the entire police service, we offer our sympathy and support and acknowledge the sacrifices you make every day on our behalf.

DAVID CRISAFULLI MP
Leader of the Opposition
Shadow Minister for Tourism
Shadow Minister for Olympics and Paralympics
State Member for Broadwater

Telephone 07 3838 6767 Email leader@opposition.qld.gov.au

Mineral House, Level 7, 41 George Street, Brisbane Qld 4000 • PO Box 13057, City East Qld 4002

Precision and Drill

When the Arnold and McCrow families opted for a combined Service funeral for Matthew and Rachel it set in chain an incredible team tasked with delivering a memorial that would be dignified and exact in every level of detail.

The Brisbane Entertainment Centre at Boondall was selected because it had a ten thousand seat capacity, along with parking, security advantages due to the significant number of dignitaries attending, an internal roadway network for a substantial honour guard and a ticketing structure.

Superintendent Douglas McDonald explained it may seem unusual to have ticketing for a funeral but due to the thousands of people attending it was an essential element.

“Since COVID there’s been a real awareness on being flexible and

adaptable for large crowd events. By ordering a free ticket online we were able to send updates via email directly to ticket holders if required right up to the event starting. It also helped with the planning of crowd movement and access.”

It was clear very early that the combined service would put the arena at full capacity. The decision was also made to professionally live stream the entire service to Chinchilla, Dalby, Mackay and the Brisbane CBD. Television networks later took up the option to broadcast the service as well.



Flag Party rehearse.



QPS Pipes and Drums rehearsing their drill for the funeral service.



Eulogies and speeches rehearsed and amended.



Pall Bearers rehearsed positions and pace.

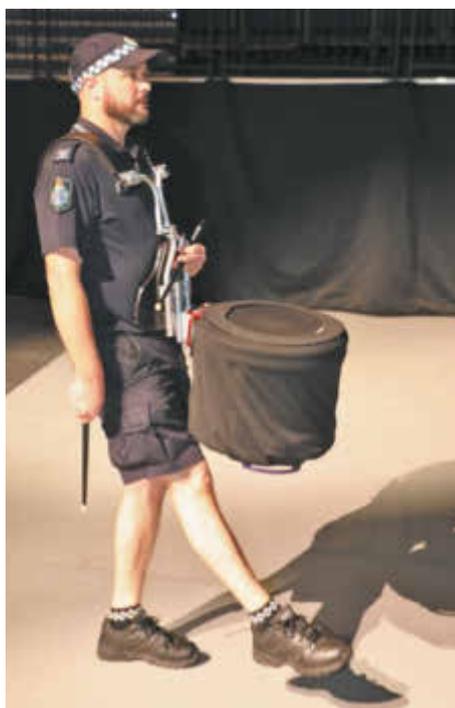
Every element was rehearsed in real time the day before. Mistakes corrected and adjustments made under the watchful eye of the Oxley Academy Protocol Manager Stefan Coleman.

Senior Constable Ian Buckmaster from Warwick received a call the day before rehearsal to ask if he would literally step into the spotlight as the bugler to play the Requiescat. He has played at Anzac Day Dawn Services and at Police Remembrance Day Events but he didn't hesitate to accept.

"To have such a reason to play is incredibly emotional and a true honour. I had not met Rachel and Matt but I wanted to do this to make them proud, they've made all of us proud and it's up to us to return the favour.

"It's only 40 seconds long and I know if I can keep my emotions in check and deliver that first note perfectly the rest of the Requiescat will flow. I hope when I'm playing everyone will feel the honour and love we all have for Matt and Rachel."

Music is another significant tradition for a police funeral and the QPS Pipes and Drums were always going to be prominent. Pipe Major Vaughan Parker said, "I needed to select the perfect hymn and lament for us to play. Funerals are a different style for



Liam Cox had a pivotal role with his snare drum to keep every element in time and co-ordinated.

There are traditions that are at the heart of a police funeral and everybody involved wanted every element to be perfect. Supt McDonald said, "A lot of work has been done ironing out the ceremonial component, it needs to be on point.

"The exact timings need to be right, not close but perfect. This service needs to be a dignified and professional farewell for our colleagues. We want their families to see how much Matt and Rachel were loved and for the community to see how we pull together as an organisation."



Ian Buckmaster drove down from Warwick to play at the funeral service. During the 24 hours before the Service he played the requiescat multiple times nearly every hour to get it perfect.



Precision and Drill

us, combining slow marching drill and music. While we want the music to be exact, not everyone can detect a minor error but when it comes to the drill everyone can spot that.

"I've had to make some changes to our instruments as well, the bass drum would normally use soft beaters but this requires the sound to travel particularly during the honour guard so we've switched to hard beaters.

"The snare drum is also critical, it needs to be muted so we've added rubber tops because this drum keeps the flag bearers, banner party, pall bearers all in time."



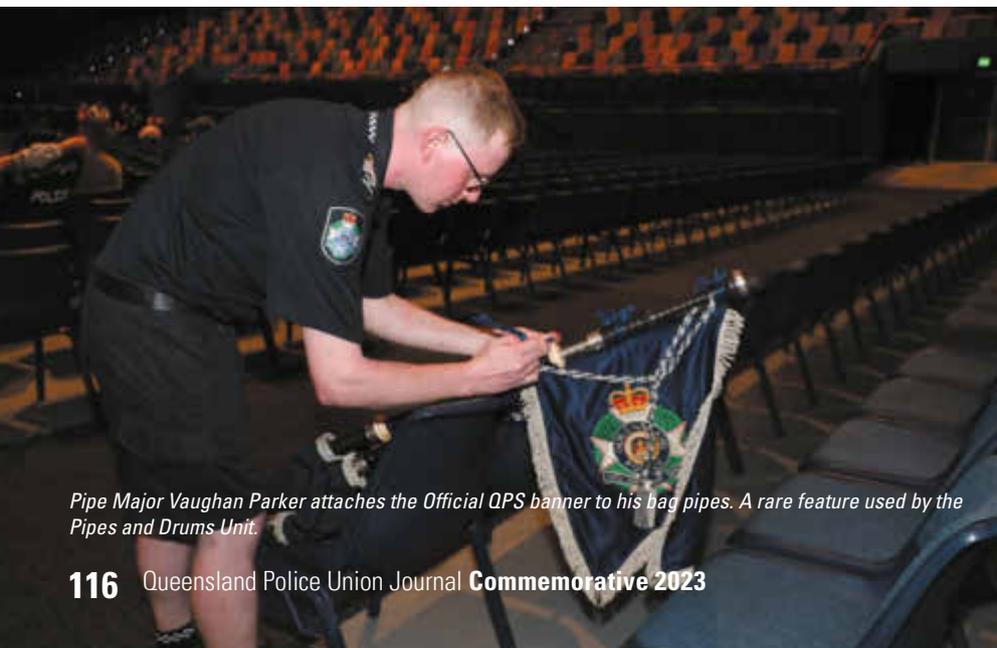
Bandperson Liam Cox adjusts the snare drum used to keep all movements in the service in time.



Protocol expert Stefan Coleman covered every detail down to when the caskets linked up with the motorcade.



The motorcade route, speed and separation were all practiced.



Pipe Major Vaughan Parker attaches the Official QPS banner to his bag pipes. A rare feature used by the Pipes and Drums Unit.

The senior chaplain for the service was Police Chaplain Jeff Baills. His calm soothing manner and his ability to remove nerves from those involved in every element of the ceremony was greatly appreciated.

His attention to practical detail and a knack to explain requirements in plain speech set the memorial up to be a beautiful and dignified tribute.



THE HON DAVID LITTLEPROUD MP
LEADER OF THE NATIONALS
FEDERAL MEMBER FOR MARANOA

Dear Mr Weber

Thank you for your kind words regarding my speech and the speeches of my colleagues during the condolence motion in Parliament last week on the tragic loss of Constable Rachel McCrow, Constable Matthew Arnold and Mr Alan Dare.

It was an honour to be able to make this speech in Parliament on behalf of the residents of Maranoa. We are a community, and this tragedy has rocked us all. The bravery that Rachel, Matthew, Randall and Keely showed during this horrific incident is something that cannot be comprehended by those of us who have not been in that situation. They have our utmost respect.

Our local community, the state of Queensland and the entire Country have been shocked to the core with this reckless and unnecessary loss of life, our deep sadness for the members of the police force and the families of the Constables is beyond words.

We as a community will always remember the enormous bravery of all officers involved and pay our respects to all members of the police force. There is no job more important than that of our front-line officers and I would like to reiterate mine and my communities respect and appreciation for all those who are serving and have served to protect us.

Yours sincerely

A large, stylized handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the bottom.

Hon. David Littleproud MP
Leader of The Nationals
Shadow Minister for Agriculture
19 December 2022

Academy pause to reflect

On Wednesday December 14, 2022 two days after the incident at Wieambilla a memorial service was held at the Oxley Police Academy.

Recruits from all intakes gathered on the sacred acre along with police undertaking training courses, Academy staff and members of various nearby specialist units.

Matthew Arnold had graduated from the Oxley Academy and there was a belief many of those currently involved in the recruit course could be feeling a variety of emotions and uncertainty. The recruits were also told the death of Constable Rachel McCrow was the first time a female officer had been killed by an offender in Queensland.







The 'police family' concept is instilled at entry level and constantly referred to throughout the training because frontline police need to rely on each other, any routine incident can rapidly escalate into a life threatening challenge and the extended 'blue family' will always be there to assist

both on the job and when the shifts are complete.

QPU Metro South Regional Representative Shayne Treasure said, "This is an absolute shocking day to stand here as an elected representative of sixteen hundred police in Queensland, that's one in

seven police in Queensland I have industrial responsibility for, from the newest recruit to our highly skilled officers in specialist commands.

"This is a moment I never dreamt I would have to do, to speak at a memorial for two officers murdered while on the job in Queensland."





QPU Metro South Regional Rep Shayne Treasure spoke with intensity about the loss of the two young Constables and what it means for a generation of police.

The QPU has included Mr Treasure's presentation:

"On behalf of the General President Mr Ian Leavers and the Executive and Members of the Queensland Police Union, I offer my most sincere condolences to the families of Matthew Arnold and Rachel McCrow who made the ultimate sacrifice for the people of Queensland.

We also remember Mr Alan Dare who was murdered on that day as well.

We also wish a speedy recovery to Randall Kirk and Keely Brough

from their injuries sustained on that day.

What occurred was not so much an attack on Police but one on our society as a whole by evil itself.

Evil is a word in modern times often overused. In light of the events on that December day the term 'Evil' would be a gross understatement in regard to the actions visited upon our brethren whilst they undertook their duties.

Unbeknownst to them the most basic of Police functions became the most complex of nightmares in the mind of everyone who wears a suit of blue.

We are left scarred by the offence visited upon us all by the loss of two of our own, two who are too young in life and two who are too new in Service to be lost.

We are left enraged by the treatment of those who we lost and those we came so near to losing on that day.

We weep in pride and admiration of those who went forward in the most selfless way to recover the fallen and rescue the injured. We stand in awe of the bravery and skill demonstrated by those who moved to take this evil into custody.

We are left conflicted with grief and admiration from that one moment in time. A moment now immortalised in our organisation forever.

'Wieambilla' may be within the boundaries of the State of Queensland, 'Wieambilla' may be located within the Western Downs Council area but from that fateful day onwards 'Wieambilla' is a location now etched into the very soul of every Police Officer in the State of Queensland for evermore.

The word 'Wieambilla' that once meant nothing to most now draws emotions of anger and sadness to many and has become a word that means so much more than the name for a sleepy hamlet in the west of the State.

There is a section of dusty road and parched paddock in an unknown rural town that from now till eternity belongs to 'every' single Police Officer in this State. That small corner of Queensland has been paid for a thousand fold with the lifeblood of our own and will remain ours for as long as there is a single officer left on duty.

With Honour they Served and in peace may they rest."



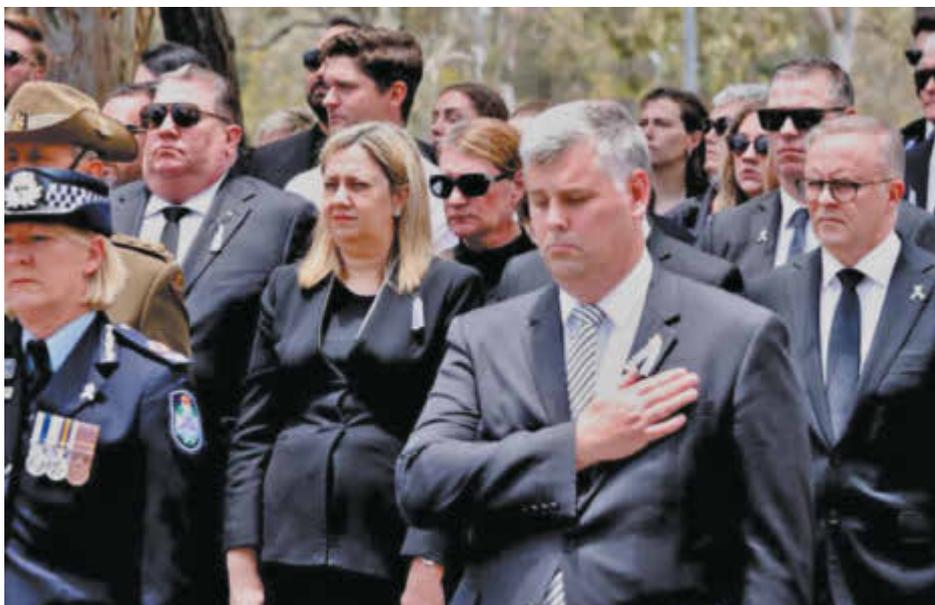
Police Minister supports a lasting legacy for lost officers

Queensland Police Minister Mark Ryan will forever remember where he was and what he was doing on December 12, 2022 when he received the initial phone call that possibly four officers had been shot on a Western Downs property, a location he had never heard of before but will now never forget.

Mr Ryan had just walked into the door of the family home to celebrate his wedding anniversary with his wife Holly and young sons when his Ministerial phone rang with a shrill to brief him on the first radio calls back from the scene at Wieambilla.

Mr Ryan said, "There are some things in your lifetime which you will never forget and most of those moments you hope will be happy times but in this instance the first details about what had possibly occurred were unfathomable. How we could be facing a tragedy of such enormity.

"Most reasonable people would have a sense of shock and numbness hearing those initial reports coming through and I was immediately sad. Then there



was the desire for more information and facts. I understand in these situations it takes time to verify things but with each passing second there is a feeling of desperation to know what we are facing."

Mark Ryan is now the longest serving Queensland Police Minister, he's been in the role since November 2016 and during that time Senior Constable's Brett Forte and Dave Masters were killed while on duty but the deaths of Constable Rachel McCrow and Constable Matthew Arnold together had a significant emotional effect on him.

He admits it's been tough at times to keep his emotions in control while

talking to the officers' families. Mr Ryan said, "This is one of those shocking events to be honest that has still left me emotional. I think people rightly feel a lot of grief and that's even more intense for the families of Matthew and Rachel.

"Often when I meet with the loved ones of fallen officers there's words of condolence you can provide, embraces you can give but sometimes I think being present and reassuring to the families of Rachel and Matt that both of them will be honoured and remembered for their sacrifice is something the community and Police Service will be ever grateful for."

Minister Ryan has always been cautious about how that memorialising should occur, refusing to be swept up in the emotions and making decisions without consulting the families or creating awards that don't stand the test of time. Mr Ryan however is enthusiastic about a QPU lead proposal to buy the property where Matt and Rachel were murdered so it can be the focus of a fitting memorial and re-purposed to assist serving and retired police.

"The QPU proposal for that block of land where Rachel and Matt were heinously murdered is an opportunity for us to do something and remember them permanently." Mr Ryan continued, "I know Ian Leavers as QPU President spoke to the families and discussed the idea with them and the families expressed support and I too am supportive of that idea."

The QPU proposal also received widespread community support,



something the Minister believes Ian Leavers read perfectly. Mr Ryan said, "What I have sensed is the community support for those who serve as police officers. There was an overwhelming outpouring of sorrow but also appreciation for police. I don't think there was a single police station in Queensland that didn't have a mountain of flowers delivered.

"The silent majority spoke up. I know people that would normally never have any connection with police, no dealings at all but every single one of them was aware of this tragedy and many of them took the next step and showed appreciation for their local police," Mr Ryan said.

Police Minister Ryan was inspired by the energy of QPU President Ian Leavers who arrived on scene within a few hours of the shooting and conducted multiple interviews and media briefings throughout the next few days. Mr Ryan said, "Ian Leavers stepped up and filled the information void superbly. People both in the service and community were looking for a point of truth and Ian provided answers to so many questions in a dignified and professional way"

During one media event the Commissioner Katarina Carroll was at the lectern and the QPU Boss and Police Minister Ryan were standing to the side, each struggling to keep their emotions in check as the gravity of the murders sat heavily with them, both men held glances with the other to reinforce their resolve.



"That press conference was tough and it still to some extent impacts me now when I think about it." Mr Ryan said, "The emotion connected to it was something that every Queenslander whoever has had a connection with the police family felt deeply about. The three of us were in that moment together to show the community how much this tragedy meant and we all needed to support one another. I clearly remember Ian's comments because it was important for people to have consistency of message. Ian as he always does was able to step up and be that face, to be the comfort that people needed."

Throughout the following days each time the Minister and Ian Leavers were together they were interrupted by well meaning people who wanted to share their thoughts, something the Minister says he hadn't really seen to that extent before following the death of a police officer. "It was obvious that people believed Ian was the person they could seek comfort from, he is the face of police officers across the State and by talking to him and expressing their condolences to him they had a feeling like they were expressing it directly to the entire police family."



Police Minister Ryan like everyone hopes there will never be another police death while on duty and in particular never again will there be multiple officers harmed in a single incident but he knows it's an aspiration not a reality. "We hope it never happens, but we know that policing is inherently dangerous and that is why we are forever grateful for anyone who puts their hand up to be of service to their community as a police officer. Every officer in this State we owe a debt of gratitude to."

Howzat for Remembrance

The 2023 Chinchilla Cricket Melon Bash was this year played in honour of murdered police officers Matthew Arnold and Rachel McCrow.

The game is a centre piece of the Chinchilla Melon Festival in February and features a T20 style cricket game under lights at the Chinchilla Recreation Grounds, a share of proceeds from the game and around the ground fundraising was pledged to be donated to the QPU established Remembrance Fund.

The Chinchilla District team included Dalby CIB Sergeant Col Harvey and Jandowae OIC Sergeant Peter Reimers against a team of Queensland Bulls Masters who roped in Dalby Highway Patrol Senior Constable Justin Drier and Tara Constable Craig Loveland to be honorary Bulls for the game.



The Chinchilla District Cricket Team.



Sgt Peter Reimers and Det Sgt Col Harvey lined up for the Chinchilla District Team.



The Queensland Bulls Masters Team.



S/C Justin Drier and Const Craig Loveland were made honorary QLD Bulls Masters for the game.

Craig Loveland said, "To get the call up for this game was pretty unexpected. I was out doing a warrant when the call came through and I said yes immediately. It's just another way I can honour Rachel and Matt from our time working together in Tara."

Col Harvey has had a long and distinguished career with QPS cricket but this game was special in his list of game credits, "It's an honour to represent all police by being part of this game and in particular to pay tribute to Matt and Rachel. The atmosphere here for this game is amazing, it's a huge crowd and they are all very vocal and engaged for the cause."



Craig Loveland was focussed on runs but said it was difficult trying to gauge the speed of the ball and swing.

The Bulls opened the batting and former local Nathan Reardon hit 90 off 26 balls, Constable Craig Loveland added 7 while Senior Constable Justin Drier fell victim to a freakish piece of fielding to depart the crease for a golden duck. The Bulls set a respectable 212 for the locals to run down.

Sergeant Col Harvey opened the batting and belted out a quick 7 runs before being dismissed while Sergeant Peter Reimers clobbered 25 off just 19 balls.



Justin Drier acknowledges the crowd after his 'golden duck'.



Col Harvey scored seven off seven and had a few tips for the incoming batsman.

Chinchilla however couldn't withstand the bowling attack of the Bulls led by Justin Drier who bagged 2 wickets from two overs, backed up by Craig Loveland who recorded 0 for 7 off his two overs with the ball. Chinchilla were all out for 145.

In an historic move Man of the Match honours were shared in 2023 between Justin Drier and Craig Loveland. Justin said, "It was very humbling to get the call up to play in this game as I knew both Matt and Rachel from their time at Dalby.

"I will be able to show this uniform to the kids when they get a bit older and I'll be able to say I played for Queensland in memory of good people, in fact I'm an old Bull."



Peter Reimers turned a few heads with his time at the crease and generated a bit of interest from local clubs keen for him to play next season.



Karl Rackemann centre and standing on his right hand side was Matt Arnold's father Terry.

Bulls Legend Karl Rackemann had an interesting link to the game, during the eighties he was involved with an indoor cricket business and had met Constable Matt Arnold's father at an event with a number of prominent West Indian players.

The moment was captured in a photo and it's remained special for Terry Arnold, Mr Rackemann said the connection brought a lot of emotion to the game for him, "That photo brings back so many memories from 1983. It's a link to tonight knowing Terry and proves the death of Matt and Rachel has had a wide ranging impact in just about every level of Australian society."

It's estimated more than two thousand people were at the ground for the game and the grandstands were full of laughter, smiles and friendly banter. Ken Kruger from the Chinchilla Cricket Association believes the game was like a pressure release for the community after months of sadness.

"People are here having a good time, families are together and enjoying themselves. The incident at Wieambilla really hit home to us all, one of my neighbours is a police officer and all I could think about is how devastating it would have been for her family. Nobody deserves to go to work and not come home."

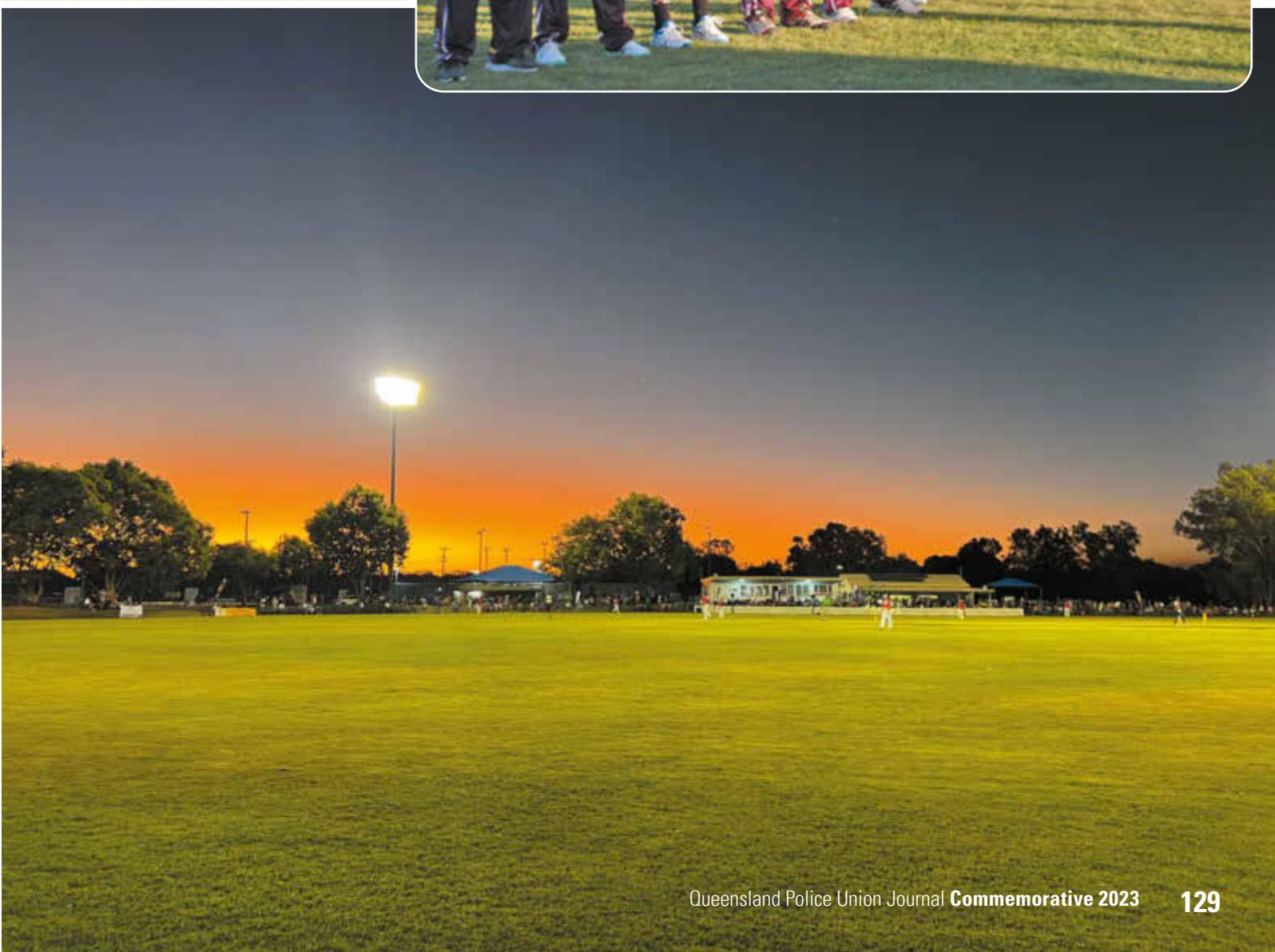


Ken Healy and Karl Rackemann spent time with the mounted unit prior to the fundraising game at the melon bash.













**Police Federation
of Australia**
The National Voice of Policing

Dear Ian and all Members & Staff of Queensland Police Union,

It is with the deepest of sorrow that I write to you to express my sincere condolences on the tragic and senseless loss of Queensland Police Constables Rachel McCrow and Matthew Arnold. It is truly heartbreaking; for the McCrow and Arnold families, Rachel and Matthew's friends, the Tara region's community, the Queensland Police Service but also for the entire Australian policing family.

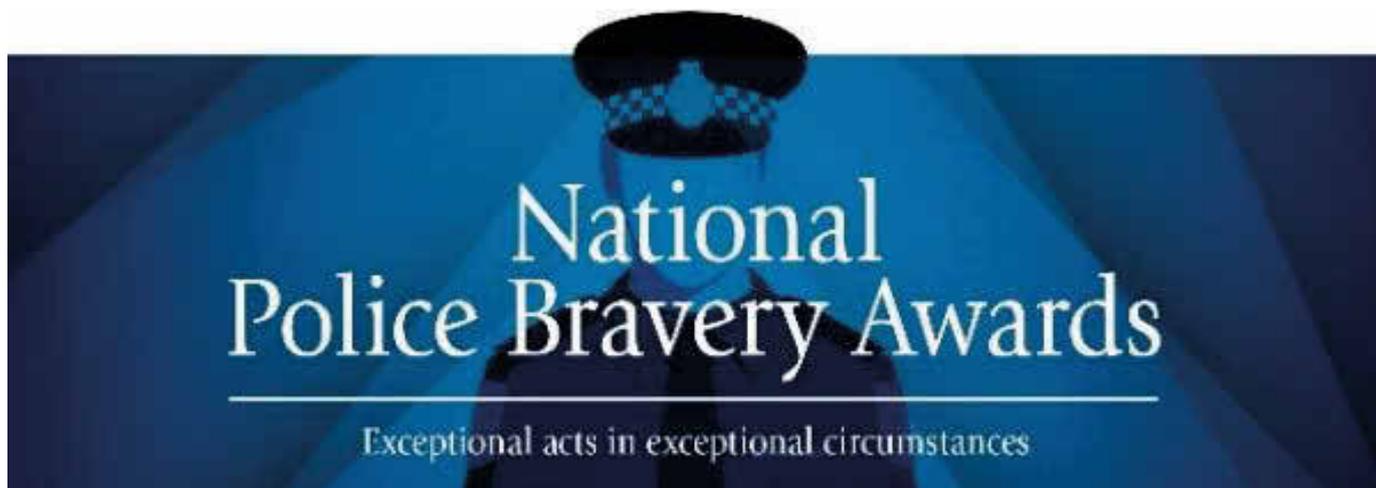
Rachel and Matthew were undoubtedly dedicated to their profession, and were the loveliest of people, and their sudden deaths have created such a significant hole that will never be filled. I wish to offer mine and PFA's unwavering support to assist you, and the entire team at QPU, in your endeavors to honour their memories and extraordinary service to ensure Australia will always remember their names and their sacrifice.

Please know that within the Australian Parliament on Thursday 15 December 2022 Prime Minister Anthony Albanese moved, with unanimous support of the opposition, a motion of condolence for Constables Rachel McCrow and Matthew Arnold, and Mr Alan Dare. I enclose a copy of the transcript for your records, and please know the PFA have written to thank all Ministers who spoke to the motion to acknowledge their kind words and support. These include Prime Minister Anthony Albanese, Leader of the Opposition Mr Dutton, Attorney-General and Cabinet Secretary Mr Dreyfus, Leader of the Nationals and Member for Maranoa Mr Littleproud, The Hon Clare O'Neil MP, The Hon Andrew Wallace MP, The Hon Llew O'Brien MP, The Hon Justine Elliot MP, The Hon Luke Gosling MP, The Hon Adam Bandt MP, The Hon Anne Aly MP, The Hon Dan Tehan MP, The Hon Graham Perrett MP, The Hon Keith Pitt MP, The Hon Tanya Plibersek MP, The Hon Anika Wells MP, The Hon Karen Andrews MP, The Hon Phillip Thompson MP, The Hon Sam Lim MP, The Hon Scott Buchholz MP, and The Hon Shayne Neumann MP. I attach Mr Littleproud's response letter for your information also.

My prayers and thoughts will always be there for Rachel and Matthew's families, Mr Alan Dare's family, and for your members in these challenging times.

My deepest condolences from all PFA members and staff,

Scott Weber APM
Chief Executive Officer



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

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

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

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

SELECTION CRITERIA

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

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

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



Dear members of the Queensland Police Union,

Today the members of the Australian Federal Police Association stand in solidarity with you.

The thought that police members can be targeted for simply doing their job is sadly one that sits in the back of all our minds.

Our job is difficult and nuanced, requiring skill, tenacity, and depth of character. For two young members dedicating their lives to such a demanding profession, it is abhorrent that they have been murdered by members of the public during a search for a missing person.

This is not typical of Australia, nor is it of Queensland and Wieambilla. Our thoughts are with the residents of this small community.

The AFPA hopes that they can find some small measure of solace from the extraordinary support and professionalism Queensland Police and Queensland Police Union members are providing them while at the same time managing their own trauma.

For the residents of Tara, we can only offer our deepest condolences for the loss of these two members who were born and grew up in your town.

We have been fielding many calls from our members to offer their support, and we have encouraged them to reach out directly as is appropriate. This morning, members of the AFPA recited the Police Ode in memory of Rachel and Matthew. Our thoughts will be with their families, especially during the Christmas period.

If the AFPA can be of any assistance to the Queensland Police Union and its members, we stand waiting for that call.

With honour they served, and we'll always remember their names, Constable Rachel McCrow and Constable Matthew Arnold.

In united solidarity.

A handwritten signature in black ink, appearing to read 'Alex Caruana', is written over a light blue horizontal line.

Alex Caruana
President

Remembrance League

Mateship, respect and remembrance were the key themes for the Matthew Arnold and Rachel McCrow Memorial Day of Rugby League in February 2023.

Organised by the Queensland Police Service Rugby League Association the day blossomed into a significant event when Queensland Maroons Legend Petro Civoniceva offered to get involved.

In a short space of time the Dolphins NRL Franchise offered the use of Kayo Stadium at Redcliffe on Saturday February 25, 2023 and retired NRL players began calling asking if they could be part of any activities that might draw attention to the QPU initiated Remembrance Fund.

Petro Civoniceva said, "I've had a strong connection with the QPS Rugby League and always admired what the QPU does for it's members so I was always going to put my hand up when I heard about this concept. Wieambilla was a tragedy beyond belief.

"Two young officers at the start of their careers losing their lives really hurt and you could feel that pain across the community. It hit home about what is at risk every time a police officer goes to a call because they never know what they could be confronted with.

"I wanted to be part of the community to say thank you to every officer and let police know we appreciate everything they do for us."

Petro said he hardly had to make a call to the retired NRL player community because so many were calling him offering to contribute, "The players



QPU Vice President Shane Prior with Petro Civoniceva and QPU President Ian Leavers. Linking together to merge an extensive list of business contacts and NRL players produced an outstanding day for the Remembrance Fund.

all wanted to be a part of it to pay respects and we all understand rugby league has given us a platform to be part of significant community events. The Arthur Beetson Foundation drives us to assist grassroots community fundraising."

QPU President Ian Leavers said the initiative had his immediate support, "I know how sport can really unite people and rugby league is big favourite of not only in the broader community but something police really enjoy. These games are important for a number of reasons, firstly the involvement of officers from the Western Downs and Specialist Groups that were involved

directly at Wieambilla it hopefully is a point that may allow them to transition from the sadness and constant reliving of the event to a new phase.

"Secondly it's important for the families of Matt and Rachel to be at the ground and realise their children have not been forgotten, that so many people still think of them and honour their loss."

The format consisted of three championship level games, with the QPS Women's Dream team against the QPS Women's All Stars, along with The Arthur Beetson Immortals against the QPS Legends, concluding with the QPS Dream Team up against the QPS All Stars.



Reynor Guildford from Police Link liked the look of the memorial apparel, while Recruit Aidan Duncan tries to convince him it's a bargain purchase.



Some of the array of prizes donated by businesses for the Remembrance Fund raffle.



Self proclaimed sausage king Neil Greentree from Redcliffe Rugby League Old boys dished out the sanga's all day to Recruit Michaela Schofield.



Recruit Mitchell Eggins takes a food order for Senior Constable Latisha Whalan who brought the extended family along to watch the rugby league.



Recruit Andrew Nuttall sold dozens of tickets for the Ford Ranger Raffle and Memorabilia raffle.



A new Ford Ranger worth more than \$70,000 was donated as a major raffle prize.

Remembrance League

Sponsors provided product, services and cash to support the event.

There was also a range of 'one off' merchandise honouring Arnold and McCrow featuring the line 'we that are left will never forget'.

The Arthur Beetson Immortals auctioned off their jerseys after the game raising another \$15,000 for the Remembrance Fund.

The Nine Network broadcast the games and contributed \$25,000 to the fund as well. Raffle prizes of signed memorabilia and luxury items also contributed significantly to the cause.

Torque Ford donated a Ranger ute as a prize with tickets almost completely sold out before the memorial day. The big blue Ranger was won by Verity Walsh from the intel section at Logan Police Station.

QPU Legal partners Gnech & Associates injected cash and Struddys sports provided game day jerseys and other apparel despite a recent devastating fire at their manufacturing facility.

Game day sponsors also included FKG Group, Crimsafe, PFD Foods, Complete Business Travel, Royale Cabinets, BMD, the Redcliffe Dolphins, Kindred Property and Bloke in a Bar brewing.

Organiser Detective Sergeant Paul Renouf said, "I don't think police really realise how generous some people are in the community. There's a lot of businesses and professional organisations that work with police and are happy to show their support."

Police are encouraged to return that support in making choices when they need to buy products or services for themselves.

The atmosphere around the ground was intense, with a full grandstand the

noise generated gave the players the sensation of a 'big game' feel. Off duty police and their families blended with community members who wanted to show their support and enjoy some high quality rugby league.

Sergeant Matt Minz captained the QPS Dream Team, he's the Acting OIC of Tara station, worked alongside Matt and Rachel. He also played a key role in the extraction team.

For him running into the centre of the field at the start of the game for the



Matt Minz from Tara and Justin Drier from Dalby captained the two sides for the main game and were impacted by the emotion of the event.



Paul Renouf said every player told him it was the best game they've ever played with police rugby league due to the attitude of those on and off the field. A massive cheering crowd helped as well.

minutes silence and looking up into a packed grandstand took his breath away.

"To see that grandstand full I had tears in my eyes, seriously I was crying. It brings back the Wieambilla incident and proves it means a whole lot to different people in the community.

"I know what it means to me and I know what it means to friends of Matt and Rachel and their families but when you see all these people from across Brisbane and Redcliffe showing their support and love for us I thank them all from the bottom of my heart."

Rachel's former house mate Senior Constable Mellanie Gibson pulled on a jersey with the QPSWRL Dream Team



Mell Gibson became part of the broadcast to discuss the importance of the game for police and share some of the lighter moments of knowing Rachel McCrow.



QPU Southern Region Rep Col Muller with an artist's original drawing of Rachel and Matt that will be donated to Tara Police Station.

courage and run as hard as I could. I know Rach showed quite a bit of courage in her last moments, so the least I can do is throw my body into the game and put it on the line."

The proceeds from the day added significantly to the Family Remembrance Fund.

The QPU wish to thank everyone who contributed, participated and attended the event in memory of Constable Matthew Arnold and Constable Rachel McCrow your efforts and kindness have gone a long way to assist the families, enhance mental recovery and provide positive reinforcement for the job police do in the community.

Additional photography provided courtesy of Garth Kirkwood from Gracie A Sports Photography.

for her first ever game of rugby league to honour her friend.

It was a steep learning curve on the field with many of her more experienced colleagues telling Mell to

stop charging into the biggest players on the opposite side every time the ball was in her hands.

Mell said there was purpose in her method, "I wanted to show some

OPSWRL ALL STARS

Nyree Gilluley (Captain)	Sophie Stewart	Teresa Anderson
Meg Ward	Liz Brown	Brooke Kingdom
Samantha Bliss (Vice Captain)	Gracie Ryder	Lea Piccinelli
Shaye Easton	Fran Wilson	Tazmin Gray
Syndee Storey	Nikki Aglio	Kirsten Taylor-Hansson
Rachel Elsmore	Jenna Smedes	Trudi Coles
Tracey Thompson	Cindel Richardson	



OPSWRL DREAM TEAM

Chelsea Baker	Jorgia Gray	Julia Robinson
Alanah Fendley	Kellie Trask	Tahnee Guinea
Kirsten Everett	Ange Murnane	Savannah Pratten (Captain)
Steph Hancock (Vice Captain)	Mekilah Acworth	Donna Davis
Kaitlyn Cantrell	Tamika Clarke	Liv Smith
Steph McConnell	Erin Whyte	Mell Gibson
Hannah Astbury	Amy Dallimore	













Remembrance League







OPS ALL STARS

Jake Carl	Steve Williamson	Chris Stormon
Matt Gilbert	Mat Owen	Tyrone Roberts
Harry Graham	Jake Buchholz	Arron Pawsey
Clan Jacobs	Justin Drier (Captain)	Joshua Piper
Matt Schultz	Mick Kresslbucher	Stewart Beck
Alex Heaney	Rhys Bennett	Grant Coldstream
Sean Hanlon	Dane Carlaw	



OPS DREAM TEAM

Matt Bowen	Morgan Prendergast	Sly Lidicky
Alex Patikura	Andrew Ogilvie	Chris Hurtz
Ben Sullivan	Matthew Minz (Captain)	Matt Haynes
Jimmy Doyle	Will Martin	Beau Thurgood
Andrew Fullagar	Craig Loveland	Murray Itiri
Mitch Smith	Kere Taurere	Freddy Hartigan
Luke Polson	Petero Civoniceva	









THE WIND STAND







ARTHUR BEETSON FUTURE IMMORTALS

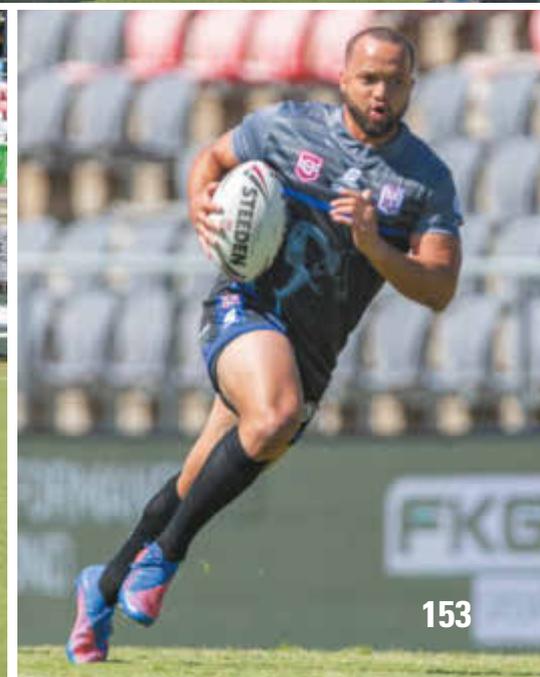
Donald Malone	Brenton Bowen	Shaun Berrigan
Willie Tonga	Nathan Blacklock	Justin Hodges
Rob Lui	Dane Carlaw	Jamie Goddard
Petero Civoniceva	Dean Widders	Neville Costigan
Scott Hill	John Te Reo	Jamie Simpson
Rod Jensen	Ben Jones	Sam Tagataese
Paul Stephenson		



OPS LEGENDS

Kayden Lea	Ben Sawden	Jay Notaro
Sam McGregor	Logan Bower	Daniel Hess
Alan Heldsinger	Nick Paterson	Russell Mundy
Brendan Mackenzie	Tom Bisset	Richard Lowder
Matthew Hendry	Todd Maguire	Kenny Agius
Chad Jenkins	Mitch Berry	Dan Nikas
Jade Thompson	Jason Klimis	















Mr I. Levers
President
Queensland Police Union
217 North Quay
BRISBANE QLD 4003

Dear Ian

It is with a heavy heart that I am required to write this letter of condolence to you and the members of the Queensland Police Union, following the recent on duty deaths of Constables Rachel McCrow and Matthew Arnold.

The death of an officer is always a tragic loss, and forces us all to look at the inherent dangers associated with our chosen profession. The deaths of Constables McCrow and Arnold, were tragic and unnecessary and will be felt widely and deeply by their colleagues, friends and especially their families.

When appropriate, it would be greatly appreciated if our condolences could be forwarded to the families of Constables McCrow and Arnold, and we hope that the unity shown by police officers right across the country, in grieving the loss of their loved ones, will provide some comfort to them and their extended families.

Yours sincerely



KEVIN MORTON
President

Ride of Remembrance



The 2023 Wall to Wall Ride of Remembrance is anticipated to be one of the largest in the events history following the murders of Queensland officers Constable Matthew Arnold and Constable Rachel McCrow.

The Queensland contingent will begin with the traditional baton ceremony at the State Police Memorial in the Brisbane City Botanic Gardens on Wednesday September 13, 2023 before the riders begin their four-day trek to the National Police memorial in Canberra.

Event co-ordinator Senior Sergeant Bradyn Murphy said, "I think it will be a big turnout from every state and jurisdiction. Events like Wieambilla are felt by all police, so I think this year will be a significant ride."

Organisers say despite the anticipated high entry numbers they will not cap how many people can participate, instead everyone will be welcomed and encouraged to join in the activities on the ride south.

Senior Sergeant Murphy said, "You don't have to ride a motorbike to take part either. You can register for the ride and if you tick the Queensland box your entry fee will be donated directly to Queensland Police Legacy. You can also drive the route, stop at the same places as the motorbikes and join in all the social activities and remembrance events along the way."

One of the attractions of Wall to Wall is mates getting together and it doesn't really matter the path they take to get to Canberra. Stopping at unusual and off the main roads in country hotels and motels is part of the adventure.

In 2023 the official Queensland Police Motorcycle Honour Guard transporting the baton of remembrance containing the names of Matt and Rachel will take a route from Brisbane to Armidale on Wednesday the 13th of September before overnighing in Oberon on Thursday September 14, Sydney on Friday September 15 and concluding the run with the NSW Police Memorial in the Domain before a combined escorted motorcade to Canberra for the National Memorial Service at 4pm on Saturday September 16.

QPU President Ian Leavers encouraged members to start booking leave to cover the event and return journey home, "This is one of the most important events on the calendar for Queensland Police. This year we will always remember those who paid the ultimate sacrifice across generations of service

to the Queensland community but it would really send a message if the largest contingent in Canberra was from Queensland.

"The loss of Matt and Rachel has hit us all hard, I hope this event may become a potential process of healing. It will be hard to contain our emotions when the baton carrying their names is placed on the plinth as part of the ceremony but I want the McCrow and Arnold families to look around at that moment and know Matt and Rachel have not been forgotten and never will be, because the blue family is with them forever."

Entries open on Saturday April 1, 2023 and merchandise will be available from July.

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





**THE POLICE
ASSOCIATION
VICTORIA**

Ian Leavers
General President & CEO
Queensland Police Union

Dear Ian

The Police Association of Victoria and its more than 18,000 members wish to extend our most heartfelt condolences to you and your collective membership.

Words rarely provide sufficient solace at times of such great loss. Sadly, this is something we know well here in Victoria, having lost our own colleagues to recent tragedies. Nothing said or written can bring our mates back.

We hope however, that our words do help to acknowledge the extraordinary contribution and sacrifice that Constables Rachel McCrow and Matthew Arnold made. In their lives and through their service, they showcased the very best side of policing, of which we are all so proud to be a part of.

Their efforts, their impact and their legacy will endure, not because of how long they served, but because of how they served. We know you will cherish and foster that legacy.

As secretary of your Victorian affiliate, I together with a member of our board, attended the service for Rachel and Matthew, and I was honoured to do so.

The dignified and respectful service you provided for your members did justice to the proud traditions of policing and the comradery that stretches across borders.

Hearing the anecdotes, stories and memories of your two fun-loving, committed and caring officers, delivered by those closest to them, showed who they were and why their loss and your loss is so profound.

As police, the uniform we wear binds us, but it's who we are beneath the uniform that defines us as people. Rachel and Matthew were fine people and their communities were lucky to have them as their protectors. The outpouring of public sadness we witnessed in the aftermath of their loss was testament to that.

To your members who so selflessly and valiantly came to the aid of your fallen colleagues, you have our utmost respect. You embodied everything that unions are about, the support of colleagues and the protection of others over self.

To you Ian, who on behalf of all of your members, led police across the country in expressing our collective grief, I thank you. When tragedies like this occur, we look to our leaders for a voice of reassurance. You were that voice when your members needed you to be.

We stand with you and we remember Constables Rachel McCrow and Mathew Arnold always.

Hasten the dawn.

Yours sincerely,

WAYNE GATT
Secretary

Protect. Support. Advance.

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P (03) 9468 2600 **E** general@tpav.org.au **tpav.org.au**

ABN: 78 004 251 325 | DX 210680

Remembrance Goals

The Brisbane Roar invited a QPS team to play as a curtain raiser to their round 18 clash against Perth Glory at Kayo Stadium at Redcliffe on February 26, 2023. The game was also a fundraiser to assist the QPU initiated Remembrance Fund.

Rachel McCrow was a keen soccer player, known for her skill and tenacity on the field. As a tribute to Rachel a number of her former teammates were recruited to play with the Brisbane Roar Legends.

Helen Browne, Sam MacDonald, Caitlin O'Halloran, Belinda Edwards, Kimberley Bruce and Brooke Rhoades all enjoyed the opportunity to represent Rachel and wear the Roar's grey jersey.

Pine Rivers Soccer Club President Rebecca Bowles said, "Myself and the other women here that played alongside Rachel would put this game at or above winning a premiership. We hold this game tremendously high in the scale of things because it has great

meaning. We are thankful to be given this opportunity to come together and share the grief everyone is feeling but also look towards the strong support for police this event is bringing."

Captain of the QPS team Peter Brady said, "The game was played in the right spirit, we came here to commemorate the loss of two fine officers and it was at times a sad occasion, we hope however that wherever Rach and Matt are, they looked down and had a good laugh at our expense.

"The grandstands weren't overflowing but for the police out there on the field it's nice to see the community who actually support us being here. Events like this reinforces that people do care about the job we do."



Rebecca Bowles said many of those honorary Roar players won multiple undefeated premierships in junior teams with Rachel McCrow.



Rachel McCrow's former teammates were included in the Brisbane Roar Legends side.

Although he never played soccer professionally, boxer Jeff Horne captained the Roar Legends. It was a task he volunteered for and believes it hopefully inspired people to add some more cash to the official QPU Remembrance Fund, "Everyone doesn't feel safe when something like Wieambilla happens.

"It opens people's eyes to how risky the job of being a police officer can be, and no matter what weapons or equipment they have on it is still dangerous. I really wanted to stand up for Rachel and Matt."

The QPS team scored two goals before half time and expected the Roar



The QPS Representative Remembrance Team.



The Brisbane Roar Legends Team.

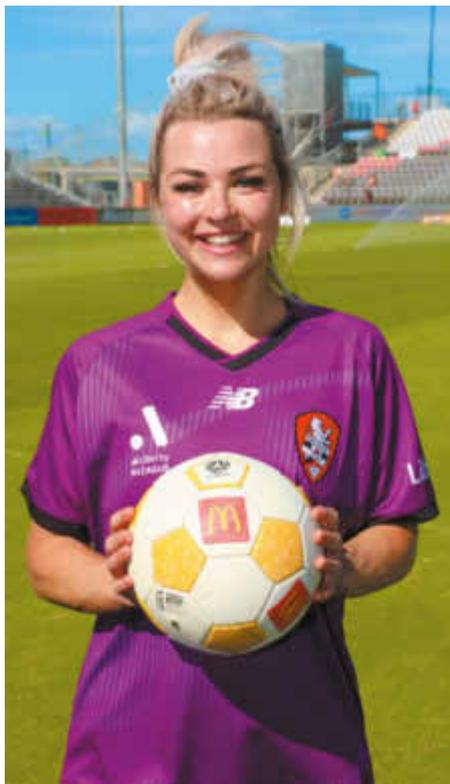


QPS Coach Andrea Hughes was interviewed in the match day broadcast about why the game meant so much to those playing.

Legends to change up gears with their intensity in the second half reverting to some old school techniques to swamp the police side, however what the blue side didn't have in pro skills they had the burning desire of pride to represent their mates. Final score QPS 5 to Roar Legends 3.

The player of the match was Brisbane Roar Legends keeper Sam MacDonald, an old playing partner of Rachel McCrow, officials believe without Sam throwing herself at everything that came her way the QPS score could have been doubled.

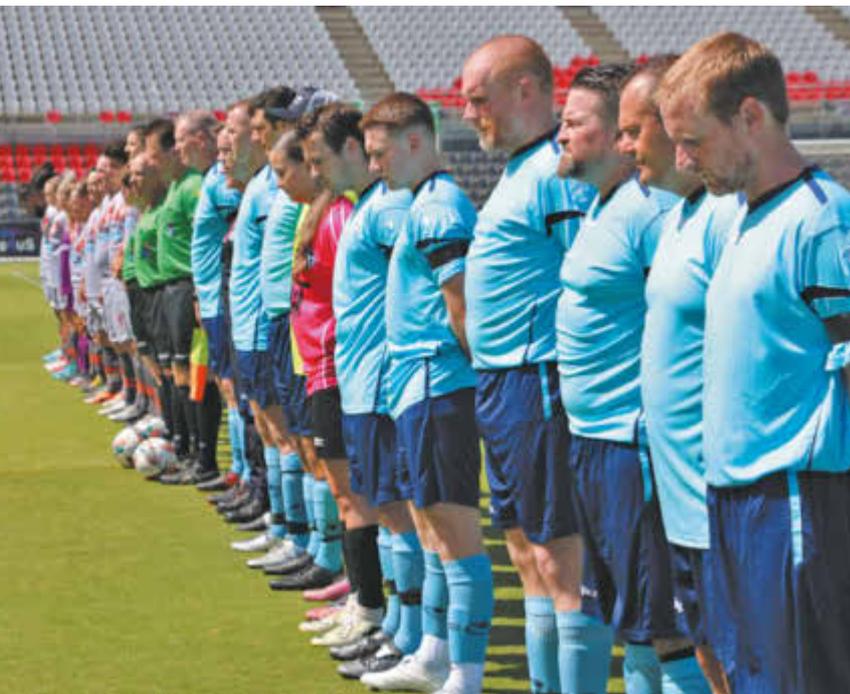
Sam said, "The game was really nostalgic and brought back some awesome memories of Rachel terrifying opponents on the right wing. I really hope she was watching us."



Sam MacDonald was voted player of the match, the former team mate of Rachel McCrow said the event was at times emotional but also very rewarding playing in honour of her good friend.















Additional photography provided courtesy of Yvonne Packbier at MMM Sports Photography.



QPS Representative Team

- Christopher Hughes**
- David Phillips**
- Troy Nowitzki**
- Mick Hearn**
- Joel Munn**
- Jarod Norfolk**
- Tom Gamble**
- Krystle Muller**
- Brady Duncan**
- Colm Hand**
- Peter Brady (Capt)**
- Frank Paratore**
- Nathan Brake**
- Kate Dale**
- Andrea Hughes (Coach)**



Brisbane Roar Legends

- Jeff Horne (Capt)**
- Samantha MacDonald**
- Helen Browne**
- Joshua Harvey**
- Remo Buess**
- Brokke Rhoades**
- Caitlin O'Halloran**
- Adam Sarota**
- Michael Baird**
- Royce Brownlie**
- Jonti Richter**
- Tahj Minnecon**
- Belinda Edwards**
- Kimberly Bruce**
- Isaka Cernak**
- Jean Carlos Solorzano**
- Spencer Millard**



**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





WANT MORE OUT OF YOUR EXTRAS?

Unlike most other health insurers we don't necessarily re-set your extras benefits on 1 January each year.* Most benefits for extras services, like major dental, psychology and chiro, have Annual Maximums, which are renewed each calendar year. With Police Health's rollover benefit for many services, unused Annual Maximum benefits not claimed in one year can be rolled into the next, giving you a second chance to make the most out of your extras benefits.*

Find out more, visit policehealth.com.au/SecondChanceExtras or call it in **1800 603 603**.



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Blue Fabric Thin

A shirt of thin fabric coloured blue
A small metal badge at the fore too.
Hatband chequered black, or blue, and white
About their heads is worn this symbol of right.

According to oath, they stand to the line,
With pride to serve, honour defined.
Seek they do, stepping to the fore
Protect life and property according to law.

Enduring the demanding malignant foe
Face to face, toe to toe,
protect, defend, law uphold
And resist the volley that may unfold.

Thin is this fabric of blue so worn
That stands to protect all, their duty sworn;
Woven fabric to act as shield
To stand firm and not cringe or yield.

'Only human' is the soul within
Protected by that fragile fabric blue
and so very thin.
As each day calls for strength of heart,
Resolve is the creed of this family apart.

Family, the chord
For these caretakers of the sword.
Daughters and sons wearing blue tones
Defending streets of darkness and hard cold
stones.

Without fear or favour the oath does task.
So stand they do regardless of challenge of ask -
Mettle assumed when covering their skin
With mere fabric, blue and thin.



In memory of:
Constable Matthew Arnold, 26 ~
Constable Rachel McCrow, 29 ~
Murdered at Wieambilla
on 12 December 2022

Written by
Retired Police Officer
Pete Polkinghorne



Intake 4/2022 officially graduated with a ceremony at the Oxley Academy on Thursday February 2, 2023 surrounded by family and friends to signify completion of twenty seven weeks of training at the Brisbane facility.

Squads 227, 228, 229 and 230 started their training on the 25th of July 2022 and completed all modules including specialist training in domestic violence response along with risk and trauma management. The 89 recruits were sworn in by Commissioner Katarina Carroll and Acting Police Minister Mark Furner.

QPU Vice President Shane Prior congratulated the intake and officially welcomed them to the QPS. Mr Prior said, "This is a very proud moment and takes me back to when I did the exact same thing in 2005. I'm happy to see so many families here to witness them enter an amazing career that I can confidently say they will enjoy."

The QPU Dux Award recipient for intake 4/2022 is Constable Ben Crowe. The 25 year old was studying law and criminology at University before deciding to switch careers, "I worked in a law firm but I wanted something fulfilling that I would enjoy turning up every day for. The course was challenging but rewarding and I guess the biggest learning curve was learning to behave like a police officer, adopting a real sense of maturity and responsibility."

Constable Crowe said the QPU presentations through the course and how the Union took the lead during the Wieambilla incident made an impression on him, "I spoke to Shane Prior and he left me in no doubt about

the strong support structure the Union provides and we can tap into it with a phone call." Ben's First Year will begin at Ferny Grove Station.

The graduation ceremony also produced an unusual situation for the Morris family. Daughter Shanara graduated, while Mum Tina and Dad Paul are recruits currently undergoing their training at Oxley. Shanara said the plan was never to be a blue family but it just happened, "I took dad along to the recruit information session and we both walked out wanting to join."

Tina couldn't believe the enthusiasm they both had when they arrived home, "They walked in and Paul said I'm thinking about joining because it sounds really good. I thought about it and said yes I want to do that too, so we all applied together and Shanara got in first."

Constable Morris who is headed for Moorooka Station said, "I always thought I could make a really good police officer. An officer made a good impression on me when I was younger and now I think I could really be there for somebody when they need help."

Dad Paul stepped away from his career as a teacher in Rockhampton and wife Tina left her job in hospital administration to try their new challenge. Paul said, "Life is too short, the world is too amazing, don't just settle. If you are bored don't think you cannot do anything else."



Constable Ben Crowe is presented with the QPU Sponsored Dux Award for intake 4/2022 by QPU Vice President Shane Prior.



The Morris family are joining the blue family. Recruit Paul Morris, Constable Shanara Morris and Recruit Tina Morris.



A proud and emotional day for Inspector Tim Partridge, Constable Jack Partridge and Sergeant Verity Partridge.

Graduation Day was special as well for the Partridge family. Parade Sergeant for the day was Verity Partridge, as son Jack graduated. Jack's father Tim is an Inspector and was table officer during the affirmation. Jack was also recipient of the Sondra Lena Memorial Award for demonstrating the highest level of achievement for physical skill assessments for the intake.

Sergeant Partridge admitted controlling the parade and knowing her son was in the ranks was a tight balance of emotions, "I tried not to cry a couple



of times during the ceremony but it was good to be able to duck to the side and present Jack with his badge."

The QPS continued with the tradition of relatives and strong bonded friends already in the service presenting the new Constables with their badge during the ceremony.

This intake of First Year Constables will be deployed throughout Queensland in the following stations:

BRISBANE REGION

- North Brisbane District
- Fortitude Valley Station 2
- Brisbane City Station 2
- Ferny Grove Station 2
- Albany Creek Station 1
- Boondall Station 1
- Indooroopilly Station 1
- South Brisbane District
- Inala Station 1
- Moorooka Station 1
- Holland Park Station 1
- Acacia Ridge Station 1
- Cleveland Station 1
- Sherwood Station 1
- Capalaba Station 1

CENTRAL REGION

- Capricornia District
- Gladstone Station 2
- Biloela Station 1
- Blackwater Station 1
- Rockhampton Station 5
- Yeppoon Station 1
- Mackay District
- Mackay Station 2
- Bowen Station 1
- Whitsunday Station 1

FAR NORTHERN REGION

Far North District
Cairns Station 8
Smithfield Station 2
Edmonton Station 1

NORTH COAST REGION

Moreton District
Burpengary Station 1
Redcliffe Station 1
Deception Bay Station 2
Petrie Station 3
Bribie Island Station 1
Mango Hill North Lakes Station 1
Wide Bay Burnett District
Maryborough Station 1
Hervey Bay Station 1

NORTHERN REGION

Townsville District
Townsville Station 3
Ayr Station 2
Kirwan Station 2
Stuart Station 1
Deeragun Station 1
Charters Towers Station 1
Mundingburra Station 1
Mt Isa District
Mt Isa Station 2
Cloncurry Station 1

SOUTH EASTERN REGION

Logan District
Crestmead Station 2
Jimboomba Station 1
Logan Central Station 2
Browns Plains Station 2
Loganholme Station 1
Logan 1
Gold Coast District
Broadbeach Station 2
Nerang Station 2
Surfers Paradise Station 1
Pimpama Station 1

SOUTHERN REGION

Ipswich District
Ipswich Station 1
South West District
Roma Station 1
Charleville Station 1
Dalby Station 1
Darling Downs District
Toowoomba Station 1
Murgon Station 3



Acting Superintendent Julian Burke presents Constable Layne Utz with the Community Service Award for intake 4/2022.





Sandra Lena congratulates Constable Jack Partridge for obtaining the Sandra Lena Memorial Award in recognition of outstanding Physical Skills during the Academy training.





Superintendent Kerry Johnson presented Constable Simon Windler with the Leadership Award on behalf of the Commissioned Officers Union.





Graduation Day



Police Commissioner Katarina Carroll presents Constable Joseph Fox with the Commissioner's Award for Class 4/2022.



Constable Isabell Kitto accepts the QBank Achievement Award from QBank Board Member Ray Brownhill.





Constable Hannah Astbury receives the Dan Stiller Memorial Traffic Award from RACQ sponsor Jane Williams.





Assistant Commissioner Mark Kelly presented Constable Benjamin Rodd with the Operational Skills Award.







POLICE ASSOCIATION OF SOUTH AUSTRALIA

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F (08) 8212 2002
www.pasa.asn.au

Dear Ian

I write in the same sorrow and frustration which right now burdens many every-day Australians owing to the murders of Matthew Arnold and Rachel McCrow.

It seems so soon after the last time I wrote to you with the condolences of South Australian members. In that case, it was the on-duty death of Senior Constable David Masters.

The barbarity in the killings of Matthew and Rachel clearly adds extra layers of not only grief but also outrage onto the officers' families, as well as your members.

You and I both know how long-lasting the pain of this despicable act will be for so many, right throughout Australia.

I am certain that members in every jurisdiction would say that you were right to brand the killers a "ruthless, murderous trio" – and to do so publicly.

As I have indicated to you before, we know well in South Australia the pain of losing members to some of the most unhinged offenders in society.

And, although we did not know Matthew and Rachel on a personal level, we consider them as much our brother and sister as each of them was yours. Jurisdictional boundaries are irrelevant.

The Police Association of South Australia and its members offer you – and all QPU members – sincere condolences.

I can assure you that you and, in their grief, your members have our total, unconditional support. We stand ready to assist the QPU in any way we can.

If it helps Matthew and Rachel's families to know that we in SA are thinking of them, please let them know that we are, and extend our deepest sympathy.

And, if circumstances permit, please let Keely Brough and Randall Kirk know that we acknowledge and admire their competence and professionalism under such extreme pressure.

We wish them well in their physical and psychological recoveries.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Mark Carroll', written over a light blue horizontal line.

MARK CARROLL APM
PRESIDENT

Australia Day Honours

A number of Queensland Police were recognised in the 2023 Australia Day Honours Awards for distinguished and conspicuous service and were awarded the Australian Police Medal (APM) for their contribution to policing.

This year's recipients come from a range of backgrounds with diverse experience, having served throughout Queensland in several roles and areas.

QPU President Ian Leavers said, "The APM is a milestone in any officer's career, it's acknowledgement they have made a significant contribution that is valued by the community. I encourage the recipients to enjoy the day with family when it is presented by Her Excellency the Governor of Queensland and proudly wear the medal at all appropriate functions."

Twelve APM's were awarded to Queensland Police and Commissioner Katarina Carroll said she was proud to have nominated each recipient, "They are dedicated officers of the

QPS who are committed to keeping Queenslanders safe. I congratulate and thank each and every one of them."

Commissioner Carroll said officers had been recognised for the leadership, innovation and initiative they had displayed during their duty.

"Each officer has their own story – often comprised of the challenges they've faced and overcome through their career, but also the rewarding memories about the role they've played in their communities and the lives of everyday Queenslanders," she said.

The QPU congratulates the Union members awarded the APM in 2023.

Detective Sergeant Katrina Carr



Detective Sergeant Katrina Carr commenced with the Queensland Police Service on 8 February 1993 and was sworn in as a police officer on 4 February 1994.

Detective Sergeant Carr began her career as a General Duties Officer at the Upper Mount Gravatt Police Station before commencing as an investigator

and becoming a qualified Detective at the South Brisbane District Juvenile Aid Bureau and served at the Upper Mount Gravatt Criminal Investigation Branch.

Detective Sergeant Carr is currently an Education and Training Officer at the Detective and Specialist Investigative Training Unit at the Queensland Police Academy, where she imparts her expertise to other police officers who are undertaking training to become Detectives.

Detective Sergeant Carr has committed herself to improving the wellbeing of the community of Queensland through developing, implementing and delivering training for frontline investigators and first responders focusing on victim centric,

trauma informed responses to sexual offences, and Domestic Violence.

Detective Sergeant Carr was responsible for developing the Investigating Sexual Assault and Corroborating and Understanding Relationship Evidence (ISACURE) course for investigators. This course focuses on improving the understanding, and processes for victims of sexual assault in Queensland.

Detective Sergeant Carr has been involved in bringing a victim centric component to the existing Train the Trainer' course for operational police responding to victims of Domestic Violence in the community.

She commits herself to improving better health outcomes for first responders and returned veterans through her capacity as a volunteer in TREK2HEALTH, a not-for-profit organisation committed to providing support for veterans or first responders who have served the community to maintain their physical and mental wellbeing as well as those who suffer ongoing mental health injuries.

Detective Sergeant Carr is a role model for professionalism and commitment within the QPS, enhancing training outcomes for operational police in complex areas of policing, and through her efforts to enhance the community's confidence in policing responses.

Senior Sergeant John McArthur



Senior Sergeant John William McArthur commenced with the Queensland Police Service on 25 March 1985 and was sworn in as a Police Officer on 27 September 1985. He has served as a General Duties Officer in Cairns and Innisfail, then in the

remote areas of Kowanyama and Coen.

He served as an Officer in Charge at the remote areas of Aurukun and Normanton prior to his current role as the Officer in Charge of the Cooktown Police Station. He is an outstanding and inspirational leader, dedicating his career

to policing in regional and remote areas across Far North Queensland.

His achievements in establishing positive relationships with leaders of First Nation communities has been outstanding. He is currently an active member of the Cook Shire Local Disaster Management Group and in this role has delivered unwavering leadership during disaster events, operational challenges and critical incidents, including Cyclones Nathan and Ita, and the 2020 Cooktown bush-fires.

Senior Sergeant McArthur has gained a well-earned reputation as a strong community minded member and has led a focused response to domestic violence, rural, property and violence offences across the Cooktown Division.

Senior Sergeant McArthur demonstrates a selfless and dedicated commitment to duty in reducing community harm, and this is balanced with his significant proactive contribution to the community he serves.

Detective Senior Sergeant David Miles



Detective Senior Sergeant David Miles commenced with the Queensland Police Service on 28 January 1986 and was sworn in as a Police Officer on 3 July 1987.

He has served as a General Duties Officer at the Mount Isa and

Burketown Police Station before embarking on a career as an Investigator. He served at the Mount Isa, Thursday Island, Cooktown, Cairns and Townsville Criminal Investigations Branches and served as the Townsville Suspected Child Abuse and Neglect representative.

Detective Senior Sergeant Miles is currently the Officer in Charge of the Townsville Child Protection Investigation Unit. His expertise in the child protection arena and the associated relationship building skills he possesses are well regarded by the senior executive of the QPS, who regularly seek his advice on operational policy matters. His frank and fearless advice through an operational lens comes from the considerable experience he holds in the field of child protection.

Detective Senior Sergeant Miles is the QPS representative on the Townsville District Multi-Agency Collaborative Panel and provides advice directly to the Youth Justice Taskforce on opportunities, shortcomings, and expectation management for the taskforce.

Detective Senior Sergeant Miles has been instrumental in developing the Townsville Child Protection and Investigation Unit into a motivated, functional, innovative, and effective operational unit that provides an invaluable service to the Townsville community.

Senior Sergeant George Shand



Senior Sergeant George Shand commenced with the Queensland Police Service on 11 March 1996 and was sworn in as a Police Officer on 28 June 1996.

He commenced his career as a General Duties Officer at Mareeba then at the

Clayfield and Hendra Police Stations. He has served as Case Officer, Crime and Misconduct Commission; Staff Officer,

Ethical Standards; and Project Officer, Counter Terrorism Unit.

Senior Sergeant Shand is currently serving as Senior State Disaster Management Operations Officer, Disaster Management Unit. Since 2011 he has been integral to disaster related response activities, including his role as Command Coordinator, managing the State Disaster Coordination Centre (SDCC) on behalf of the Commander across 30 major disaster events.

During the COVID-19 pandemic he provided essential leadership and guidance for the whole-of-government effort to contain and prevent the spread of COVID-19 in Queensland. Senior Sergeant Shand was pivotal in ensuring SDCC were able to effectively plan and ensure the role of QPS, with support from the Australian Defence Force.

Detective Senior Sergeant Vanessa Wiseman



Detective Senior Sergeant Vanessa Wiseman commenced with the Queensland Police Service on 10 February 1992 and was sworn in as a Police Officer on 25 January 1993.

She commenced her career as a General Duties Officer at the Brisbane City, Toowong, and the Burleigh Heads Police Stations.

improving the safety, outcomes and opportunities for children and vulnerable members in the community.

Detective Senior Sergeant Wiseman is very well respected in the Domestic, Family Violence and Vulnerable Persons' sector and her opinions and views are sought from a range of key executives across government and support organisations.

Detective Senior Sergeant Wiseman has a genuine passion for the protection of vulnerable persons and is a leader in this field for Queensland

In 1999, Detective Senior Sergeant Wiseman commenced her career as an Investigator in the Gold Coast District, having served in the Criminal Investigation Branch, Child Protection and Investigation Unit, as the Suspected Child Abuse and Neglect Representative.

Detective Senior Sergeant Wiseman is currently the Officer in Charge of the Domestic, Family Violence and Vulnerable Persons Unit. In all of her roles, she has mentored, educated, supported and motivated officers, in work environments that can pose physical and psychological challenges including child death, trauma and offences against vulnerable persons.

In her varied roles, she has been actively engaged with government and non-government agencies with the focus on

Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950



Mr Ian Leavers
President
Queensland Police Union
217 N Quay
Brisbane City QLD 4000

Dear Ian,

LETTER OF CONDOLENCE FROM WA POLICE UNION

There are no words to describe the pain and sadness we felt in December, when two young Queensland police constables were murdered on duty.

Our hearts, much like those across the country and the world, were broken when Constables Rachel McCrow and Matthew Arnold's lives were tragically cut short.

The bravery and service of these officers were exceptional and will never be forgotten. Police officers put on their uniforms each shift and set out to do their job to protect and serve the community. They know the risks and dangers that come with the job, but they all deserve to come home safe to loved ones.

Police officers across Western Australia mourn with our brothers and sisters in blue in Queensland and we send our thoughts and condolences to the families, friends, and colleagues of the fallen officers.

Rachel and Matthew were young and only just starting out in their policing careers, however their sacrifice will never be forgotten, and their legacy will continue.

As the Police Ode says, "Rest in peace friend and colleague, for the sun has now set. We will remember."

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Paul Gale', written over a light blue horizontal line.

Paul Gale
Acting President
WA Police Union



NORTHERN TERRITORY
POLICE ASSOCIATION

Working together to protect our future

Our Ref: 0007/22

Mr Ian Leavers
President
Queensland Police Union
217 North Quay
BRISBANE QLD 4003
By email: dcurtis@gpu.osn.au

Dear Ian

I write with the deepest of sympathy, a letter of condolence to you as President, staff, and the entire membership of the Queensland Police Union, following the on-duty deaths of Constable Rachel McCrow and Matthew Arnold.

The senseless and tragic loss of two young Constables in the prime of their careers highlights the volatile and dangerous nature of policing, and the bravery of every police officer who goes to work each day not knowing what they may face.

This tragedy reached every corner of the Northern Territory, and to remember our fallen colleagues, the Alice Springs, Tennant Creek, and Palmerston police stations, along with NT Parliament House in Darwin were illuminated blue to pay tribute to Constable McCrow and Constable Arnold.

To borrow poignant words from the Police Federation of Australia, following the deaths of four Victorian colleagues in one single tragic incident just a few short years ago:

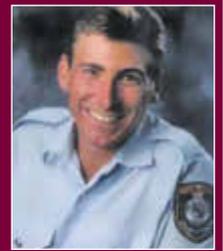
"But Police will still be out there on the street, just with a heavy heart. We will still go to your calls for assistance, even though in the back of our minds, we are worried about our families and friends. We will always be there to protect the community whilst always remember our fallen friends who paid the ultimate price."

May they rest in peace, as we shall never forget.

NORTHERN TERRITORY POLICE ASSOCIATION
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Remembering A Fallen Mate



Constable Peter Forsyth.

In a quiet sunny corner of a Toowoomba Cemetery, a group of police from two States gathered to honour a colleague stabbed to death in 1998.

February 27, 2023 marked twenty five years since Constable Peter Forsyth was murdered as he attempted to apprehend a drug dealer in the Sydney suburb of Ultimo.

Peter was born in Goondiwindi but grew up in Toowoomba before joining the New South Wales Police in 1994. After his death in 1998 his family requested he be buried alongside his father at the Drayton Toowoomba Cemetery.

Former colleague Brian Neville along with Sergeants Tony and Danielle Johnston joined Acting NSW Superintendant Grant Watson and Police Association NSW Executive Member Graham Condon with QPU President Ian Leavers and Toowoomba QPU delegate Mick Loveday in a graveside ceremony.

The plaque marking Peter's gravesite was recently restored by retired NSW Police Officer Jason Semple who was also stabbed in the same incident as Peter Forsyth and assisted by Middle



Acting Supt Grant Watson, Brian Neville, Snr Sgt Graham Condon with Ian Leavers and Mick Loveday.

Ridge local Steve Christoffel who specialises in grave restoration.

Mr Christoffel was presented with a NSW Police Challenge Coin in



Steve Christoffel was presented with a challenge coin from Leichardt PAC.

appreciation from the staff at Leichardt Command.

Ian Leavers said, "Peter Forsyth may not have worn the exact same uniform as his Queensland brothers and sisters but he was a fellow officer who gave everything he had to make his community safer. It's fitting that his name and deeds are never forgotten. I'm a strong believer in showing that 'if you hurt one of us, you hurt all of us.' May he rest in peace."



Cont Forsyth's plaque had faded due to weather exposure.



The restored plaque after restoration funding provided by the Police Association NSW.



Remembering and honouring a courageous Constable.



POLICE ASSOCIATION OF TASMANIA

107 New Town Road
New Town TAS 7008
Phone: (03) 6278 1900
Email: pat@pat.asn.au

Mr Ian Leavers
President
QLD Police Union
via email: dcurtis@gpu.asn.au

Dear Ian Leavers

I write to you as President of the Police Association of Tasmania, and in sad circumstances, on behalf of our membership to express our deepest condolences to you and the members of the Queensland Police Association on the passing of serving officers, Constables Rachel McCrow and Matthew Arnold.

This deeply distressing news of the passing has caused sorrow amongst our membership as no doubt it has throughout the members of your association. We acknowledge the bravery and service of these members, undertaking their duties in the most dangerous and unpredictable role in policing.

Please accept our commiserations on this heartbreaking sad loss and if there is anything we can do as an organisation to assist you or your members and the families and friends of all involved, please do not hesitate to contact me.

Our deepest sympathy to you and the members of the Queensland Police Association.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Colin Riley', with a long horizontal flourish extending to the right.

Colin Riley
President
Police Association of Tasmania



New Zealand Police Association Te Aka Hāpai

All members of the New Zealand Police Association extend their thoughts and aroha to the families, friends, and colleagues of Constable Rachel McCrow and Constable Matthew Arnold.

The tragic and needless deaths of these two young, brave officers underscores the risks police officers world-wide take when they put on their uniform and go to work to serve and keep safe their communities.

Your colleagues in Aotearoa were immediately reminded of the grief they have felt in similar circumstances when one of 'ours' has been killed on duty. We hope you find comfort in the outpouring of support of the community and especially of fellow officers from around the world.

Your New Zealand friends stand with you as we honour the service and the sacrifice of Rachel and Matthew.

Huia! Huia tangata Kotahi He totara kia hinga





MR ALBANESE

Mr ALBANESE (Grayndler—Prime Minister) (12:09): I move:

That the House record its deep regret at the death on 12 December 2022 of Constable Rachel McCrow, Constable Matthew Arnold and Mr Alan Dare, place on record its acknowledgement of their bravery and sacrifice in the line of duty, and tender its sympathy to their families in their bereavement.

Monday 12 December should have been an ordinary summer's day on the Western Downs, a day of warmth under that big blue sky, a day of peace. Instead, that quiet was shattered by the gunfire of an atrocity—a vicious and deadly ambush that has stolen lives, broken hearts, devastated a community and shocked our nation. On Monday afternoon, four Queensland police officers from the Tara police station, all still just in their 20s—young people, serving their community; a rich and full life ahead of them—were sent out on what was supposed to be a routine check, just an ordinary part of the job that they were so proud to do.

But the property they were visiting was no normal home or farm. It was, unbeknownst to them, a fortress and an armoury. As the Queensland Police Commissioner, Katarina Carroll, has said, they did not stand a chance. Constables Matthew Arnold and Rachel McCrow were murdered. Constable Randall Kirk was shot and wounded, and Constable Keely Brough assumed that she, too, would die, either shot by her pursuers or burned alive when they set the grass that she was sheltering in on fire to try and drive her out. Constable Brough grabbed her phone to seek assistance for her colleagues. And then she texted her loved ones what she imagined would be her final goodbyes. Even then, surrounded by danger and death, her first thought was for her fellow officers. It is a miracle that Keely survived. Tragically, Alan Dare did not—a neighbour who came to the property's front gate, driven by that great Australian instinct to help; an innocent Australian who paid for his kindness and concern with his life.

Police officers in regional Australia are servants of the community and they're part of its fabric. I've been speaking with the mayor, Paul McVeigh, and also I've had discussions with the local MP, the Leader of the Nationals, David Littleproud, about the nature of their communities. Over 200 Tara residents gathered at their police station to observe a minute's silence for Matthew and Rachel. The Queensland Police Union chief executive, Ian Leavers, said, 'In Chinchilla, they've run out of flowers.' They are such close-knit and caring communities, and the loss of these lives has fallen hard on a great many people.

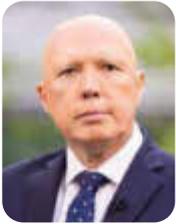
The community are gathering. The community, tomorrow night, will hold events in both Tara and Chinchilla. I'm advised by the mayor that they are taking measures, such as the local car wash donating every dollar that goes through there to the families. The community are donating, everything from sausages and other food through to beverages, so that they can gather together to mourn together. Locals have been saddened by these deaths and shocked by such a senseless atrocity; an act of violence and bloodshed so sudden, so cold, so alien to the community and country they know and so far beyond rational comprehension. Part of the responsibility that all of us have is not just a solemn duty of remembering and honouring those who were killed; it is examining what drove their killers and finding a way to draw that poison out of our nation.

Our nation mourns with all those who loved Matthew Arnold, Rachel McCrow and Alan Dare. We know that for their families this Christmas there will be a place at the table not taken, an empty space of grief and loss that the years will never be able to fill. To those families we say again today: Australia mourns with you. We mourn also with the bigger community and the larger family to which all police officers, past and present, belong—including, I want to note, the Leader of the Opposition, who served as a Queensland police officer—because we understand that every death in the line of duty strikes at the hearts of all of those who serve and casts a shadow over all those who wait for their loved ones to come home from work.

Mr Speaker, it is true that every police officer knows the risks that they face in their life of duty. They are all too aware of the dangers, yet they do their job each and every day regardless. They do it for us, for our communities, for our nation. That is courage. It is public service at the highest level. Today, and every day, we pay tribute to each and every one of the police officers who serve us and protect us.

Last night the Attorney-General and I went to the Police Memorial here in Canberra, which overshadows the lake, to lay a wreath of respect with, as well, the Acting Commissioner of the Australian Federal Police, Ian McCartney, who's here with us today. I welcome you, sir, and I thank you and all of your fellow officers for your service. I also acknowledge that joining us in the gallery today are Acting Deputy Commissioner Lesa Gale and Acting Assistant Commissioner Stephen Dametto.

Mr Speaker, we grieve for Alan Dare. And we grieve for Matthew Arnold and Rachel McCrow, who have paid a price that no-one who puts on the uniform should ever have to pay. We can never count the true cost. We can never repay the full debt. All we can offer is the humble thanks of a grateful nation and the heartfelt condolences of the Australian people. With honour they served. May they rest in peace.



MR DUTTON

Mr DUTTON (Dickson—Leader of the Opposition) (12:17): I join with the Prime Minister in his fine words and acknowledge that in the gallery today, representing the police family, are Acting Commissioner Ian McCartney, Acting Deputy Commissioner Lesa Gale and Acting Assistant Commissioner Stephen Dametto.

In the aftermath of a tragedy we reflect on what we've lost and what we've learned. Constable Rachel McCrow was sworn in as a police officer last year. Her friends said she was a person with a selfless nature and a genuine care for others, a person who always went above and beyond and took pride in her job. Constable Matthew Arnold was a triplet. His former principal said that he was a talented athlete and that he'll be remembered as a man of service, integrity and compassion. Alan Dare was due to celebrate his 26th wedding anniversary on Wednesday. A resident of Tara described him as a kind man who looked after disadvantaged teenagers.

Constable McCrow, Constable Arnold and Mr Dare meant so much to so many. For those many, of course, there will be much pain and sadness, now and enduring. Those of us who didn't know Constable McCrow, Constable Arnold or Mr Dare will continue to hear about their lives and their deeds in many tributes. Our nation, clearly, has lost three wonderful Australians, three people who embodied compassion, commitment and courage during their lives and in their final moments. Certainly those are qualities that we will remember, and which we will revere. It's those qualities which will continue to inspire confidence in us to confront evil, wherever it lurks.

I want to also acknowledge and pay tribute to Constable Randall Kirk and Constable Keely Brough. As the Prime Minister pointed out and others have said, their bravery, their composure and their quick thinking in extreme has helped save their own lives, as well as others, in calling for backup. We certainly wish Constable Kirk a speedy recovery from his wounds.

At the National Police Memorial here in Canberra, there is a walkway, and engraved into that walkway are the words of loved ones, fellow officers and community members, in memory of those they lost. This is one tribute: 'She had special qualities of reliability, of dedication and community spirit;' and another: 'That man was a godsend to the area; it needed someone just like him.' Whilst those words speak to specific individuals, of course they also capture the ethos of Australia's law enforcement community. Australians have always been able to rely on those who wear a uniform at the state and federal levels. They go into the line of fire and into danger zones so that we don't have to. I hope that the virtues displayed by Constables McCrow, Arnold, Kirk and Brough continue to inspire the next generation of young police officers.

I want to acknowledge the work of Commissioner Katarina Carroll and her bravery, her leadership and her inspiration. Equally, I want to acknowledge the contribution and the support of the Queensland Police Union, headed by Ian Leavers, and the associations and the federation, which do great work around the country in providing that day-to-day support and the support in years to come.

The depravity of this incident is what has struck hardest. On 29 September, many of us went to police memorials around the country for the commemoration day, to mark those who had lost their lives in the service of their state or the Commonwealth—every one them a tragedy. But, in this instance, what has hit hardest across the country is the execution style and the complete disregard for the human beings these officers were—the premeditated nature of the attack and the callous lack of heeding the pleas that would have echoed in between the gunshots. I want to acknowledge the work of all of those who attended the scene, including forensics officers, Special Emergency Response Team officers and the many police officers who will be scarred from this experience.

By chance, as I returned from Toowoomba earlier this week, we came onto the highway to go to Brisbane, and the motorcade was there, carrying the bodies of the officers, with the highway blocked as they moved down to Brisbane to the John Tonge Centre. It was a reminder of the good and the bravery that they displayed.

I want to thank the Prime Minister for the condolence motion today. I say thank you to all of those who provided support and comfort to the families involved and all of those who have attended police stations. There are many reports of local communities, particularly in western Queensland, running out of flowers, and the tributes will continue for some time to come. Our thoughts are also with the officers of the Tara and Chinchilla police stations, the Queensland Police Service more broadly and the Wieambilla community, represented ably by the Leader of the Nationals here today. This is particularly difficult as we head into Christmas. We should all spare a thought and a prayer for those who have lost their lives and for those who continue to serve over Christmas to keep our families and us safe.



MR DREYFUS

Mr DREYFUS (Isaacs—Attorney-General and Cabinet Secretary) (12:26): I rise today to join the Prime Minister, the Leader of the Opposition and all members of this House to express my deepest condolences to the families of Constable Matthew Arnold, Constable Rachel McCrow and Mr Alan Dare, three people who went to help others and lost their lives in a cold-blooded ambush—three lives cut short, three futures denied, three families left heartbroken at a time when families across the country are preparing to join together to celebrate Christmas. For these three families, there will be an empty seat and grief instead of celebration. We think of their loved ones who grieve their loss. We grieve with them.

The police involved in this tragedy were dedicated members of the Queensland Police Service. Any police officer will tell you they are members of the broader police family, and there is no police officer unaffected by this tragedy. Today we pay tribute to those who responded to this terrible attack with quick action, kindness, grace and compassion. This includes the police officers and other first responders who arrived at the scene ready to help. The communities of Weimbilla, Tara and Chinchilla have suffered an unspeakable tragedy. We will stand with them. Today we recognise and honour Constable Randall Kirk and Constable Keely Brough, who, in the face of grave danger, survived, demonstrating extraordinary bravery and ensuring their colleagues could be retrieved. They will walk through life with the scars and memories of that day. We will walk with them.

Like so many Australians do every day, Mr Dare went to check on a neighbour, thinking he could lend a hand in their time of need. No-one should meet their fate when going to the aid of others. We must never accept that police attending a property or a neighbour coming to offer help will be met with such violence, such brutality. The response from the community, the outpouring of love, the way we've come together, shows Australians never will.

Yesterday evening I was honoured to join the Prime Minister and the acting Federal Police commissioner, Ian McCartney, to lay a wreath at the National Police Memorial in Canberra. I acknowledge Acting Commissioner McCartney, who joins us today, representing all Australian police. The National Police Memorial is simple, unobtrusive, and a place of contemplation. It sits just across the lake from here, a wall of touchstones bearing the names of officers who've died in the line of duty. Sadly, the names of Constable Matthew Arnold and Constable Rachel McCrow will now be added to the long list of fallen officers.

As I stood with police officers paying their respects, I reflected on the fact that each of these brave men and women accept the risk of danger every day. They and those who love them know there may be a day they won't come home from work, and yet, each day, they get up and put their uniform on. Despite the fear, the pain of losing colleagues and the worry of their loved ones, they continue to protect and serve their communities. We honour Constable Arnold and Constable McCrow, alongside all those who have lost their lives in the line of duty. We also honour Mr Dare, who went to his neighbour's property to see if he could lend a hand. This has been a sad week. The House joins as one in grief to mark these three brave Australians.



MR LITTLEPROUD

Mr LITTLEPROUD (Maranoa—Leader of the Nationals) (12:30): I thank the Prime Minister and the Leader of the Opposition, not just as the member for Maranoa but as a boy from Chinchilla. The innocence of this nation but also of two small western Queensland towns was shattered on Monday, when four officers—two from Tara, Constable McCrow and Constable Arnold; and Constables Brough and Kirk—left their stations on a routine job, with pure intent to serve their community, and they were met with malicious intent, with a vile outcome that has shattered the innocence of two small country towns, the likes of which we have never seen before and something we hope we never see again. The bravery of Constables Brough and Kirk in the line of fire—being able to escape a situation they weren't prepared for; they had no intelligence that it was coming—is something that mere mortals would find hard to comprehend: to see two of their colleagues slain in cold-blooded murder. It is one of the most vile acts I have seen and heard about to those who are prepared to put their lives on the line for us. As a society we are better than that—and we are, and our communities are.

While this is a stake to the heart of two small country towns, it's not the end. In fact, it has only solidified the strength, solidified our reverence for those that serve our community—because once you become a country copper

you become a part of the community. There is a sense of protection by our police in the bush because, in our hour of need, we know that they are there to protect us, isolated from much of the rest of the world. And so they are one of us, and to have this happen in these communities with that reverence for those that serve us—the most exalted position, above politicians, above mayors—is something that has torn our community and rocked our community to the core.

But I'm proud of the fact that our community wrap our arms around those that continue to serve us, but also around Alan Dare's family. A husband, a father, a grandfather, who yesterday with Kerry celebrated 26 years of marriage—26 years together, living a peaceful, happy life, but doing what we all do in the bush: when someone needs help, you step up. And Alan Dare, with another neighbour, stood up. They went to help a neighbour. They walked into the line of fire. He paid the ultimate price. His family has paid the ultimate price, along with these two brave constables.

I'm proud of my community. It has already raised \$56,000 to help the Dare family in whatever small way that is. Whatever outpouring we can show in a monetary sense or whatever, our community is there. And for these officers our community is there. For these families, we have no words. There's no explanation for this. You cannot explain the inconceivable—the vile actions of these individuals. What we have to take strength from and believe in as a community and as a country is that their legacy, their honour, is that we as custodians of this great democracy and this great country and our great communities will come together and solidify around the loss, the huge loss, that these families now face.

In our part of the world, you're only classified as a local if you're born in these towns and live there all your life. But, to Alan, Rachel and Matthew: you're now locals. You're now the greatest locals we've ever had.



MR GOSLING

Mr GOSLING (Solomon) (13:41): I rise to join the Prime Minister, the Leader of the Opposition and all members to honour and pay tribute to the heroic Queensland police officers Constable Rachel McCrow, 29, and Constable Matthew Arnold, 26, who so tragically lost their young and promising lives when they were murdered in a siege on Monday. Sue Arnold, Matt's mother, said the words could not express her devastation and that he had been due home this week for a break. Rachel was remembered as someone who volunteered to assist disadvantaged young people by helping them drive safely while she was herself training to become a police officer.

I also wish to pay tribute to the brave Alan Dare, who put himself in harm's way to investigate a fire on his neighbour's property. He went to see how he could assist. Al's stepson Corey said that he often helped anyone and everyone, even at risk to himself, and he never asked for anything in return. The Queensland Police Union praised Al as 'a good neighbour going out to do the right thing'.

I want to pay tribute to those who survived this horrific incident, constables Keely Brough and Randall Kirk, and to all the first responders who will live with this tragedy for the rest of their lives. Whether they wear the police blue or Army green, whether they are paramedics or firefighters, or whether they wear a uniform of any other colour, our first responders meet danger head on at great risk to their own lives.

I send my family's and my community's deepest condolences to the families, children and loved ones of the victims. In his statement, the Northern Territory Police Association's president and CEO Paul McCue said:

... our hearts are breaking for our Queensland colleagues.

... ..

This incident highlights the volatile, dangerous nature of policing, and the bravery of every police officer who puts on their uniform every day not knowing what they'll face.

The Northern Territory Chief Minister Natasha Fyles said, 'Our Police put their lives on the line to protect us, not to be harmed.' NT Minister for Police, Fire and Emergency Services Kate Worden rightly said that no-one should lose their lives just for doing their job.

I call on all members to support these families this Christmas. The Queensland Police Union has established a remembrance fund for Constable Matthew Arnold and Constable Rachel McCrow. There is also a GoFundMe page set up for Alan Dare's funeral. Those details are online, and I urge all who can to make a contribution.

Finally, thank you to all who serve and protect our community, and thank you in particular to their families. I wish you all a blessed Christmas with your loved ones. You are in our thoughts, in our prayers, and in our hearts.



MR NEUMANN

Mr NEUMANN (Blair) (12:45): Most Australians from a young age are familiar with the police, from Adopt-A-Cop in our schools, to Anzac Day services and parades, Neighbourhood Watch and Crime Stoppers. They see their local police officers, clubs and associations at their fetes, festivals and faith based groups. They are respected. They're not a force but a service, and with honour they serve. Australians in regional areas are used to young constables being transferred to their communities. The community embraces them. The local community becomes their community. Tara is like so many country Queensland towns which service remote and even more remote areas like Wieambilla.

For all Australians, but even more so for regional Queenslanders, decentralisation means that the bonds of friendship and feeling are more intense. The recent events are shocking, incomprehensible—a monstrosity, a barbarity beyond any form of sane understanding. Four young police officers were doing what they were expected to do and what they were trained to do, to follow up a missing persons report—to be ambushed and executed in cold blood is beyond words. This was senseless slaughter. A neighbour was doing what any good neighbour does, seeing if he could help—a good Samaritan act—and yet he was gunned down without mercy. Our hearts, deepest sympathies and condolences go out to the grieving family and friends of the two brave police officers slain: Constable Matthew Arnold, 26 years of age; and Constable Rachel McCrow, 29 years of age—younger than my daughters, lives cut down short.

I pay tribute to those police officers for their service, and I grieve for their families. I pay tribute to the serving police officers, Constable Randall Kirk and Constable Keely Brough. How they'll ever get their lives back is beyond belief. Their lives will never be the same. I pay tribute to Alan Dare, whose neighbourly instinct led him to try to help, and he, tragically, was murdered. I pay tribute to the specially trained tactical police officers who showed immense courage and yet terminated the lives of the murderous trio. They risked their lives, and the bullet holes in the armoured police vehicle show that it was under a tremendous hail of bullets that they retrieved the bodies of their comrades slain.

Bridges in Brisbane's central are coloured in the blue and white of the Queensland Police Service. The sight of those colours on a uniform of an officer of the Queensland police during cyclones, bushfires and floods is always comforting to Queenslanders, particularly regional Queenslanders. Flowers and tributes, from Tara to Brisbane and around Australia, have been laid at police stations and elsewhere—outpourings of sympathy and grief. In November 2018, I joined so many at the official opening of the new Queensland Police Memorial located in Brisbane's City botanic gardens, a place of reflection for family members, colleagues and the community to honour and pay their respects to fallen Queensland Police Service members, the first of whom was killed back in 1861—over 150 since then. Very sadly, the names of the fallen from the Tara station will be added, by necessity, and it's fitting to do so.

Each year, in each federal electorate around the country, services of remembrance and commemoration are held for officers who paid the ultimate sacrifice. It's done on National Police Remembrance Day, which started in 1989.

I want to thank the extraordinary performance of Queensland Police Commissioner, Katarina Carroll, and the senior ranks for the support they've show the Queensland police community in the last few days. I extend my deepest sympathy to them. I extend that sympathy to the Queensland police officers in my electorate, in Ipswich, the Somerset region, and base at the Karana Downs police station as well.

I've pay tribute to the outstanding performance of the General President and CEO of the Queensland Police Union, Ian Leavers—someone known to many in this chamber, across the aisle. He is deeply respected. His work, and the work of his union members and their senior ranks, has been exemplary. I contacted Ian and asked him what I could say on his behalf. I couldn't think of a better thing to say than his own words in the statement he released from the union on the day of the tragedy:

The events of today remind us that our job as police is always dangerous. It never stops, and it comes at a heavy cost to us all.

It is also a stark reminder of what we risk every day... We know that when we leave home to go to work each day, there are never any guarantees we will come home at the end of the day.

These officers' lives have been cut tragically short for one reason and one reason alone, for simply doing their job, and we Queensland police remember and honour them.

These are great words, but simple words, from Ian Leavers. Ian and his team have wrapped their loving arms around the Queensland police community and their loved ones. I thank Ian and the union leadership for their empathy and ongoing commitment to their colleagues, fallen and alive. It has been exemplary.

The union has a memorial fund and Ian has asked me to let the public know that that memorial fund has been set up so people can donate funds. All the funds will go to and assist the families of Matthew and Rachel. I would encourage the public to do so.

There is an old saying in St John's gospel which states, 'There is no greater love than this: that someone should lay down their life for their friends.' The words are ancient but their relevance is contemporary. These police officers have given their lives in the service of their community, their state and their country. They paid a price they should never have had to pay. The least we can do is follow their example and support their colleagues, support their family and support their friends. They were doing their jobs but they were heroes. They will rest in peace but not be forgotten.



MR LLEW O'BRIEN

Mr LLEW O'BRIEN (Wide Bay) (12:52): It is with a very heavy heart that I rise to speak on this condolence motion and pay tribute to those who were involved in this terrible event. As a former Queensland police officer, it truly is a tragedy. On 12 December 2022 four police officers attended a property at Wieambilla, south of Chinchilla, in response to a request for assistance with a routine missing persons inquiry from New South Wales. They got there at 4.30 pm and faced a hail of bullets. Two of the officers were struck down almost immediately, whilst the others were able to make a retreat. Constable Matthew Arnold and Constable Rachel McCrow were both murdered in what appears to be a calculated ambush. Constable Randall Kirk was shot in the leg and managed to retreat. Constable Keely Brough took cover in nearby bush. I just will say, in relation to Constable Brough, what you must've gone through in those hours before backup arrived would've been horrific. You acted with the highest degree of bravery. I pay tribute to your actions.

Alan Dare, a neighbour who came, as has been said here, to do what Australians do was also gunned down. The loss that his family are feeling right now is equal to any. I pay tribute to him and acknowledge that loss.

Mr Speaker:

... police are the public and the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.

They are the words of Sir Robert Peel, the father of modern-day policing, and they are as relevant in 2022 as they were in the early 1800s when he said them. As a former country cop before coming into this place, they're extremely relevant. You're a part of the community. You keep order. You help people. They rely on you and you rely on them. That's policing in Australia, and I think that is part of why this has struck so deep. Attacks like this, they attack the very fabric of who we are. Yes, there's a tragic, tragic loss of life here, but when citizens turn on each other in this way it's us turning on us, and it's horrible. We have to do everything to work out why and make sure it doesn't happen again.

The police that were attending, those officers that we're paying tribute to today, they were going there to help. They were going there on a missing persons job, a simple callout. You're going there to make sure someone's okay. That is what you are going there for, to find them and say: 'Are you alright? Someone's worried about you. There's a call that has been made to police.' That's what they were going there for, to help. Unfortunately, one of the people that they were going to help had very different intentions, and that's what we've seen play out.

As a former policeman, I've received a lot of messages over the past few days from colleagues, members of the community expressing their grief, horror, anger and sadness, but one thing they all, without exception, have said is this just doesn't happen in Australia. This is not Australia. And that is so true. We see this in other parts of the world, not Australia.

I pay tribute also to the bravery of the local police who, after receiving the information that they were heading into a situation where their lives would be put on the line and they would more than likely be shot at, went in there. They hoped to rescue Matthew and Rachel. They did retrieve them but, unfortunately, they did so under a hail of fire. To them I say: you are heroes. That's a word that's bandied about a lot these days, but you truly are heroes.

To the Special Emergency Response Team that goes out there with the very, very real and difficult job of stopping threat: I commend you for your performance and your duty. It must not be easy to know that when you are called out there is a strong chance you are going to have to take the life of another citizen. That's a heavy, heavy job. They are also unsung heroes a lot of the time, and I pay tribute to them for stopping that threat and containing it. A terrible, terrible job to have to do, but they did it.

I also pay tribute to Ian, and his team at the police union, they're there in the good times and they're there in the bad times. I know, from my experience as a cop, I relied on the Queensland Police Union for their support, and they're doing that now. I commend that; I commend them. A total of six people were killed on that day: two police officers, one innocent neighbour and three offenders. Two other young police officers suffered injuries, no doubt that will remain with them for the rest of their lives.

In conclusion, I honour Constable Matthew Arnold and Constable Rachel McCrow—they made the ultimate sacrifice. I extend my deepest sympathies to their families. I also pay tribute to their colleagues, the first responders who attended and all those involved.



MRS ELLIOT

Mrs ELLIOT (Richmond—Assistant Minister for Social Services and Assistant Minister for the Prevention of Family Violence) (13:01): I rise today with an extremely heavy heart and a heart that's been rocked by the tragedy that we have seen out of Queensland this week. The fact is that a national tragedy occurred on Monday 12 December 2022, and the lives of two bright and promising young Australians were cruelly ripped away from all of us. I honour the fallen—to remember Constable Matthew Arnold and Constable Rachel McCrow—and recognise the hard work and dedication of their colleagues Constable Randall Kirk and Constable Keely Brough. I share in the collective grief of our nation and of our parliament, and extend my heartfelt sympathies to our wider police family.

Police know that there's a risk when we walk out the door, and we know that this risk can have a catastrophic impact on the lives of those we love and who love us. Yet, in spite of this, police turn up. They show up at the worst times in people's lives, and they do what needs to be done. Police officers care and are very compassionate. They share of themselves and do their best to see everyone, including themselves and their partners, make it home safe at the end of the day.

There are families across Australia today who have witnessed the worse nightmare of policing families coming true—the fear that the person our families know to be strong and dedicated could be so cruelly taken away, that there'd be a gaping wound open in the lives of those we love and all that potential can be taken away so quickly. To Dr Judy McCrow, Samantha McCrow and your families, to Sue Arnold, Hayley Arnold and James Arnold and your families, I share and see your grief and grieve with you. Your families have paid too high a price for the safety of the community and the tragic loss of your loved ones will not be forgotten. I also acknowledge the grief of the community and particularly the loss of Mr Alan Dare, a neighbour executed cruelly. To Kerry, Corey and Renee, I extend my deepest sympathies and condolences.

A horrific attack on the way of life all Australians hold near and dear has occurred. The facts of this situation have played across the news over the last few days. What we know now is at the confronting situation that the police faced, being called out to what would be a routine job, and then to be ambushed and killed in this way; it was just horrific.

Constable Matthew Arnold was sworn in as a police officer in March 2020 and Constable Rachel McCrow was sworn in as a police officer in June 2021. Both of them began their careers in the Dalby division, before moving to the Tara police station. Matthew was a triplet and brother to James and sister Hayley. He was a talented sportsman, who proudly gave back to his school, St Laurence's College.

We just cannot imagine the pain that Sue Arnold and the rest of Matthew's family must be going through at this time. Matthew was a proud graduate of St Laurence's College, graduating in 2013. He left the school with a Sportsman of the Year Award and continued to serve the school community as a coach to students since graduation. He exemplified giving back to the communities that cared for him. I know and I understand he brought this compassion and community focus to his time as a serving police officer in Dalby and Tara.

Rachel McCrow understood at a personal level the great personal fulfilment that comes from serving others. Her mother, Dr Judy McCrow, is a dedicated nurse and passionate academic who has given so much to the community. Together with her sister, Samantha, Rachel too was on the path of continuing that community service. A kind and supportive family member and friend, Rachel always stood resolutely and bravely for what she believed in, and she inspired others around her. I am told that for Rachel going above and beyond was normal, and she applied herself with such diligence and dedication as a police officer. She was warm and supportive and had all the skills that we need in the police who serve our community. Rachel's humanity shone through as a police officer, and she gave so much of herself to get the very best results.

The grief that has poured forth from across the nation for Matthew and Rachel is a testament to the remarkable young police officers that they were. That their lives and their great promise have been cruelly cut short is a tragedy

that no-one should have to experience. I know that everyone here in this place mourns for these lives cut short and mourns for the families who somehow must have to carry on. As a former Queensland police officer, I mourn for my former profession and colleagues. Two bright and dedicated Australians took up the role of police officer, and they brought their vigour, their life experience and their understanding of a new generation to the profession. They aspired to serve their community. The loss of that opportunity, for the Queensland police and indeed for the Queensland community is another layer to the absolute tragedy that has occurred. Their loss is something that the whole wider police family mourns very intently.

It's a miracle also that constables Randall Kirk and Keely Brough survived this atrocity, and I think we are all overwhelmed and inspired by the actions they took in what were extremely difficult circumstances. Make no mistake: this was an execution planned by calculated monsters, and in the face of that horror, Randall, Keely, Rachel and Matthew rose up and paid a terrible price. The scars from this event will carry through the lives of the Queensland community, the Queensland police and indeed across the nation for many years to come.

I also want to acknowledge the 16 brave officers who rallied to protect the community and defend their colleagues. From what we know, the circumstances that greeted them were confronting and horrific, and these police did what needed to be done to keep each other and the community safe.

I especially want to acknowledge Constable Keely Brough and the courage she displayed under the most difficult of circumstances. We know that Keely desperately wanted to join the police service and worked incredibly hard to get there and join and serve. In this situation, when faced with brutal murderers and fearing for her own life by fire, by a deadly rain of bullets, she was able to provide intelligence and relay information to her colleagues. I want to acknowledge her actions and wish her a speedy recovery. In her first eight weeks as a police officer Keely has been faced with huge adversity and has risen to the challenge in the eight weeks she has been in the police.

Constable Randall Kirk was shot, and his body was impacted by shrapnel. I understand he has left hospital and has been reunited with his wife, Breanna, and their young daughter. Randall and Breanna are expecting another child in January, and we wish them all the very best. Randall was shot and managed to make his way back to the car and get to safety. Like Keely, he continued to provide assistance and pass on information and raise the alarm with his colleagues. The pain that he must have been under is incomprehensible, and in the face of such adversity he rose with such bravery to continue to do what was best for everyone involved.

I also want to acknowledge everyone at the Queensland Police Union, particularly president Ian Leavers, for their ongoing support of their members, especially at this time.

In this place, we must continue to reflect on this tragedy and we must indeed lead the mourning in our nation. We must never forget, and could never forget, the sacrifices. We must never forget their families and the fundamental way those families' lives have changed forever. We must always reflect after these instances and ensure what must be done to prevent these tragedies from happening. We have a duty to ensure an Australia that is safe from such extreme violence. I pass on all my condolences to family and friends and to the wider police family, and I acknowledge all of the speakers here today. I ask everyone to continue to be mindful and reflective in the coming days.



MR LIM

Mr LIM (Tangney) (13:19): No-one should ever go to work and not come home—no-one. The atrocity that happened to four of our young, capable, dedicated police officers, who had committed themselves to serve our community, should never have happened. My heart aches for the two police officers and one member of the public who have passed. My thoughts are with the officers who survived this tragedy, who will bear this burden and experience from the line of duty. To the families and friends and community of those impacted: I'm so sorry for your loss.

This should have been a simple call-out to seek a missing person. I too responded to this call many times during my service as a police officer. I will not speak the name of these animals that these officers were there to seek, as they do not deserve the acknowledgement in this House. But the sole fact that this act of murder was made on police officers doing their job and on a concerned neighbour disgusts me. Life is precious. Cherish it, and your loved ones.

Today I wish to pay my respects to those who have passed in this tragedy. To Constable McCrow and Constable Arnold: thank you for your service. May peace follow you in your next journey in life. To Alan Dare: thank you for your concern for our brothers and sisters in blue. May you rest in peace. To all my brothers and sisters in blue: I wish you all well. May you all be happy and peaceful. To all my brothers and sisters in blue: we all appreciate your service to our community. Thank you very much.



MRS ANDREWS

Mrs ANDREWS (McPherson) (13:11): I'd like to start by acknowledging the contributions of those who have already spoken here today. There have been some incredibly moving contributions by members in this place, but, in my view, none more moving than those of members who have spoken and have drawn on their experience as serving members, previously, of police forces. I thank them for their contributions but I also thank them for their service.

I would like to say at the start that these people put their lives on the line every single shift, almost every single day, and I know that many of those people would take action during the times they are officially off duty. These are the people we call when the people across the road are beating each other up. They're the people we call when our next-door neighbour's house has been broken into. They're the people we call when there's been some sort of accident and emergency. They turn up, and they put in their absolute best to help other people. As a nation, we cannot be more grateful.

Earlier this week, tragedy struck a small town in western Queensland. It shocked not only the people in those communities but communities right around Australia. What appeared to be a very routine call to check on the welfare of an individual ended in absolute tragedy. The police officers that turned up were out on a very routine call, doing their jobs. They went to work that morning and they never came home. Twenty-six-year-old Constable Matthew Arnold and 29-year-old Constable Rachel McCrow lost their lives. They didn't deserve this and their families didn't deserve this. These were two young people doing their jobs, going about their work. They did not deserve what happened to them that day at all. Their families deserve our support not just now but on an ongoing basis.

Fifty-eight-year-old neighbour Alan Dare went next door to help a neighbour. He went there genuinely trying to help. He didn't come home either, and he was within days of celebrating a very significant anniversary. He didn't deserve exactly what he got for reaching out to try to help a neighbour who he thought needed him. My very heartfelt condolences go to his wife and his family. As a nation, we thank him for doing his best to try and help someone else. He will never ever be forgotten for what he did to support people who he felt were in need and who repaid him in an absolutely appalling manner. Today we pay tribute to Alan Dare, and we also pay tribute to the officers who lost their lives when they were out there doing their job and, in the course of their duty, protecting our community and keeping us all safe.

To them, I say that their sacrifice will never, ever be forgotten, and to their families and to their friends, I say that we will never forget them and their contribution.

As we have heard not only here today but through all of the reporting, there were two other police officers, who bravely managed to escape the line of fire to raise the alarm with their colleagues. One of those was also shot. It's a very, very timely reminder for us of the risks that our first responders—in this case, police officers—take when they enter circumstances and they are not expecting the outcome of being faced with a series of gunshots going their way. A team of four Queensland police on that day attended the call-out, which was originally requested by New South Wales police, and just two of those officers made it out that day, but they were able to raise the alarm. For those two officers, 28-year-old Constable Randall Kirk, who was shot, and 28-year-old Constable Keely Brough, their lives and the lives of their families and friends will be changed in a way that very few of us in this place could imagine.

I recall hearing the words of the Queensland Police Commissioner, Katarina Carroll, shortly after the tragedy and after she had surveilled the open area where this tragedy unfolded. She said those officers 'didn't stand a chance', and it seems as if that was very much the case. The same evening, members of the special emergency response team, who specifically deal with high-risk incidents, killed the three armed offenders after a stand-off that lasted for hours. Monday night's operation was the most high-profile engagement in that unit's history. Those officers entered into a crime scene where some of their police colleagues had been brutally executed, and they spent six hours trying to secure the area. And they did, and I thank them for their efforts.

To the families, friends and colleagues of all of those who have been impacted by the tragic loss of life, we send our thoughts to you. There are absolutely no words to convey how you must be feeling at this time, and you will carry that pain with you for years to come. I urge you, if you have been affected in any way, to take the time that you need to get the support that you need. I understand that the police family is banding together and providing as much support as they possibly can, and I know that there are mental health organisations, such as Fortem Australia, who are able to provide much-needed support to our first responders.

I am very acutely aware that the police investigations are underway. There's a lot of discussion and a lot of commentary about what contributed to the actions of the three individuals that chose to execute police officers and their neighbour, so I won't comment on that. I will allow the law enforcement agencies to do the work that they

need to do to uncover the reasons behind this particular action.

In my time as the Minister for Home Affairs, I had the opportunity to work very closely with the Australian Federal Police and to work very closely with some of their officers, who I have enormous respect for, and I cannot thank them enough for the work that they do. They often have to pay a very heavy price, as we've just seen happen in western Queensland. Each day that they go out to work, there is always that risk that they may not return home. That is a big risk that they take to keep all of us safe, so I thank them, and I thank their families, for everything that they have done to support us.

I know from my various discussions with the Australian Federal Police Association that there is still work that we can all be doing to support our officers in the work that they need to do—the support that we need to provide to them. So I am determined to continue to advocate for more support and better conditions for those who serve our community in this way. We owe them a debt of gratitude, especially those who have paid the ultimate price for their service, such as what we have been speaking about today. Those individuals have paid such an enormous price, as have their families, and they deserve our support.

To the many police families across the nation, please know how much you are loved and appreciated by us. I thank you for your service.



MS O'NEIL

Ms O'NEIL (Hotham—Minister for Home Affairs and Minister for Cyber Security) (12:35): Firstly, to the member for Maranoa: on behalf of all of us in the chamber and on behalf of all of our communities, we express our deepest sorrow to you, as a representative of your area. This is a horrible incident, and I truly am sorry. The PM has shared some beautiful words with the chamber. To hear that there's a town that's run out of flowers—I think that says it all. There is something very, very special about the kind of community that we see in country Australia. You've spoken very movingly about how this will affect the people who live there, Member for Maranoa.

Can I say to the Leader of the Opposition: we have plenty of arguments in this chamber, but today we're all on the same side of politics. I just want to acknowledge to the opposition leader that we all see and understand how much this will affect him personally. We thank you for your service in uniform to your community.

Our country today is in mourning. We've lost two brave young people who put on a uniform to serve their community. We've lost a member of the public who died undertaking his own act of bravery. We've got two police officers who are injured and traumatised. These were heroic Australians doing heroic acts, who have, in three instances, lost their lives. To lose your life in the service of your community—without question, this is a tragedy for our country. Our hearts go out, particularly, to Queensland police, who are now investigating a horrible crime that has occurred and are in the process of mourning two of their members. Policing is difficult, dangerous work, and I'm very grateful for the service of those officers around this country. We heard the Attorney-General express the government's thanks to the police officers who are here in the chamber, and I extend my grateful thanks to them too.

The Queensland police will, of course, lead an investigation into what has occurred and do the very important and diligent work of ascertaining what the motivations for violence were in this case. I would say to the country: we need to allow the police some time and space to do that work. Australians should know that their security agencies are actively considering the implications of this matter for the national security of our country—the implications of online radicalisation, misinformation and violent extremism. There is a lot of media reporting and speculation about what motivated these three people to perform the despicable acts of violence that they did. A lot of what comes out in the immediate aftermath of a tragedy is incorrect, and we need to pause a little bit here before we get into the discussion about what's happened. It's really important that we let law enforcement and national security agencies do their job.

Once the picture does start to clarify, it is likely that radicalisation will form a part of it. Radicalisation is not new, but it is absolutely clear from events here and around the world that conspiracy theories, disinformation and misinformation—problems as old as time—are being turbocharged by technology into terrible acts of violence. They are presenting a new kind of threat to our national security. There will be deep and very important policy questions for us here as a parliament in thinking about how our country prevents and deals with acts of violent extremism, but today is not the day for those discussions. Today is a day for grieving, and, again, I express my deepest sympathies for all of those who are affected by this horrible act of violence.

I'll say briefly, too, in my role as a local member, just how much I'm thinking of the police officers who protect the community in Hotham that I live in and love. The work you do is so important to our community, and we are thinking of all of you who are protecting us during this difficult period ahead and through into Christmas.



MR BUCHHOLZ

Mr BUCHHOLZ (Wright) (13:31): I rise today to honour the memories of Constable Matthew Arnold and Constable Rachel McCrow. I also acknowledge the death of Mr Alan Dare, a kind neighbour who attended what he thought was a neighbour in distress only to be killed by the same brutality that cut short the lives of Constables Arnold and McCrow. I know every member of this place will agree that it's a miracle that Constable Keely Brough and Constable Randall Kirk escaped this extreme act of violence with their lives.

I want to pay my respects to Rachel's family and particularly to her mother, Dr Judy McCrow, and her sister, Samantha McCrow. I cannot fathom the grief that Judy, Samantha and the rest of Rachel's family are feeling at this difficult time. Similarly, I want to acknowledge and pay my respects to Matthew's mother, Sue Arnold, his sister, Hayley Arnold, and his brother, James Arnold. The loss of a son and a fellow triplet is a tragedy. The bonds that unite our families are so precious, and their destruction is an unbreakable crime.

Dedication and service are attributes that fuelled Rachel and Matthew through life, and I am not surprised to know that both of them were called to serve the community as police officers. Constable Arnold was sworn in in March 2020 and Constable McCrow was sworn in in June 2021. They both began their careers in the Dalby division before moving to Tara police station.

Rachel McCrow graduated from Genesis Christian College in 2010 and has been described by her friends as someone who was most determined to serve the community and work tirelessly for the people of Queensland. I acknowledge her service today and lament the outstanding career that was cruelly taken from her.

Matthew Arnold graduated from St Laurence's College in 2013 and was a dedicated and talented athlete. Matthew was awarded the Sportsman of the Year award in 2013 and has continued to give back to the St Laurence's community as a coach since graduating.

Each and every Australian who is drawn to serve our community as a police officer understands that there are risks associated with the work they do. However, what occurred on Monday 12 December 2022 stands as a stark reminder of the extreme risks police undertake every day for the peace and wellbeing of our community.

Rachel was kind and warm, and she used her effervescent personality to connect with others and make people feel seen and heard. These are powerful attributes, and ones that are essential in a healthy police service. Matthew was a compassionate and dedicated man, who, above all else, exemplified service. He was a devoted brother and a son, who freely gave back. Matthew brought his compassion to the work that he did every day as a police officer, and the outpouring of grief from the community of Tara recognises these attributes.

The monsters who committed these heinous crimes have taken from our community the types of people that we desperately need in policing, those people who will dedicate their lives to keeping our children, our streets and our communities safe, and who use their charisma and professionalism to reach across the divide that separates all of us and bridge the gap with professionalism and humanity. Everything I know about Rachel McCrow and Matthew Arnold says they fit the bill. They, along with Keely and Randall, were young police officers at the start of their careers, undertaking vital services our regional communities need. The police service is the only 24-hour service that most communities in our regional centres have. They don't have ambulance services at night in the smaller communities, so the police become the linchpins.

People like Rachel, Matthew, Randall and Keely are the new faces who serve and protect our remote communities; who bring their training, their life experiences and their enthusiasm to communities; and who build relationships that last a lifetime. The impact of fresh faces and new lives in our regional communities is an injection of vigour. The history of Queensland is filled with stories of young constables who move to regional communities and bring their passion, their vigour and their new perspectives to enrich the lives of the communities that they serve. Communities like Tara, Dalby and Chinchilla are better for the service of young men and women like Rachel, Matthew, Randall and Keely, and I join with those communities that are in shock and are grieving at this time.

I want to acknowledge the amazing work of Ian Leavers, the Queensland Police Union president, after being called back from a break that he was on and having only recently had an election for the Police Union presidency, which was uncontested—evidence of the work that he does representing his members. I want to acknowledge the advocacy from him and his team in keeping members of this parliament up to date with the proceedings as they've unfolded. It was harrowing to hear of the bravery that Constable Randall Kirk and Constable Keely Brough undertook in the line of duty. Both officers went above and beyond to support their colleagues in this horrific circumstance.

I want to acknowledge, and echo the words of, the Queensland Police Commissioner, Commissioner Katarina Carroll, and say that I am extremely grateful that Keely and Randall escaped with their lives. To Commissioner

Carroll, I ask that she pass on my appreciation to the tactical response team that neutralised the situation. It was an amazing task, and they're heroes in the making.

Keely's bravery was exceptional. As she hid from the psychopaths determined to kill her, she continued to relay intelligence and prepared herself for the end. I cannot comprehend the enormity of such a situation and the breadth of the emotion that must have fuelled Constable Brough. Constable Brough rose to the challenge and relied on her skills and tenacity to survive and support her colleagues. I want to acknowledge Constable Randall Kirk and wish him a speedy recovery. Randall was shot and managed to get away to his vehicle under heavy fire. Similar to Constable Brough, Randall continued to assist his colleagues. Randall and his wife, Breanna, are young parents, and they're expecting their second child as early as January. I want to join with Constable Kirk in sending my prayer to the police families at this difficult time.

Our community stands with police every single day. This place has provided the laws and the mechanisms to make our communities safer. State politicians can pass laws, but we rely on the bravery and dedication of each and every police officer to enforce those laws and to ensure that the community stays safe. Today in this place we can speak words and shed tears. Today we remember and mourn the young lives full of promise that have tragically been cut short.

We must not, in this place or as a nation, forget this tragedy. Each and every member of this place owes the memory of Matthew and Rachel and the dedication of Randall and Keely our attention and respect. In the months and years to come, we must remember this moment and protect those that protect us. In closing, I want to take the opportunity to acknowledge the local police men and women that serve in my electorate, particularly Sergeant Peter Boyce, my local senior sergeant, and the team that diligently work with him. I honour them as my local police establishment. I honour every police officer that serves. With honour they serve.



MR PERRETT

Mr PERRETT (Moreton) (13:47): Late on Monday night, when my wife and I were reading about what had occurred on that property in Wieambilla, my first thoughts turned to that community. I know the area, having grown up in St George, and that sort of small country Queensland town. As a kid growing up in St George I used to go and play rugby league in Tara and Chinchilla, so the area between those two towns I know well. I've driven through there plenty of times. Tara was our closest opposition at only 280 kilometres away. And then later, when I worked as a lawyer, a lot of my clients were in that area. In fact, I'm sure I would have been the solicitor acting for a lot of the blocks in that area.

If you know that country then you know it's tough country. It's sandy country. It's cypress pines. It's pretty lean territory. I see the member for Hinkler nodding over there. It breeds some tough people. Nevertheless, it's a small rural town where you know your neighbours, where you bump into each other at the local store. Later that night and then the next day, as more news came through around the specifics, my heart sank and my thoughts turned to the families and colleagues of the officers killed—those young constables Rachel McCrow and Matthew Arnold.

Rachel is from the north side of Brisbane. I particularly want to mention Matthew, from the south side. He attended St Laurence's College, which my son graduated from this year. Matthew's grandparents go to the same church as me at Saint Pius on the south side. And Matthew particularly, as a triplet—you think of all of his siblings, those grieving families and friends, those young lives needlessly ended at just 26 and 29.

They, along with constables Randall Kirk and Keely Brough, were bravely just doing their job as police officers, as so many speakers have mentioned before; doing something that police do in communities all over Australia every single day. It was strange that there were four people, one car from Tara and one car from Chinchilla, turning up at the same spot.

So often police officers in country Queensland are doing jobs on their own—just one officer turning up to do a job. It just so happens that four turned up on this day. They put their lives on the line every day, every time they stop a car or turn up at a rural property. Police and their families know that when they leave home to start work there is a possibility that they may not return home. But still, this is so tragic. Constables Kirk and Brough were shot and shot at. They will have to deal with seeing their colleagues murdered and also what they've had to experience for the rest of their lives. Thank goodness we weren't in a time of drought and that there was plenty of grass in that sandy country so that that young officer was able to find enough cover, even though they did try to burn her out of that area.

I know that all the police and their families are still in shock at what happened. Even just talking to the local police in Sunnybank yesterday, this really has touched the policing community and all Australians. It is the sort of incident we never want to see in Australia, the stuff of a whacky Waco in the wild west or some Mexican gang war, not in a friendly Queensland bush. With that in mind, I want to thank the police who bravely turned up, contained

and managed the subsequent operation. While their comrades' blood was still soaking into the soil, they turned up and ran towards the danger. I thank them for their bravery. I can't imagine how that must have felt, going out there in that helicopter and going into a situation like that after the deaths of two of their colleagues. Their professionalism and dedication to their job are a credit to them and appreciated by all Australians. The names of Constable McCrow and Constable Arnold and the tragedy of two young lives lost while at work will be remembered by Queensland police, Queensland and Australians forever.

I also want to mention Alan Dare, the good Samaritan, the good neighbour, not someone with a weapon. He was just armed with what every Australian in the country wants to be, which is to be a good neighbour. Alan lived on the neighbouring property. As I said, I know that area well. A lot of battlers who move to that part of the world may come from Western Sydney or may come from the western suburbs of Brisbane after looking for a second chance, perhaps after a marriage breakdown. These blockies are looking for a chance in life. I don't know Alan's story, but it sounds like he was a great neighbour. We've heard reports of Alan being a good, responsible neighbour, wanting to check on the welfare of his neighbours when he noticed the fires on the property. As the member for Melbourne said, he was moving towards the danger when he heard the gunshots. That is the country way, which is the true code of the west. Sadly, Alan didn't know the full extent of what was happening in his quiet part of Queensland. He didn't realise that a pocket of evil had come into his part of paradise. But all he would have been thinking was, 'I'd better go and check and make sure my neighbours are okay and see whether they need a hand,' because that is what good people should do, what good people did do, and what good people will do again. But tragically for Alan and his loved ones, he was never able to return to them and his home after being murdered, shot in the back—what a dog act! He didn't get to celebrate his wedding anniversary.

In the last part of my speech, I particularly want to call out this rise that we're seeing in terms of conspiracy theorists, anti-vaxxers, sovereign citizens, and the purveyors of hate and misinformation who cultivate some of these things. I'm not jumping to a conclusion to say that this is what happened here, but I am seeing it on the rise. People in the police service and people who work as magistrates tell me that there is a rise in this sort of misinformation. In particular, while I'm here in Canberra, in this building, call out the politicians who harvest mistrust as part of their business model, who go on *Sky After Dark* and dog whistle or dog trumpet these conspiracy theories and these shadowy conspiracy theory groups who are actually praising these killers of police officers and encouraging others to take up arms. We need to shine a light on that behaviour. Hitchens's razor states: What can be asserted without evidence can be dismissed without evidence. So I urge those people who start to go down these rabbit holes to instead go to your libraries.

Don't do your own research. Have your information created by a professional—someone we call 'a librarian'; look it up—not by an algorithm that has clickbait outrage as a business model. I don't want the cooks and antivaxxers, or sovereign citizens or conspiracy theorists—I know they're negative terms, but these are difficult times—sentenced to jail or anything. I actually want them confined to their local libraries under the supervision of a good librarian who helps them find accurate information. Don't go down the rabbit hole; come out into the sunlight. It is where evil withers.

Lastly, I particularly want to put on the record my condolences for the lives of the brave Constable Rachel McCrow and Constable Matthew Arnold, and the kindly Alan Dare. May they rest in peace and their memories be cherished forever.



MR PITT

Mr PITT (Hinkler) (13:55): Constable Matthew Arnold, 26, was sworn in as a police officer just in March 2020; Constable Rachel McCrow, 29, sworn in just last year, in June 2021. Both started their careers in Dalby before being transferred to Tara—and, as the member for Moreton has outlined, it's pretty tough country. In fact, it's pretty wild country. But no-one ever thought that it was murderous country, where such treachery would occur. To Alan Dare, 56, who responded in a way that pretty much everybody I know would have in regional Australia—they simply would have gone to have a look at what was going on to see if they could provide assistance. It's as simple as that. You would not even give it a second thought; it's just what you'd do. It is second nature.

To Constable Randall Kirk, 28, who was shot in the leg and escaped; to Constable Keely Brough, 28, who ran into the bush, hid and called for backup—she had only graduated eight weeks ago—what a remarkable story and a remarkable response. Both of them are from Chinchilla police station.

I want to give a shout-out to our colleagues in this place—the member for Wide Bay, Llew O'Brien; the member for Cowper, Pat Conaghan; former senator Barry O'Sullivan; the former state member for Bundaberg, David Batt; and many others—who I know have served in the police force and ended up in this place. I know that, for them and

for all of the police family, this is an incredibly difficult time because every single police officer knows that this could be them. Today, tomorrow, next week, next year, it could be them. Their families know it could have been the call that they got. To my own father-in-law, who has been gone for a very long time, a lifer in the police force—one of their more troublesome children.

We know that simply the work that they do creates such challenges—PTSD, mental health, problems with the drink and all of those issues that happen at home because of their service to their state, to their country and to their community. And yet we know that Constable Arnold and Constable McCrow will never get that opportunity. They will never go through those stages of life for many of them, whether it's children or grandchildren, or the tough times, the good times or the not-so-great times. Unfortunately, their lives have been taken, and they will never get that experience.



MR THOMPSON

Mr THOMPSON (Herbert) (13:22): Queensland police constables Rachel McCrow and Matthew Arnold, and civilian Mr Alan Dare—with honour they served. Alan responded like any mate, any neighbour, would—to check in to see how his neighbour is travelling, see if they needed a hand, and he was gunned down. He was set to have a wedding anniversary, his 26th wedding anniversary. Constables Rachel and Matthew—killed in the line of duty. Police officers see tragedy every day on our roads, responding to incidents, but every morning they get up and put on their uniform, to protect us and to look after us. These tragedies simply should not have occurred.

There has been an outcry, and people want to pay their respects to our slain police officers as well as to Alan. In Townsville, many people went to the QPS headquarters there, as well as to different police stations, to pay their respects, to say, 'Sorry for your loss.' This shouldn't have occurred. It absolutely should not have occurred.

To all the police around the nation: thank you for everything that you do. You keep us safe, you help us, you are there at public events, you are there when your community needs you—and we're there for you now, in this moment of absolute tragedy.

I have a message from a lady in Townsville. She is known as Nanny Jan. Nanny Jan sent me a message about Constable Rachel McCrow. She said: 'Rachel was a recruit here in Townsville that I had the pleasure of looking after at the lodge. I was employed as a caterer there and called her group of recruits my babies, which made them chuckle. Rachel was the one most turned to for guidance during their stay there. She would email the whole group to make sure they picked up their takeaway lunches if they wouldn't be returning for lunch. Amongst many other things, she was just pure class and always presented herself in the best way. I remember hugging her when she had completed the course and saying, "Just keep safe." She was so proud and happy to have become a police officer. My heart just breaks for her family and all the recruits that trained with her. I know they'd be heartbroken. They were a very close, amazing group of young people; I'm blessed to have crossed paths with them. Love to them all, Nanny Jan.' This is just one message, out of many that I have received, speaking about the constables who were killed, as well as Alan.

This has deeply affected every single police jurisdiction here in Australia and in New Zealand. Tuesday was a day of mourning, where people were walking in and out of QPS headquarters and police stations around the country in tears, together in solidarity. Those who have been to and been involved in critical incidents can feel that true vulnerability and terror they would have felt. Our police officers' thoughts go to them, wishing to be with them at that time. That split second between life and death, that last stop—that's what the thin blue line is.

Police, and specifically the QPS, will still go out on their jobs and have that feeling now of vulnerability—second-guessing. The tragic circumstances always happen when you least expect it, but that uniform, which means the world to our police, in this vile act has become a target. Police do this job because it's a calling, a wanting to help, a love for their community. I'm so sorry, to the families of Rachel, Matthew and Alan. This tragedy has broken the hearts of all Australians.

Thank you to the SERT that responded and put down hard these vile scumbags who murdered our police officers, as well as the civilian local, and let this serve as a warning to everyone who thinks ill of or wants to do ill to our police or to the civilian community. There will be a response, and there will be a response by highly trained, highly capable people that put the community first and that will respond. It's a sad day in Australia, and this day will be remembered. I am so sorry for the loss to the police, for your brother and sister, as well as the civilian who was also killed.



MS WELLS

Ms WELLS (Lilley—Minister for Aged Care and Minister for Sport) (13:29): Australia is in mourning, monstrous violence ripping Queenslanders from life and away from their families.

Three lives were taken without remorse, and three brave people are now deceased due to the actions of monsters.

On behalf of my Lilley community on the north side of Brisbane, I rise today to pass on our deepest condolences to the loved ones of Constable Matthew Arnold, Constable Rachel McCrow and Alan Dare. For Matthew and Rachel, with honour they served. For Matthew, Rachel and Alan and their families, we are so sorry.

While the worst of humanity was on display on Monday night, so too was incredible courage. Surviving constables Keely Brough and Randall Kirk showed rare bravery to help police find evil, while injured themselves and while under attack. Bravery was exhibited too by 16 Queenslanders, 16 members of the special force team who were shot at as they tried to retrieve the bodies and rescue Constable Brough. We run from danger; police run towards it. These police officers, knowing that their colleagues had been brutally murdered, ran into danger and spent six hours securing the area. We thank you. We would like to recognise their efforts and the efforts of their team, of the Queensland police more broadly and of all the officers across the country today who continue to serve despite mourning their colleagues, their brothers and sisters in blue.

I would particularly like to thank Sergeant Jodie Murray, who does a fantastic job representing the Queensland police in our local community, and all the exceptional men and women at Boondall police station, Sandgate police station, Stafford police station, Carseldine police station, Hendra police station, the Chermshire police beat and the rail station squad at Northgate. We owe all officers a debt of gratitude. When you go to work you should be able to come home safe. We must not take for granted how dangerous a police officer's job is. Every day they put their lives on the line to protect ours. We must not forget the sacrifices made by Constable Arnold, by Constable McCrow and by a good neighbour, Alan Dare. I thank the House.



MR BANDT

Mr BANDT (Melbourne—Leader of the Australian Greens) (13:44): My thoughts go out to those who've lost their lives: Constable Matthew Arnold, Constable Rachel McCrow and Alan Dare. We've seen in the days since this horrific tragedy how the loss of these lives have devastated the communities of Wieambilla, Chinchilla and Tara. Those small and close-knit communities are now reckoning with not just the loss of some of their own, but also trying to grapple with the shocking circumstances in which it occurred. My thoughts go out to those who knew and loved those killed on Monday, and also to constables Keely Brough and Randall Kirk.

Our community owes first responders a debt of thanks. Every day the nation's paramedics, police and firefighters go into unpredictable and dangerous situations. And in this place we often only reckon with that danger when tragedy occurs. The prospect of arriving at a missing persons call only to be met with gunfire is utterly gut-wrenching. Everyone deserves to be safe at work.

The bravery of Alan Dare must also be acknowledged. When he heard gunshots on his neighbour's property, he ran towards the danger in hopes of lending aid, despite the danger. For this brave and selfless act, he lost his life.

And while the exact circumstances of Monday are still being worked out, what we know so far is extremely worrying and points to a growing trend of extremism. In the last couple of years we've seen the terrible impacts of conspiracy theories laid bare. In Melbourne, paramedics have been attacked because of disinformation about vaccines. We've seen people in rallies opposed to the pandemic response bring a noose to the front of parliament. While the more visible parts of the pandemic health response are now winding down, we continue to see some people push division based on disinformation and conspiracy while we know that, so far, this tragedy appears to be another example of how this harms our community.

In coming to grips with this shocking event and the horrific loss of life, my thoughts are with the victims' families and their communities, and I hope it serves as wake-up call to those who would sow the seeds of conspiracy and division.



MS PLIBERSEK

Ms PLIBERSEK (Sydney—Minister for the Environment and Water) (14:02): I join the parliament today in honouring the memory of three brave Australians: Constable Rachel McCrow, Constable Matthew Arnold, and Alan Dare from Wieambilla, Queensland. Our hearts go out to all of those who mourn this terrible loss—the families and loved ones who have lost a piece of their heart; the friends who are grieving their beloved mates; everybody in the communities around Chinchilla and Tara, who have been shaken by this awful atrocity; and so many Australians in every part of Australia. I particularly want to acknowledge the constituents of the member for Maranoa. The member spoke very movingly about the people in the community that he represents that are affected by this tragedy, and I hope that he will convey to his electorate, to the people that he represents, the feelings of the whole of this parliament about the senseless loss of life that has just occurred.

Rachel McCrow, Matthew Arnold and Alan Dare were killed in cold blood, without warning, without reason, without mercy, and well before their time. The police officers who arrived at the farm were doing their job on a very ordinary Monday afternoon, chasing up a missing person case. A few concerns had been expressed about someone who'd been out of contact. It was a very routine sort of visit. They were ambushed by cowards while serving in the line of duty. As the president of the Queensland Police Union said afterwards, 'They didn't know what was coming.'

Police officers understand danger. They know they work in a hazardous profession, that every room they walk into carries some risk. Sometimes that risk is physical. Sometimes it's psychological—the work that is done by police officers investigating child abuse online or sexual assaults or murders; this is the worst of human behaviour. The risks are both physical and psychological.

But no-one should expect something like this, something so senseless, on a standard Monday afternoon at work, especially when they were just going to help. They were doing a welfare check.

Constable McCrow and Constable Arnold were at the start of what should've been very long careers. They were popular in the community. They were popular with the kids in the local schools, who could see that they were good people with kind hearts. They were taken down in the prime of their lives, with so much left to give, so much left to do and so much love in their lives.

I want to acknowledge the other officers who attended the scene, Constable Keely Brough and Constable Randall Kirk. They were taken to hospital with injuries and are also victims of this tragedy who should be remembered. I am sure that their injuries will last well beyond the time they spend in hospital—for many years to come. That's true of everybody who has attended the scene of this crime.

I also very much want to honour the memory of Alan Dare. We raise our kids to help. We think that if we have the opportunity to help we should do it. Alan Dare was a good Samaritan who saw smoke across his property and his first thought was, 'I need to go there because maybe someone needs my help.' As his family remembered, Alan was someone who would assist anyone and everyone and who would never ask for anything in return. According to his stepson: 'He went to help the neighbours because he thought there was a fire and he heard bangs. Maybe the house was on fire.' There is something so particularly cruel about Alan Dare's death, an act of kindness met with an act of depravity. May the memory of his goodness outlive any infamy attained by the extremists who killed him.

In my electorate there's an auditorium with a basketball court and it's named after Peter Forsyth, who was a police officer killed in Ultimo. It was an absolutely standard part of his day. He stopped a suspected drug dealer. He lost his life in 1998. Every time I walk past that auditorium, which is almost every weekend, I think of Peter Forsyth and his family and think about their lives now, still missing their loved one.

If you look at the national police honour roll you will see these faces—so many of them so young—of police officers who have died far too early, while serving their country and serving their community. You will see face after face after face representing family after family after family, community after community. Especially as we approach Christmas, we think about them and their families and the empty places at those tables. We think of families missing their loved ones.

I join all Australians in remembering all of those lost in the line of duty and in particular the three courageous citizens that we remember today: Constable Rachel McCrow, Constable Matthew Arnold and Alan Dare. A few others have pointed out that it is in the very nature of police work, and other first responders, that they run towards the danger that we all run from. It reminds me of the Bruce Springsteen song 'Into The Fire' that he wrote about the firefighters who ran into the World Trade Centre after the 9/11 attacks. He wrote, 'May your strength give us strength. May your faith give us faith. May your hope give us hope. May your love give us love. I need you near but love and duty called you someplace higher.' I think about those words in respect of these tragic deaths. May they rest in eternal peace.



MR WALLACE

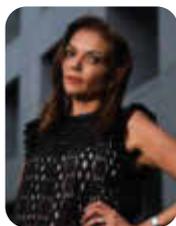
Mr WALLACE (Fisher) (12:39): I rise in support of this motion led by the Prime Minister and the Leader of the Opposition. It is times like this when we come together as a parliament, and I want to acknowledge the heartfelt speeches all members have contributed to this motion but particularly that of the Leader of the Opposition; as a past serving police officer, you know this better than just about anybody else in this place. I also acknowledge other members in this place who have served wearing the uniform.

We acknowledge here today the deaths of Constable Rachel McCrow, age 29, and Constable Matthew Arnold, age 26. No person should go to work and not come home, whether that be on a building site or, in this case, on a farm in the western Darling Downs. When I heard the news coming through on Monday night, I, like most of us, experienced a great sense of grief and despair. I put something up on Facebook and was flooded by responses from everyday Australians and Queenslanders—good people who refuse to acknowledge that this is not what we are as Australians. Members of the Queensland Police Service—17,000 members—form a community of 66,000 police officers around this country who go to work every day to serve their communities, to serve us. They know that, like members of the military, one day they may be called upon to make the ultimate sacrifice, but, of course, none of them would ever expect to do that. But they do it. They join up. They do it to protect us as citizens.

As we remember Constable Rachel McCrow and Constable Matthew Arnold—and also Alan Dare—today, we remember their sacrifice. We remember the sense of service that they gave and that their colleagues continue to give. We remember their other colleagues Constable Keely Brough and Constable Randall Kirk, who was wounded. We will never understand the unspeakable grief that those survivors will be living with for the rest of their lives, nor will we understand the grief of the scenes-of-crime officers, the SERT officers and the other officers who came and retrieved the deceased. These men and women in uniform run to the sound of trouble when most of us would run away. I want to acknowledge Commissioner Katarina Carroll. I want to acknowledge the work that has been done by Ian Leavers, a great Queensland and a great contributor and representative of his colleagues in QPS.

I want to say to Australians and Queenslanders and members in this place who have served in uniform: if you have an interaction with the police, whether it be today, tomorrow or next week, please acknowledge them for the service they have performed and continue to perform. Acknowledge them and thank them for their service. We thank our military and our veterans, as we should, but we rarely thank our emergency service workers. Our emergency service workers, sadly, see so much carnage, whether it be on the roads or in domestic violence or, in this case, worse. We need, as an Australian community, to throw our arms around them and, as an Australian community, let them know that we love them and care for them, and thank them for their service, and that we will help support them in any way we can, whether that's in Tara, Chinchilla, Maroochydore, Alexandra Headland—it doesn't matter where it is in Australia.

Go up to a member of the QPS or a police service today—or an ambulance or a fire—and say, 'Thank you for your service. Thank you for putting your life on the line every single day of your working life so that we can have better lives as Australians.'



DR ALY

Dr ALY (Cowan—Minister for Early Childhood Education and Minister for Youth) (14:09): I too rise here in this place to give the condolences of myself, of my family and, indeed, of all the constituents that I represent in the electorate of Cowan on the tragic loss of Constable Matthew Arnold, Constable Rachel McCrow and Alan Dare.

Indeed, all of Australia is shocked and saddened by this absolute tragedy. I know that, for police families, the pain of this tragedy will be acutely felt. We are a police family ourselves—my husband, David, was a police officer for many years. My stepdaughter, Tiana, and her partner, Mackenzie, only just this year graduated from the Police Academy in Western Australia, and they're now policing together in Carnarvon. They are the same age as Constable Rachel McCrow. Like Constable Rachel McCrow, when they graduated and left the academy and took on their first job at the station in Canarvon, they were filled with hope, filled with pride and filled with passion—passion for their work as police officers to serve and to protect: to protect their community and to serve their community.

I remember that day that they graduated and attending the graduation ceremony, up at the WA Police Academy, and—apart from my husband beaming with pride that his daughter was following in his footsteps as a police

officer—the pride on the faces of each and every one of those graduates that day, and on the faces of their families, was something to be seen. You could feel it in the air—it was palpable; you could touch it—that these people, many of them young people, had chosen a career where they put their lives on the line each and every day in order to serve and to protect the community. It is something really quite extraordinary, as well as being very inspiring, I must say.

I know that families out there who are policing families will have seen this tragedy and, like us, they would have thought, 'What if that was my daughter?' or 'What if that was my son?' In the same way that we held each other and thought but didn't quite speak the words, but we knew that we were both thinking, 'What if that was Tiana and Mackenzie?' They're the same age as Rachel McCrow—probably graduated at the same time.

Some other members today have commented on this, and I think it's worthy to also comment that this is a sad but very timely reminder about how vigilant we have to be about violent extremism and the rise of violent extremism in Australia. It is a reminder of how important it is that we are able to identify individuals who are down that path towards violent extremism, who are becoming operative, and to intervene. Like many Australians, I've been reading the reports coming out, and some of the coverage on the backstories of these perpetrators—whose names shall not be spoken—and it's very clear to me, as somebody who was a professor in this field, and who studied in this field, that their trajectories were very typical of a trajectory to violent extremism. Human behaviour is quite simple, really. Human behaviour is actually quite predictable. There are warning signs, and, from the reports that I've read, there were warning signs with these perpetrators. We have to get better at recognising those warning signs. We have to get better at intervening early. We have to get better at early identification. And all of us have to take more seriously the warning that our security agencies have been giving us about the rise of violent extremism in this country.

On a final note, I just want to reiterate just how deeply this tragedy, this loss of three lives—two very young lives, Constable Matthew Arnold, just 26, and Constable Rachel McCrow, just 29; and Alan Dare, who valiantly, as the member for Sydney mentioned, ran towards danger, being a good neighbour, a good Samaritan.

Those three names will live on in our memories. They are more than just statistics. They are more than just numbers. We will remember them for the courage they showed, for the bravery they demonstrated and for the tragic way in which their lives were drastically cut short. May they all rest in peace.



MR TEHAN

Mr TEHAN (Wannon) (14:15): I join with all those who have spoken on this motion in paying my respects to Constable Rachel McCrow, Constable Matthew Arnold and Alan Dare, and also with all those who have expressed their commendation to Constable Keely Brough and Constable Randall Kirk for the bravery they showed in standing up to this evil.

In particular, I pay my respects to the Leader of the Opposition for his fine words on this motion. What came through to me from the Leader of the Opposition's words was very much someone who had been part of the police family. The emotion that he showed and the deep sorrow that you could see he felt, as all of us feel, was very much because he has been part of that police family. For anyone who has been a member of a family that has suffered grief and loss, the sorrow is immeasurable and unquantifiable. I think we saw that from the Leader of the Opposition, and I say to him: thank you for your fine words in this parliament today.

I also say, as someone who grew up on a farm, that I know many Alan Dares. The way he responded fits a pattern that I've seen so often of those people on the land reaching out and doing what they think is their duty—that is, to go to help those who are in need, whether it be through fire or anything else. To Alan Dare: thank you for what you did, and my deepest sorrow to you and your family. You did what many people on the land do out of absolute natural instinct—that is, to go to help and support others.

To the two constables who were there and have survived: my deepest appreciation for what you did, the bravery that you showed and also the healing that will be required for both of you in being able to come to terms with what happened. I'm sure I speak for everyone in this parliament when I say we stand with you in making sure that you understand that what you did demonstrated the utmost bravery. You will be in our thoughts and in our prayers as you recover from this evil act you have witnessed.

To all those who have had to respond: our thoughts and prayers are with you. There is no crime scene that any of us would want to have to go to, to take the evidence and to deal with the scene. To those who have had to do that: thank you for what you do.

To the country communities who are being impacted by this, Tara and Wieambilla: our thoughts are with you. As someone who represents small country communities, I know that this evil will bind you together and make you stronger. The stories of how you're already coming together are quite inspirational, and I'm sure that you will continue to be there to support the families and to support the police going forward because that's what small country

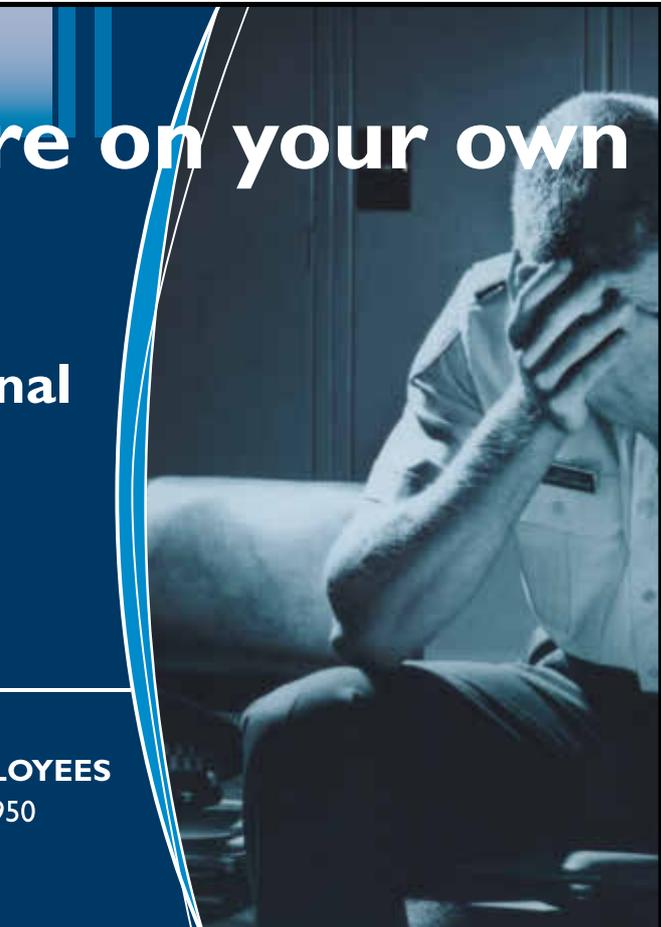
communities do. I have no doubt that this will make you stronger, and we're very grateful for that great aspect that country communities have in that regard.

To the police that look after all of the communities in my electorate, thank you. I know some of you personally. I have the great pleasure to call some of you my friends. I've been thinking of you over these last few days, because you go about your jobs in just a normal fashion, like how all of us go about our jobs, but you do put your lives on the line every day to keep our communities safe. It's times like these when I think we all need to say thank you for your service, and thank you for the duty that you carry out. I'm sure I can say this on behalf of all the communities in my electorate: thank you for keeping us safe, and thank you for being prepared to put yourself on the front line in service of our local communities.

At times of grief like this, it's very hard to understand how you can make anything of it other than to be absolutely appalled at what has occurred and at the evil that has taken place. But we do have to learn from incidents like these. We have to make sure that we're doing everything we can as a society to stop them happening and to make sure such evil and hatred cannot continue in our communities, and that's a battle that obviously needs to be waged over a period of time. But we've also got to make sure that we stand with those communities that have been impacted by this and make sure that we support them in the medium and the long term to ensure that they have what they require to get through this. They will come together, these small communities, and they will obviously be brought together, and that will strengthen them. But we still also have to make sure that we're there to support them.

We've got to make sure that these lives are remembered because those who put themselves in the line of duty do so with a sense of selflessness that we need to recognise. We've got to make sure that the losses that occurred here—three lives, two of them in their 20s—are remembered, because it is absolutely vital that we do. If we don't remember them, and if we don't remember their duty, then we do them the gravest disservice that we could possibly do to them. The memorial to the police here in Canberra is a great way for us to do that, but I think, also, what each and every one of us in this nation needs to do whenever we see police officers who are out on the beat, doing their bit to keep us safe, is say hello, acknowledge them and thank them for what they're doing. In that way, in small part, we're also thanking Rachel McCrow and Matthew Arnold for what they did and for their service.

When you come across someone who is going beyond the call of duty to help and support someone, thank them, and make sure you stop and acknowledge it, because in that way you'll be playing a little part in remembering the great legacy of Alan Dare, the farmer who went to help others, and will also be helping to support Keely Brough and Randall Kirk for their bravery, and helping their recovery.



Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950



NATIONAL
POLICE
FEDERATION

FÉDÉRATION
DE LA POLICE
NATIONALE

220 LAURIER AVENUE WEST, 8TH FLOOR
OTTAWA, ON K1P 5Z9
www.npf-fpn.com

December 14, 2022

Ian Leavers
President & CEO
Queensland Police Union
217 N Quay
Brisbane City QLD 4000
Australia

Dear Ian,

On behalf of the National Police Federation's Board of Directors, staff, and about 20,000 RCMP Members across Canada, we offer our sincere and heartfelt condolences on the devastating and senseless loss of Constables Matthew Arnold and Rachel McCrow.

We can only imagine the sadness and grief that their families and Queensland Police Union colleagues are experiencing, and hope that they can find some comfort and solace in community and the many thousands of police and other first responders who stand silently with them.

Please know that our thoughts are with you now and in the future, and that we hold the utmost respect for Constable Arnold and Constable McCrow for keeping Australians and their communities safe during every shift until their tragic end of watch. There is great pride in representing police officers, and also, great heartbreak.

May they rest in peace.

Sincerely,

Brian Sauvé - President

bsauve@npf-fpn.com



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – Commemorative 2023



MESSAGE FROM GREG EARLY, STATE PRESIDENT

Following our meeting at Police Headquarters on 5 December 2022 it would have usually been a quiet time before our meeting on 6 February 2023. However, the quietness soon ended when on 12 December 2022 Constables Rachel McCrow and Matthew Arnold and neighbour Alan Dare were ambushed and fatally shot at Wieambilla.

The outpouring of grief and the support of police in Queensland particularly was outstanding. The QRPA contributed \$2,000 to the Police Union's family support fund. Some Branches have made individual contributions.

State Vice President and former Commissioner Bob Atkinson and I represented the Association at the remembrance service for the two Constables at the Boondall Entertainment Centre. This service was outstanding and was a great credit to its organisers.

It is known that QRPA members around the state watched the service on their televisions. Some of the Branches gathered with the Ode being read and a minute's silence being observed. This is only the second time where two Queensland Police Officers have been murdered on duty. The first one was on or about 5 November 1867 when Constable Patrick Cahill and Supernumerary John Power were poisoned and later shot dead near Blackwater. (See more information on this tragedy in the segment on the Southern Downs and Granite Belt Branch).

ANNUAL LUNCHESES/DINNER

28.02.2023 Redlands @ Redlands Sporting Club,
Bernie Coleman 0402 983 225

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

14.07.2023 Southern Downs Granite Belt,
Brian Cannon 0476 156 968

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

22.07.2023 Gladstone @ Chinatown Restaurant,
Darryl Saw 0447 417 746

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

28.07.2023 Far North Queensland,
Brigitte McKaskill 0408 281 979

11.09.2023 State @ Geebung RSL,
Bob Pease 0401 399 839

19.10.2023 Darling Downs @ Futures Restaurant,
David Lynch 0419177935

20.11.2023 Rockhampton @ Frenchville Sports Club,
Dennis Smith 0408 321 416

06.12.2023 Bundaberg @ Bundaberg RSL,
Rowan Bond 0408 286 483

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

14.12.2023 Ipswich @ Brothers Leagues Club,
Ken Martin 3288 9782

15.12.2023 Gold Coast @ Mermaid Waters Hotel,
Denise Sullivan 0407 341 596

NEW MEMBERS

Former Inspector Darryl Malcolm Kilpatrick, Redlands, former Commissioner, St John's Ambulance, Royal Papua and New Guinea Constabulary, John Dovey Mudge, Far North Queensland, former Inspector Raymond William Gough, Gold Coast, former Superintendent Robert Waugh, Gold Coast, former Senior Constable Wayne James Boyd, Gympie, former Constable 1st Class Joseph Callaghan, State, former Detective Sergeant in AFP, Mladen Bosnic, Far North Queensland, former Sergeant Jose Juan Sanchez, Hervey Bay, former Inspector Brian Edward Johnson, Near North Coast, former Detective Sergeant Christopher Eamon Gibney, Redlands, former Inspector Raymond Joseph Loader, Far North Queensland, former Detective Sergeant Paul Edward Simmons, St Kilda CIU, (Victoria Police), Gold Coast, former Inspector Wayne Henry Knapp, Sunshine Coast, former Constable Paul Gardiner, Ipswich and former Sergeant Bruce Kinkead Berry.

ASSOCIATE MEMBERS

Fay Lorraine Gough, spouse of new member Ray Gough, Gold Coast, Sonia Elissa Vitiello, Gold Coast and Jennene Monteath, spouse of member Steve Monteath, Redlands.

OBITUARIES - May they Rest in Peace Members

Veteran Member and former Assistant Commissioner Kenneth Douglas Strohfeltdt, 20.12.2022, aged 83 years; Senior Member and former Senior Sergeant Neville Colin Hunsley, 30.12.2022, aged 74 years; Member and former Assistant Commissioner Errol Gregory Walker, 02.01.2023, aged 83 years; Member and former Sergeant Graham Neville Broom, 04.01.2023, aged 73 years; Life Member and former Senior Constable Ernest James Charles Benson, 07.01.2023, aged 84 years and Member and former Inspector Regan Mary Carr, 25.01.2023, aged 62 years.

Non-members

Former Senior Constable David Rowntree Parker O.A.M, 25.11.2022, aged 67 years; former QPS Officer William (Billy)

J Rapp, 11.12.2022; former QPS officer Mark Allan Turner 17.12.2022; former Sergeant 3C Bruce Anthony Wilby, 19.12.2022, aged 77 years; former QPS Officer Peter John Lawrence, 16.12.2022, aged 88 years; former QPS officer Gregory Edward Hoare 23.12.2022, aged 70 years; former QPS officer Bruce Edward Butler, 06.01.2023; former QPS Officer Peter Charles Browne, 19.01.2023 and former QPS Officer Jerome Christian Gerald Lynis-Huffenreuter, 24.11.2022, aged 70 years.

Serving Members

Constable Rachel McCrow, 12.12.2022 aged 29 years from Tara Station; Constable Matthew Joseph Arnold, 12.12.2022, aged 26 years from Tara Station and Acting Senior Sergeant Michelle Mullen 25.01.2023, aged 52 years.

Family

Barbara Laird, wife of Veteran Member and former Sergeant Dudley Laird 20.12.202.

AROUND THE BRANCHES

SOUTHERN DOWNS AND GRANITE BELT

Meeting held on 13 January 2023 at the Condamine Sports Club, Warwick. Extract from minutes by Secretary/Historian Brian Cannon: At the readings of the obituaries and Ode, the group acknowledged and reflected on the despicable and horrendous murders of Constables Rachel McCrow and Matthew Arnold, and Mr Alan Dare on 12 December 2022. Mention was also made by members of the exceptional efforts of many in the conduct of the funerals of the officers, noting in particular those colleagues who spoke of Rachel and Matthew, the ushers assisting the wreath layers and Police Chaplain Jeff Baills' thoughtful and gracious conduct of the service. Just as significant was the provision of an escort and police presence at the commemoration of the life of Mr Dare. Those who follow Queensland Police history will know that this is the second such tragedy involving the murders of two officers, the other being the deaths of Constable Patrick Cahill and Supernumerary John Power, who, on or about 5 November 1867, were poisoned then later shot at Mackenzie River Crossing (near Blackwater). They had been undertaking a gold escort from Clermont to Rockhampton in the company of the perpetrator of these crimes, previously Police Magistrate at Toowoomba and then Gold Commissioner to the Clermont area, Thomas Griffin. Griffin was later arrested, tried and hung on 1 June 1868. Following the meeting, the Branch's newest member, Heather Whiting and her husband John provided a precis of their life's story involving Heather's service at, among other locations, Gympie, Mount Isa, Brisbane and last Roma. Heather is now the Disaster Management Co-ordinator for the Goondiwindi Regional Council, while John ensures the continuation of the water supply for Inglewood and District, as the 2IC of Sunwater (he is quick to point out he is a first class 2IC the crew consists of two members). They have settled near Inglewood. (Secretary Brian Cannon 0476 156 968)

BUNDABERG

Meeting held on 27 January 2023. The Christmas luncheon on 7 December 2022 was a great success with a beautiful meal and great company. Mayor and MP Jack Dempsey held an auction of a bottle of Commemorative Port and did a great job raising \$190. Welfare: Bob Hayes had a minor stroke and is going OK. Judy Jones suffered head injuries in a fall but was on the mend at the time of the meeting. Sadly the Branch said goodbye to veteran member and former Assistant Commissioner Ken Strohfeldt. There was a large representation of retired and serving police at his service which was live streamed as well. On the Bowls front by Grannie Pearce: The retired Police Bowls Team has been in recess during the festive season but the first outing for 2023 is President's day at Burnett on 5 March and then at Bundaberg on 2 April. We now have a strong team of players. It is great to see John Lewis back from his around Australia trip. Stuart Davies is also a great member of our team now as well as Judy and Alan Jones. Next meeting: 24 February 2023. (Secretary – Rowan Bond – 0409 286 483)

GOLD COAST

Meeting held on 6 December 2022 at Currumbin RSL Club. Ross and Nev Huth were presented with their Senior Member Certificates while Terry Perkins and Mike Sparke were presented with their Veteran Member Certificates. Applications to join the Association by Ray and Fay Gough and Bob Waugh were recommended for approval. An application by Sonia Elissa Vitiello, Principal Officer of White Lady Funerals, Miami, for Associate Membership was recommended for approval. Welfare: Don Braithwaite spent ten days in St Vincents Hospital, Toowoomba, being treated for cellulitis. He is home now and has a little way to go before full recovery. Doreen Gillespie has some health issues and her daughter is a great help to her. Wayne Doss is doing OK. He is doing a rehabilitation course at Belmont Private Hospital. Guest speaker: Christian Truscott, officer in charge of the Gold Coast City Council Water and Sewerage, who gave a very interesting address which covered the value of the four Gold Coast treatment plants, the length of piping in the region and the large amount of drinking and recyclable water produced each day. At the Gold Coast Christmas luncheon held at the Mermaid Waters Hotel on 16 December 2022, which was attended by 41 members, President Russell Robertson and Inspector Bruce Kuhn addressed the luncheon on the tragic deaths of Constable Rachel McCrow, Constable Matthew Arnold and neighbour Alan Dare who were ambushed and fatally shot at Wieambilla on 12 December 2022. The President read the ODE, a minute's silence was observed and those gathered were advised a bouquet had been forwarded to the Tara Police Station where Constables McCrow and Arnold had been stationed. Next meeting: Currumbin RSL Club on 7 February 2022. (Secretary David Manfield 0413 957 610)



Members receiving either Veteran or Senior Member Certificates: Ross Huth, Mike Sparke, Terry Perkins and Nev Huth.

GYMPIE

Meeting held at the Tin Can Bay Country Club on 1 February 2023. Wayne Boyd was a visitor to the meeting and later his application to join the Association was recommended for approval. Laurie Pointing advised that he, Tony Barton, Ruth and Tim Roach attended the very well attended funeral of retired Assistant Commissioner Ken Strohfeldt at Bundaberg. Veronica Kane advised that she, George Moczynski and Assistant State Secretary Pat Philp and his wife Bobbie had attended the funeral of former Sergeant Bruce Wilby at Clermont. Veronica and Pat were sworn in with Bruce on 24 March 1972. Welfare: John Gordon advised that Peter Eiby is to have an operation on his right eye on 7 February which will include the removal of a cataract. On 8 February Peter is seeing his Cancer Specialist/Surgeon about further procedures. Ken Salmon was pleased to have the drain from his liver removed. He is still undergoing several scans and awaiting the total results and recommendation. He hopes he does not need to have any surgery. Laurie Pointing advised he was pleased with the outcome following a colonoscopy. However, his wife Irene suffered a terrible infection following a procedure and is still very much in recovery mode, following a deal of pain and suffering. George Moczynski recently spent three days in hospital, having received three transfusions of blood as well as an iron infusion. The Doctors have not determined what is causing the changes to his blood levels, which he has found so debilitating. He is undergoing further tests and adding further specialists to his list of frequent contacts. President Keith Bunkum advised that his wife Lynn has been diagnosed with Type 2 Diabetes and Annabell is awaiting news re anaemia which is complicating matters with her Diabetes. George and Veronica attended the Bundaberg annual luncheon. Next meeting: 5 April 2023. *(Secretary Veronica Kane 0408 827 433)*

LOGAN-BEENLEIGH

Meeting held on 19 January 2023. Guest speaker: Andrew Gough, Secretary-Manager of the Queensland Police Legacy Scheme. The QPLS was formed in 1971 and is the oldest Police Legacy Scheme in Australia. Since inception the Scheme has assisted 269 police families with 483 children and at present has 52 police families on its books. The Scheme assists with education costs from child care to university. Andrew provided a very enlightening presentation and was able to catch up with a few old acquaintances from his policing days in the QPS. A recruitment poster prepared by Kay Halford was considered and it was resolved that the Branch purchase 10 A3 size laminated posters and post them in each of the QPS district offices around its catchment area. The Branch donated \$250 to the Police Union appeal for the families of murdered Constables McCrow and Arnold. It was resolved to add to the funds raised by Vice President Gerry Stevens through re-cycling (\$1,721 so far) and make a donation of \$2,500 to Queensland Police Legacy. It was decided in future to meet on the 4th Thursday of the month which hopefully will reduce the impact on Club Beenleigh and parking. Welfare by Eileen Riley: Sadly in 2022 the Club lost three members: John Lyttle, Don Martin and Nev Hunsley. Jim Wagner was particularly unwell over the Christmas period but it was good to see him

at the meeting. Col and Lee Thorne and Ken Foreman have had COVID. David James' health is not improving and he will not be renewing his membership in July. Social: Over 30 members enjoyed our Christmas lunch on Thursday 1 December at the Beenleigh Tavern. There were many laughs and lots of fun and camaraderie shared by all those who attended. A booking has been made for a tour of Albert River Wines on Wednesday 15 March 2023. Next meeting: 23 February 2022. *(President Col Thorne 0407 905 017)*

SUNSHINE COAST

Meeting held on 24 January 2023. Welfare: President and Welfare Officer Dick Turpin reported on the well being of several members. Sadly, one of them, former Inspector Regan Carr, passed away on 25 January 2023 following a long and courageous battle with cancer. An application to join the Association by Wayne Henry Knapp was recommended for approval. Member Geoff Fraser addressed the meeting on Crime Stoppers. The members showed their appreciation by acclamation. The 25 April 2023 meeting has been brought forward to 18 April 2023. *(Secretary David Betts 5445 3919)*

ROCKHAMPTON

Meeting held on 7 December 2022. Secretary-Treasurer Dennis Smith chaired the meeting in the absence of President Barry Self. \$350 the proceeds of the multi-draw raffle held at the dinner will be donated to the Queensland Police Legacy Scheme. Garry Boxchen's application to resign was accepted. Feedback was given on the annual dinner. There was a total of 37 attendees, a major drop on last year's numbers. Some events since the 7 December 2022 meeting. On 21 December 2022 six members attended the memorial park at the Rockhampton Police Station to view the telecast of the dedication ceremony for the officers slain at Wieambilla. On 29 December 2022 six members attended a small ceremony at the Rockhampton Crematorium Memorial Gardens for the internment of the ashes of late member Merv Deakin into a columbarium. President Barry Self said a few words as did members of Merv's ham radio club. On 20 January 2023 there was a strong turn-out of members for the cremation service for life member Ernie Benson. Secretary Dennis Smith read Ernie's service history and Barry Self read the Ode. The QPS flag, QRPA flag, police cap and Ernie's medals were placed on the coffin. Sergeant Jon Cookson piped the family out of the chapel at the end of the service. The Bundaberg and Gladstone Branches were also represented at the service and also later at the wake at the Frenchville Club. The next social event at Cockscumb Retreat will be on 19 March 2023. Next meeting: 1 March 2023. *(Secretary-Treasurer Dennis Smith 0408 321 416)*

MACKAY-WHITSUNDAY

Meeting held on 17 December 2022. President Bob Maher welcomed all to the meeting and gave a special welcome to Inspector Andrew Godbold and his wife. Special mention was made of the murder of Constables Arnold and McCrow. Later in the meeting it was resolved to donate \$1,000 to the fund set up to support their families. A vigil was held at the Mackay Entertainment Centre on 21 December 2022. Welfare: Norah Spreadborough was hospitalized recently following breathing

difficulties but after discharge she had a fall and suffered a broken hip. Acting Welfare Officer Peter contacted Dawn Hodgson and Barry Downs who is not in the best of health. Lorraine Hansen, Jean Hammond and Peter and Gale Howard have had Covid. Next meeting: 18 February, 2023. (Secretary Dennis Hansen 4957 2699)

IPSWICH

The Christmas luncheon was held on 8 December 2022. Bruce Raymond acted as MC. Special guests: Retired Commissioner Bob Atkinson, Assistant Commissioner Charysse Pond and QBank Director Paul Wilson. Bob Atkinson spoke of the late Gladys Waters and the wonderful impact she had on everyone. Bob later presented Ross Gorrie with his Veteran Member Certificate. Paul Wilson spoke about the advantages of being a member of QBank and introduced Grant Spooner, Relationship Manager. Assistant Commissioner Charysse Pond APM, representing the Commissioner, provided an update on her role and of the various police establishments coming under her control from Ipswich to the borders of New South Wales and the Northern Territory. There was a great array of raffle prizes organised by Matt and Elaine Dale. Major winners: Bob and Jenny Bairstow, a night at the StarTreasury Hotel, Linda Gorrie, winner of the handcrafted clock made by Fred Maynard, and Ken Morris, winner of author Peter Watt's latest novel "Call of Empire." Elizabeth Little was thanked for her generous donation of the 90 year celebration cake which she later assisted to cut. Meeting held on 12 January 2023. Welfare: Mention was made on the health of Cec Horne who turned 97 on 6 January and of Vince Beutel. The funeral service for member Graham Neville Broom was discussed. The need for a Funeral Planning Request Form was also raised and in this regard an email has been circulated to all members. Guest Speaker: Sergeant Mick Gardiner, Senior Police Bomb Technician, who presented on the contents of his book "Blast from the Past: A Bomb Technician's short 100 year history of Queensland explosive incidents." Mick outlined how bomb response has changed over the years, drawing from his 25 years' experience in the EORT. He also offered a look at some of the most interesting and sometimes unbelievable bomb incidents that have occurred over the last 100 years, a history that we never knew existed. He covered mental health to domestic violence, experimentation gone wrong to targeted criminal attack. If readers wish, they can contact Mick on mickjg@bigpond.net.au to purchase a book, proceeds of sales going to the Queensland Police Legacy Scheme. Next meeting: 9 February 2023. (Secretary/Treasurer Ken Martin 0407 345 500)



Retired Commissioner Bob Atkinson presenting Ross Gorrie with his Veteran Member Certificate.



Cutting of the 90 year celebration cake by Elizabeth Little, retired Commissioner Bob Atkinson and Assistant Commissioner Charysse Pond.



Senior Police Bomb Technician Sergeant Mick Gardiner with President Ken Morris.

TOWNSVILLE

A Christmas lunch was held at Tom's Tavern on 7 December 2022. President, Merv Johnston, welcomed all members, guests and partners. A special welcome was given to QBank Director Dan Keating, Acting Superintendent Dean Cavanagh, State President of the QRPA Greg Early, Inspector in charge of the Townsville Police Academy, Inspector Joe Kitching and Police Chaplain Glenn Louttit. Welfare: Treasurer John Cran had a bad case of the flu and was unable to attend. Eileen Kassulke spent some time in Hospital with a medical problem. Vince Bye also had some time in the Hospital and "maybe" they have found the cause of his bleeding. A special "Good ONYA" card was made for Brian Hooper and signed by all in attendance. Greg Early brought with him a special 90th anniversary birthday card for Brian. (This was done for any member who turned 90 in 2022 the 90th year of operation of QRPA). Both cards will be presented to Brian by Welfare Officer Gordon Thomas. Retired Superintendent Brian Bensley received his Detective Appointment Certificate and gold pin from Acting Superintendent Dean Cavanagh. Meeting held on 1 February 2023. The Welfare Officer Gordon Thomas informed the meeting that Brian Bensley until recently had spent a couple of weeks in the Townsville University Hospital suffering from COVID. Gordon had visited Joan Maynard and Brian and Margaret Hooper. All were in reasonably good health. John Urquhart reported that he had visited Vince Bye at his home. He is still having trouble with his legs. He is unable to walk any distance and is also having trouble with his balance. On the day of the meeting, June Weston had an injection into her eye for Macular Degeneration. The Branch donated \$300

towards the Police Union's appeal on behalf of the families of murdered Constables Rachel McCrow and Matthew Arnold. Next meeting: 1 March 2023. (Secretary John Urquhart 0407 734 497)



Townsville lunch - State President Greg Early, Inspector Joe Kitching and Peter Hardy.



Acting Superintendent Dean Cavanagh presenting former Superintendent Brian Bensley with his Detective Appointment Certificate.

GLADSTONE

Meeting held on 14 December 2022 at the Calliope Central Bowls Club. Members stood and observed one minutes silence for murdered Serving Officers, Constables Rachel McCrow and Matthew Arnold and civilian Alan Dare at Wieambilla on 12.12.2022. A resolution was passed for the Branch to donate \$500 to the QPU Remembrance fund for Constables Arnold and McCrow. Acting Welfare Officer Keith McCann reported that he had seen John and Val Caterson and that Val was still in good spirits. Several members attended the Rockhampton Branch dinner on 22.11.2022 and Bundaberg's annual luncheon on 7 December 2022. Meeting on 1 December 2023 at the Queens Hotel, Gladstone. Welfare: Keith McCann advised there is no change with Val Caterson. Val improves after her regular treatment and then lapses back with her condition. Graham Cousins is going well and regularly emails Keith. Alf and Lorraine Walker have purchased a large American made camper and have been travelling throughout Queensland for the last few weeks. Ross Vidler advised him that his mother Ann is doing well. Keith, Gail and Darryl Saw attended Ernie Benson's funeral service at Rockhampton. Darryl Saw advised that Glen Josefski is still doing OK. Mike Ball advised that he is still as well as he can expect. Arrangements have been made for members to visit the Gladstone Water Police on 3.5.2023. The next meeting will be at Flavours Marina Restaurant at the Gladstone Marina on 1.3.2023. (Secretary Darryl Saw 0447 417 746)



Glenn Churchill and Darryl Saw, President and Secretary, remember murdered Constables Arnold and McCrow.

DARLING DOWNS

Meeting held on 8 December 2022. Welfare: John Sullivan reported that Ray Briese was now on the mend after his heart surgery Bob Lehfeldt stated that John Coope had been unwell. Viv Nolan reported on the recent heart attack suffered by Senior Vice President, Alan Lane. Next meeting: 9 February 2022. (Secretary Mike Jordan 0438 111 423)

NEAR NORTH COAST

Meeting held on 16 January 2023 at the Caboolture Sports Club. Former Inspector Brian Johnston was welcomed to the meeting and later his application to join the Association was recommended for approval. He gave a rundown on his service in the QPS. President John Warner presented Glenys Huddlestone with her Senior Associate Member Certificate. Welfare Officer Allan spoke regarding some welfare matters regarding members. President John spoke regarding the funeral of late member Errol Gregory Walker. He mentioned the assistance given by the Funeral Planning Request Form which Errol had completed. John was commended on the way he dealt with the Branch's role in the funeral service. A tentative date of 19 October 2023 has been set for the annual luncheon. Next meeting: 20 February 2023 in the Anzac Room of the Bribie Island RSL Club. (Secretary Merv Melling 0408 587 624)



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

REDLANDS

The annual Christmas luncheon was held at the Redlands Sporting Club Steakhouse on 13 December 2022. Sadly the day before two Police Officers were murdered at Wieambilla and before the luncheon commenced the Ode was read and a minutes silence was observed. After lunch secret santa presents were given out and the lucky door prize of a \$150 voucher for the Lighthouse Restaurant was drawn and won by Ludy Collins. Meeting held on 23 January 2023. President Marty Fitzpatrick welcomed new members Chris Gibney and Darryl Kilpatrick to the meeting. Chris and Darryl provided the branch with a brief service history. Broad discussion ensued about the Branch building social connection and activity across the group including attending Redlands City Council functions, supporting local QPS by possibly attending 'Coffee with a Cop' and Branch BBQs. Member Paul Oates raised issues about the community involvement and responses to the growing crime problems. Paul gave a presentation to the group and shared media articles. As a result of group discussion about the current status of crime and the QPS and government responses the following motion was passed: "That the State Management Committee prepares

a letter to the Premier of Queensland, the Police Minister and the Commissioner of Police (individually or collectively) consider encouraging and funding appropriate programs that provide ways to pro-actively promote health and lawful activities involving today's youth, including the use of and involvement of Police-Citizens Youth Clubs." Next activity: Annual luncheon on 28 February 2023. (Secretary Mark Stiles 0414 326 992)



Members attending the 13 December 2022 annual Christmas luncheon.

FAR NORTH QUEENSLAND

The Branch last met on 25 November 2022 and will not meet again until 24 February 2023. Welfare by Brigitte McKaskill, Secretary/Welfare Officer: Ken Willimott had been recovering in Cairns after surgery last year in Brisbane but has now gone back to Brisbane for further medical treatment. Ian Swan has received an all clear from his doctor after successful treatment. Dell Stubbins has recovered well from knee surgery last year. We wish all our members a speedy recovery and hope to see them again soon at one of our lunches. Next meeting: 24 February 2023 at The Carrington in Atherton. (Secretary Brigitte McKaskill 0408 281 979)

HERVEY BAY

Meeting held on 17 January 2023. President Ian Anderson thanked those members who attended the Christmas lunch at the Hervey Bay Golf Club on 20 December. It was a shame that Roger and Dot Barlow could not attend as it was their sixty-ninth wedding anniversary. Dot had injured her neck at home. Ian and Pauline Anderson and Grahame and Lyle Gronow attended the Bundaberg luncheon in December. Travellers: David and Chris Barrowcliffe are still in South Australia with family. Ian and Pauline Anderson are cruising to Papua New Guinea. President Ian is to make inquiries about the suitability of several premises so that maybe one can be used as a meeting venue once or twice a year. Guest speaker: Acting Senior Sergeant and Acting OIC Hervey Bay Station Nicola Davies gave a brief summary of her career followed by a precis of crime and policing in the Hervey Bay area. Her address was well received by the members. Welfare: As mentioned Dot Barlow was not well in December. She is still a bit sore with her neck but is improving. Roger Barlow had a fall two weeks before the meeting, broke a rib and gained a few abrasions and bruises. Ross Skyring was having surgery on the day of the meeting. Gerry Walton has suffered a bout of Deep Vein Thrombosis. The application to join by Jose Sanchez was recommended for approval. President Ian has offered to collect suitable maroon shirts from members and deliver them to Bundaberg for attachment of the QRPA badge. A BBQ will be held at the Botanic Gardens, Hervey Bay, on 21

February 2023. Next meeting: 21 March 2023 at a venue to be announced. (Secretary Gerry Walton 0410 440 274)

VAN DIEMEN'S LAND

From Newsletter edited by Jennifer Johnston/Andy Beasant: We hope this finds you all safe and well. We have had lots of varied weather in Tasmania recently, one day it is sunny and in the 20's and then it snows the next morning! A bit like Melbourne. We welcome John and Helen Goldsworthy who have moved down to the Apple Isle. They arrived two days after our meeting but we hope to see them at our next gathering. We have resolved to hold our 2023 AGM at Bracknell on 5 March 2023. Until next time, stay safe and remember if travelling down this way, please let us know if we can help you in any way. All the best from Tasmania. Addendum: The Branch contributed \$950 to the Police Union's fund to support the families of the two Constables murdered at Wieambilla. (President/Secretary Andy Beasant 0409 030 142)



Left and right: Treasurer Jim Byrne and Vice President Ian Johnston after receiving their Life Member Plaques from President/Secretary Andy Beasant.



Members attending the 20 November 2022 meeting.

State President:

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

State Secretary:

Patricia Holden, zhende4854@gmail.com, 0428 455 406

QRPA Website: www.qrpa.asn.au

Email: qldretiredpolice@gmail.com

Courtesy of the QPS, a confidential psychological support service is available to retired Queensland police officers – 24/7 – 1800 277 478. If you know someone doing it tough, please urge them to use the free service or talk to you or someone.



QUEENSLAND POLICE UNION

CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER:

TITLE: Mr/Mrs/Ms/Miss:

FULL NAME:

HOME ADDRESS:

POSTCODE:

POSTAL ADDRESS:

POSTCODE:

PHONE NUMBERS: [H] [MB]

[W] [F]

WORK EMAIL:

HOME EMAIL:

RANK:

STATION:

STATION ADDRESS:

.....

.....

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